



Developing Healthy Workplace Programmes that are Transferable across Worksites and Local Needs Led

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Overview

- Local engagement and fidelity to best practice
 - two challenges facing implementation of health and wellbeing programmes in workplaces
 - require opposing ‘fixes’ – prescription versus creativity
- How can we engage local workers with healthy workplace programmes that fit their needs but still have programmes that can be spread as best practice?



Two Challenges for Healthy Workplace Programmes

1. 'Scale up and spread'

- Complexity of local workplace will affect outcome of healthy workplace programme: what works in one workplace will not work in the same way in another

2. Local engagement

- Engagement of local staff in any workplace health programme is vital, and tricky



Two Challenges for Healthy Workplace Programmes

- Approaches to the spread of best practice historically: 'recipe' of what to do and how
- New workplaces take recipe and try to follow it exactly
- Failures in healthy behaviour change = failures of local workplace to follow recipe closely enough
- Tide is turning: Understanding of complexity of workplaces and need for engagement of staff at local level = 'looser' recipes



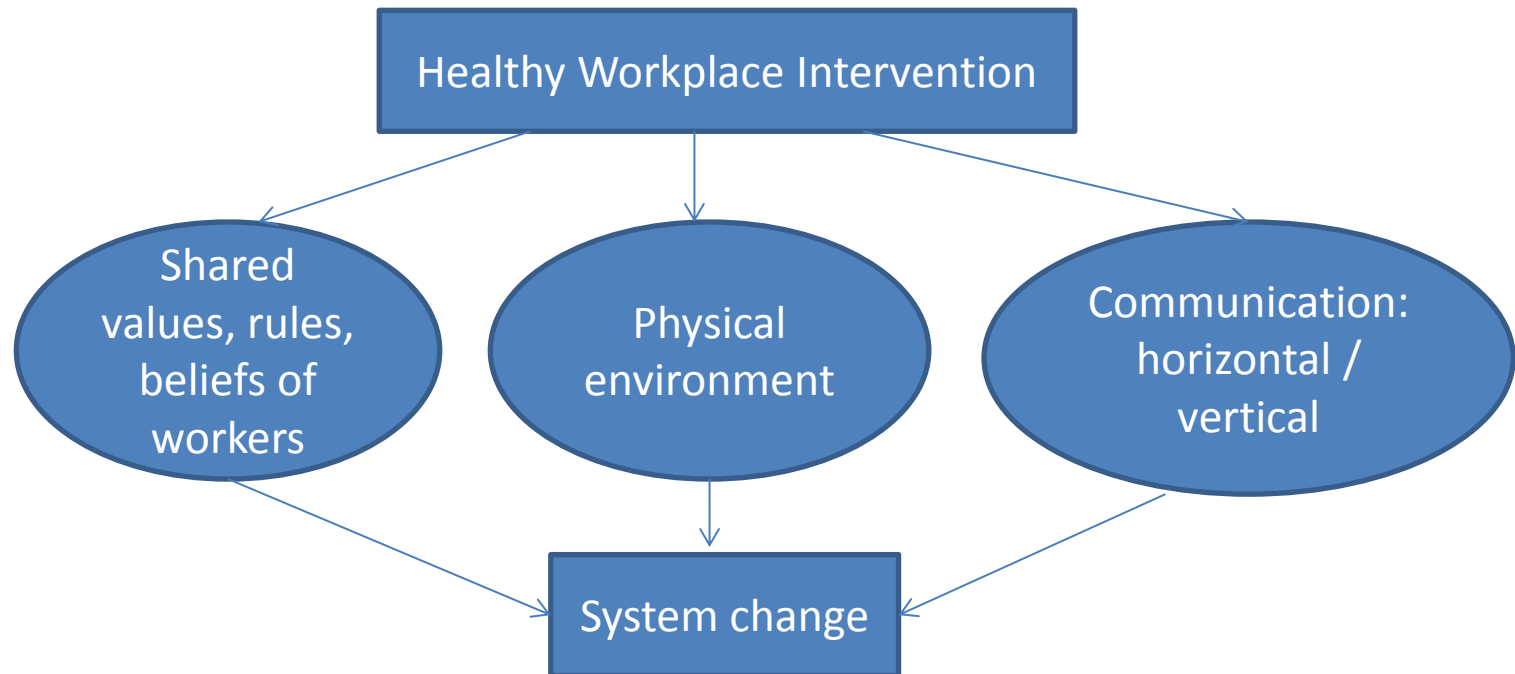
Redefining Best Practice

- Working at a level of abstraction can enable spread of best practice and improve local engagement
- Transfer a general framework outlining the aspects of a workplace to be targeted by a healthy workplace programme
- Use this 'framework' to assess local workplace on each of these aspects
- Tailor healthy workplace programme to local needs



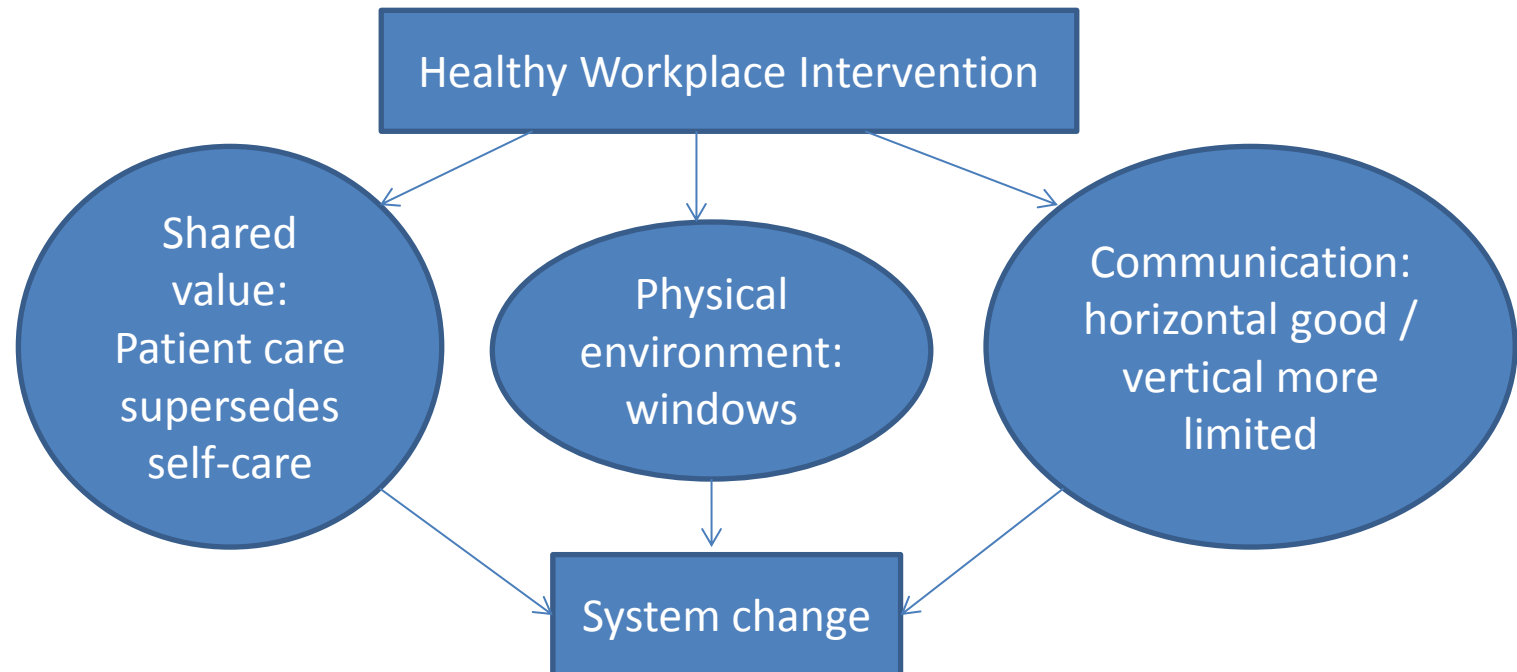
Example of Mid-level Healthy Workplace Programme

General framework can be 'filled in' with local information:



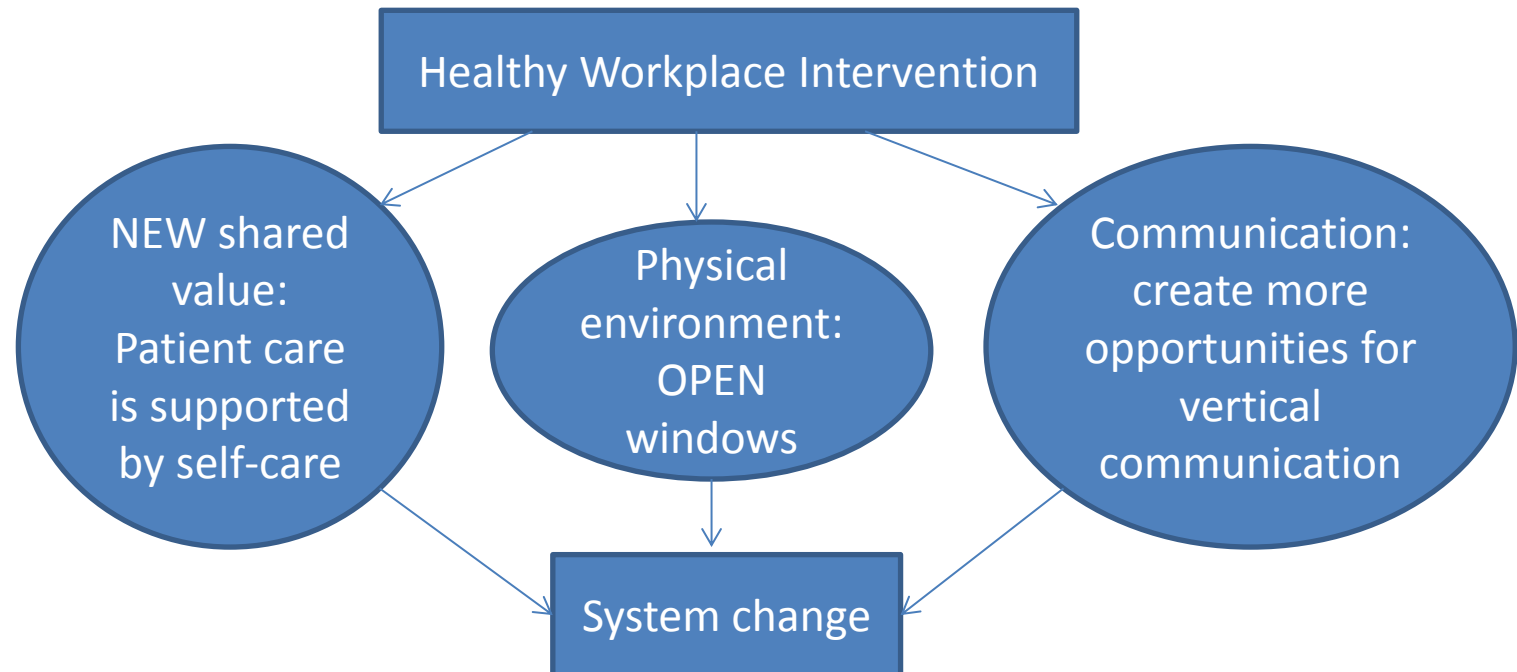
Example of Mid-level Healthy Workplace Programme

- NHS ward: supporting a 'healthy ward culture' using a general framework approach



Example of Mid-level Healthy Workplace Programme

- NHS ward: supporting a 'healthy ward culture' using a general framework approach



Mid-level Healthy Workplace Framework

- **Best practice:** transferable framework that can be adapted to each individual setting / workplace
- **Engagement:** employees have ownership in their setting through tailoring of intervention activities for each component of framework to local needs / setting



Thank you

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