

AKTUALITY
V PODPOŘE ZDRAVÍ NA PRACOVÍŠTI
V ČR A VE SVĚTĚ

MUDr. Vladimíra Lipšová

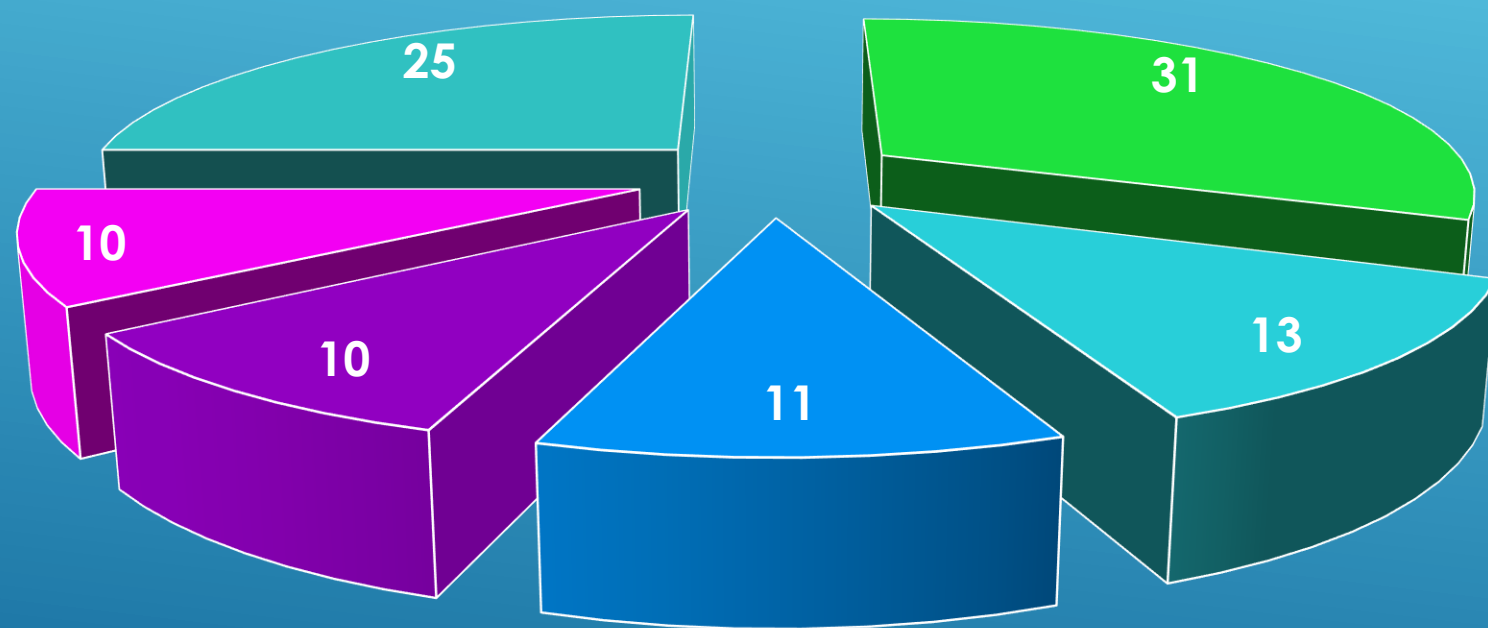
AKTUALITY V ČR – PPZ 2018

- ▶ Ocenění příkladů dobré praxe
- ▶ Certifikace na 3 roky
- ▶ **2005-2018 – 70 podniků**
- ▶ **77 % recertifikace**
- ▶ Provedeno celkově 168 auditů

- ▶ Nové webové stránky – 12/2018 😊



PPZ – REGIONÁLNÍ ROZLOŽENÍ (%)



■ Praha

■ Středočeský kraj

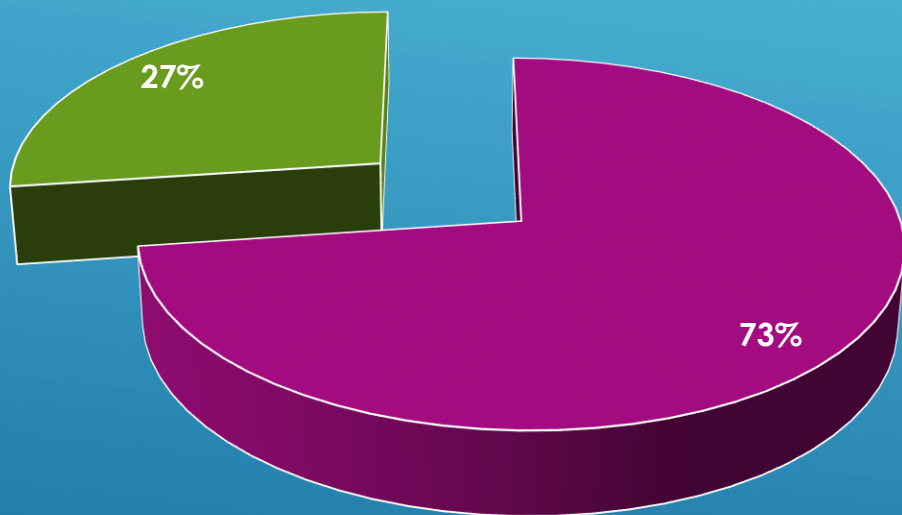
■ Moravskoslezský kraj

■ Ústecký kraj

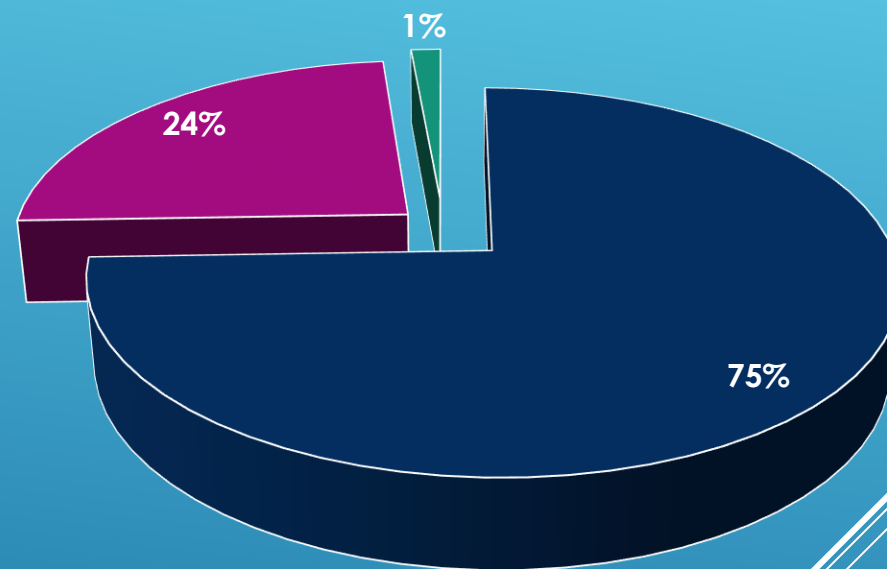
■ Jihomoravský kraj

■ ostatní

PPZ – VELIKOST PODNIKŮ, ČINNOST PODNIKŮ



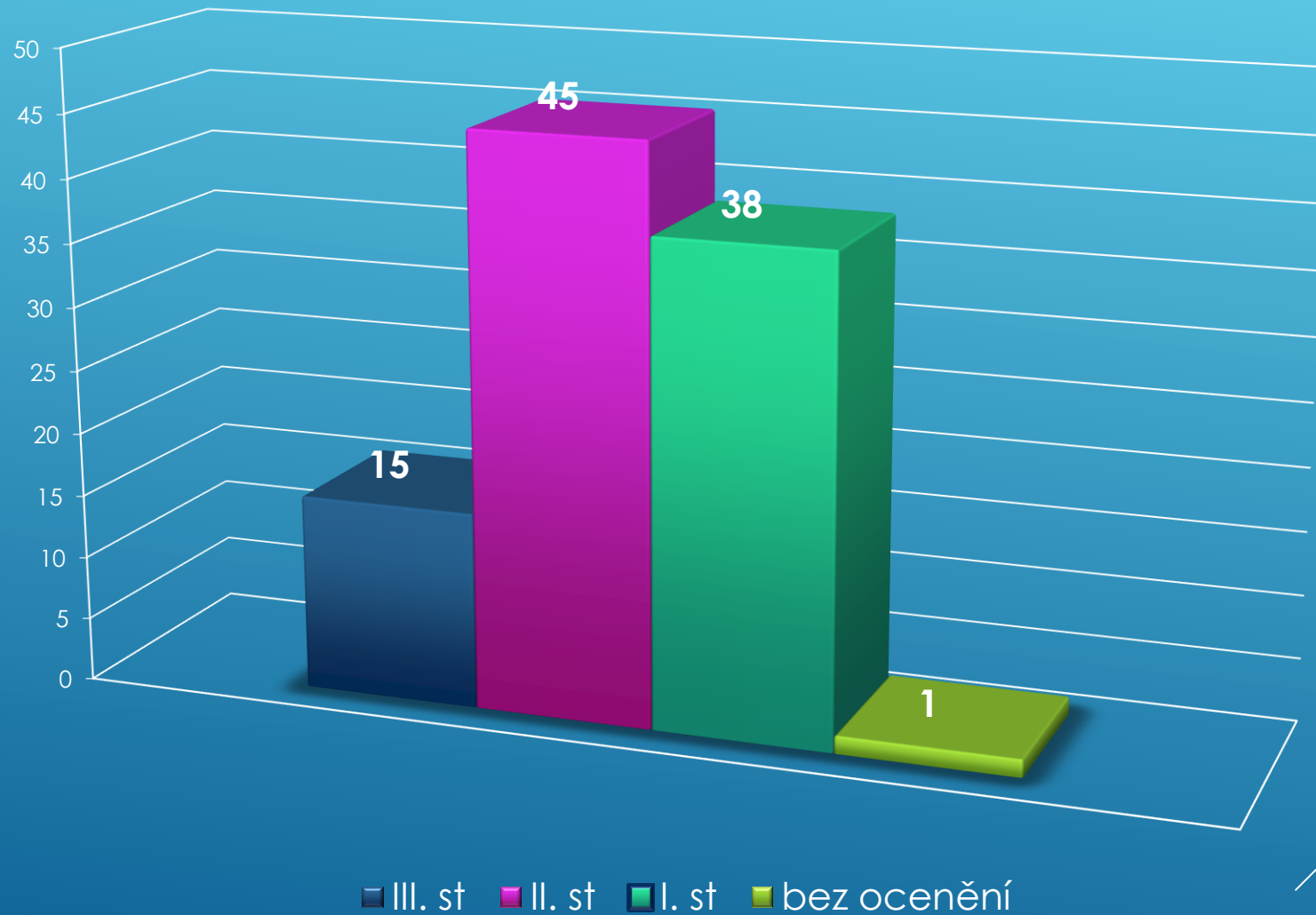
■ velké podniky ■ malé a střední podniky



■ výroba ■ administrativa ■ zdravotní služby

- ▶ Velké podniky (nad 250 zaměstnanců) – 51 podniků (73 %)
- ▶ Malé a střední podniky - 19 podniků (27 %)

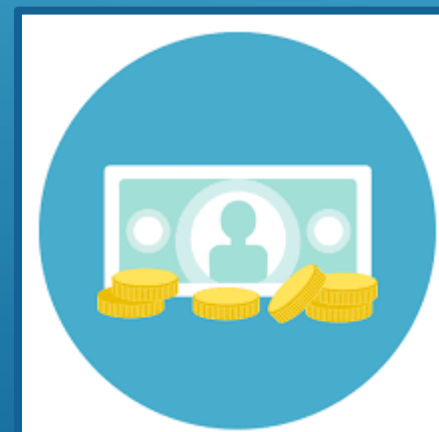
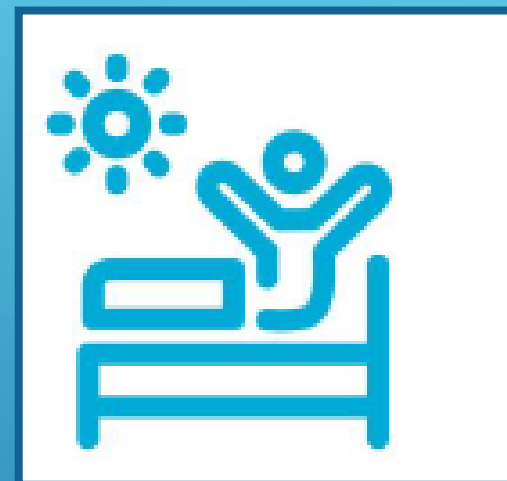
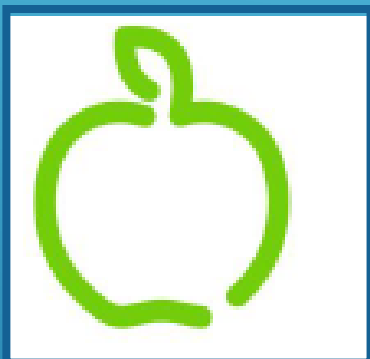
PPZ - ZÍSKANÝ STUPEŇ PŘI PRVNÍ CERTIFIKACI V %



AKTIVITY

- ▶ **Pohyb** – fyzioterapeut, trenér, cvičební lekce, sportoviště, soutěže, výlety, virtuální trasy,...
- ▶ **Strava** – závodní jídelna (spolupráce s výživovým poradcem), ovocné mísy, zdravé snack automaty,...
- ▶ **Stres** – školení, kouč, meditace, psychologická první pomoc, duchovní,.....
- ▶ **Kouření** - individuální poradenství, nekuřácké balíčky, IQOS,...
- ▶ **Rodina** - firemní školka, příměstské letní tábory, telefonní tarif pro rodinu,...
- ▶ **Bezpečnost** – e-learning, digitální „kolega“ při nebezpečné práci, ...

GLOBÁLNÍ TRENDY





GLOBAL HEALTHY WORKPLACE AWARDS & SUMMIT, BERGAMO, SEPTEMBER 2018





FIREMNÍ PŘÍKLADY



OSWALDO CRUZ
HOSPITAL ALEMÃO

Quality of life and health in the workplace

*A well-cared staff,
provides better care
to patients.*

The Hospital Numbers

PROGRAMA
BEM-ESTAR
em todo o Brasil



+ 3,236
Staff members



805
Beds



136,000 m²
Built area



3,900
Active
credentialed
physicians

Numbers considering the installed capacity of all units.



OSWALDO CRUZ
HOSPITAL ALEMÃO

Multiprofessional and interdisciplinary team

► Currently we have:

- 18 qualified professionals (quality of life committee) + 20 additional ones (strategic partners)

► Our team:

- 1 chief physician who coordinates occupational health and quality of life
- 4 Clinical Physicians
- 1 Occupational Nurse
- 2 Care Nurses
- 1 Nursing Intern
- 3 Occupational Nursing Technicians
- 1 Dietitian/Coach
- 1 Ergonomist Physical Therapist
- 1 Social Worker
- 1 Psychologist/Coach
- 2 Administrative Assistants
- 2 Administrative Clerks
- 1 Singing Teacher
- 1 Conductor
- 12 Physical Educators
- 1 Acupuncturist Physician

► Safety and environment team:

12 workers, including the occupational safety engineer, safety technicians, and civilian firefighters.

Integrated Digital Platform



Personal Health Resources

- Wellness Week : 1500 participants
- Primary Care Center: 14.350 medical appointments

Psychosocial Work Environment

- Analysis of Psychosocial Factors of Ergonomic Work Analysis: 08 hospital sectors
- Development of the Psychosocial Factors for Work Policy: 350 appointments

Healthy Workplace

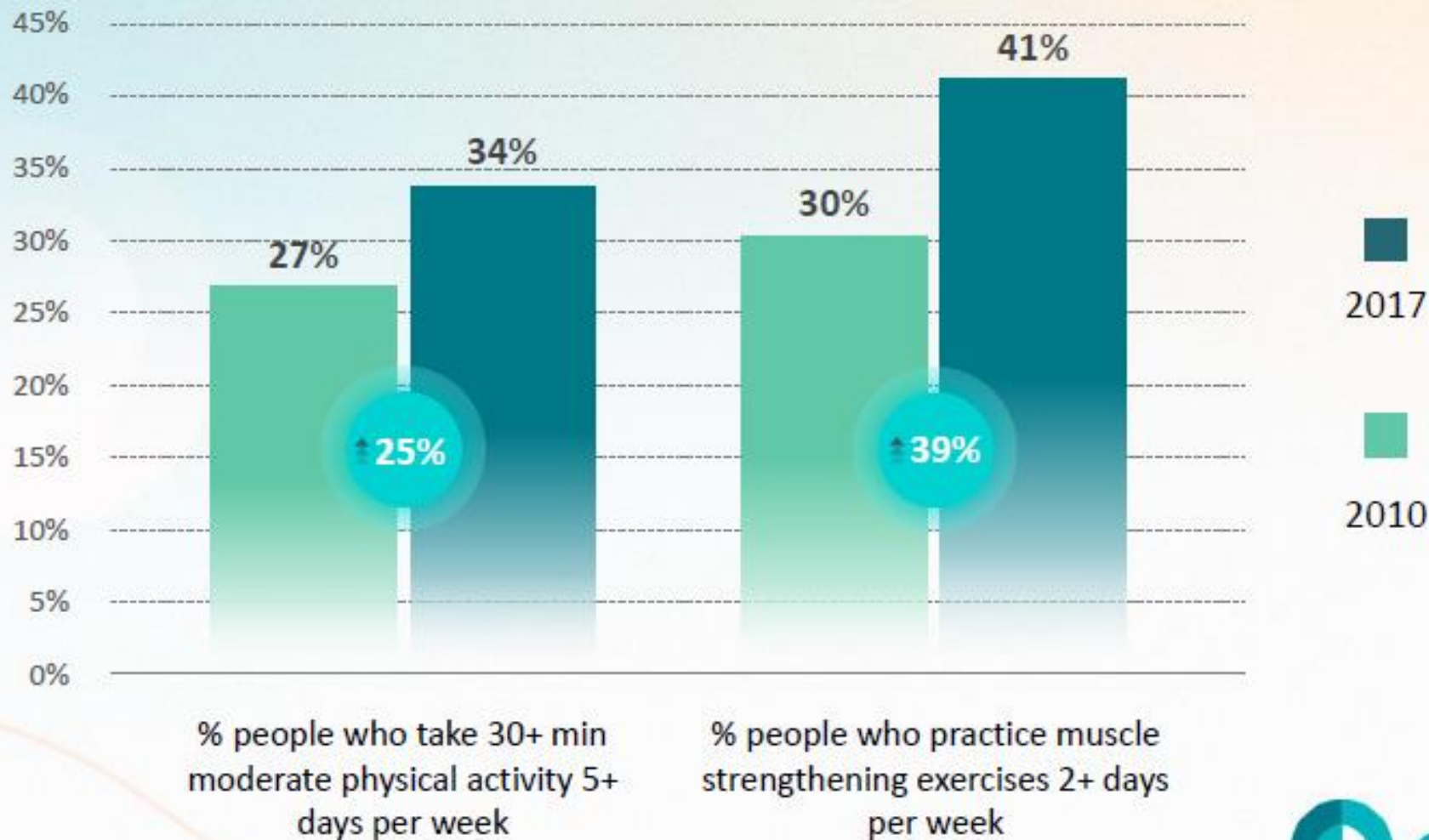
Physical Work Environment

- Breastfeeding Room: 24 workers
- Occupational Health & Safety Center: 63 appointments day (median)

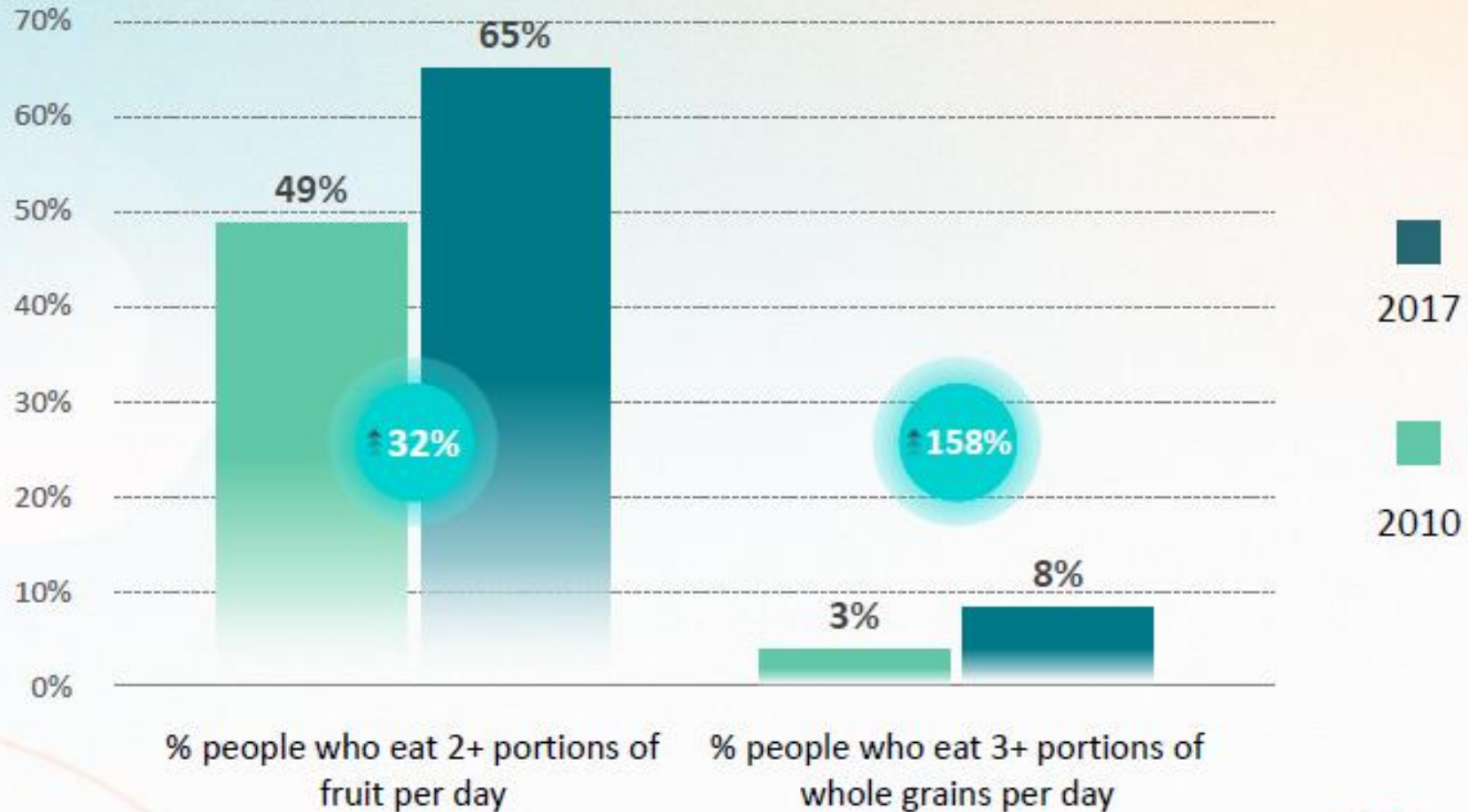
Enterprise Community Involvement

- 77% of HAOC workers frequency rate for influenza immunization
- 120 medical appointments for skin cancer prevention ("Orange December")

Physical Exercise Practice



Eating Habits



National Environment Agency Singapore



Serving the Population across Singapore



Staff Profile – Age and Education

Age



44%

Staff age 50 years & above



30%

Staff age 35-49 years old



26%

Staff age below 35 years old



Oldest Employee: **77** Years Old



Youngest Employee: **22** Years Old

Education



36%

Degree & Above



28%

Diploma



36%

Diploma & Below

Sustaining Safety Capabilities: Leveraging Technology

Before



Present



Future

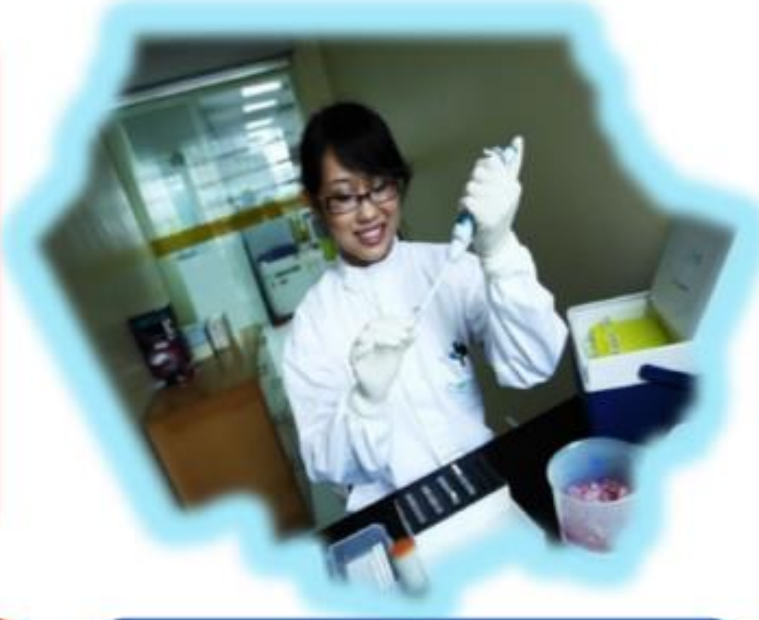


Catering to a Diverse Workforce



Matured workers above 62 years old.

20%



Single

26%



Working parents

55%

Catering to a Diverse Workforce

Re-employed employees



Quarterly Health & Wellness Workshop



Influenza or "flu" is a virus that is very common and can be found in healthy animals. It is contagious, and often spreads to others by droplets when someone sneezes or coughs. Flu can also lead to serious lung infections which sometimes can be life threatening.

Benefits of taking Flu Vaccination

- Vaccination is the best way to prevent flu and protect yourself/ family against the virus.
- Staff is likely to stay healthier, to give and more production at work.
- It is an important preventive tool for people with chronic health conditions.

FREE Flu Vaccination* at the annual Health Screening Exercise coming up in September/October 2018!

More details will be provided soon!

*Employees with chronic health conditions may be eligible for free vaccination.

Add-ons to Health Screening Exercise

Singles



Quarterly Interact Point

Working Parents



Fully pay unrecorded parent care & spouse care leave



NEAt Kids' Club



Lactation Room

KIDDIWINKIE
SCHOOLHOUSE

Childcare Centre

Ensuring Psychological & Emotional Safety

Phone Counselling



A listening ear to better cope with issues.

Health & Wellness Lunchtime Talks



Knowledge to employees to improve their mental well-being

Trained CARE officers



Psychological & emotional support to colleagues and Next-of-Kin during crisis situations.

Promoting Healthy Lifestyle & Holistic Well-Being



Bring Your Kids to Work Day



Eat With Your Family Day



Annual Health Screening



Sports Facilities



Annual Steps Challenge



Exercise Hour



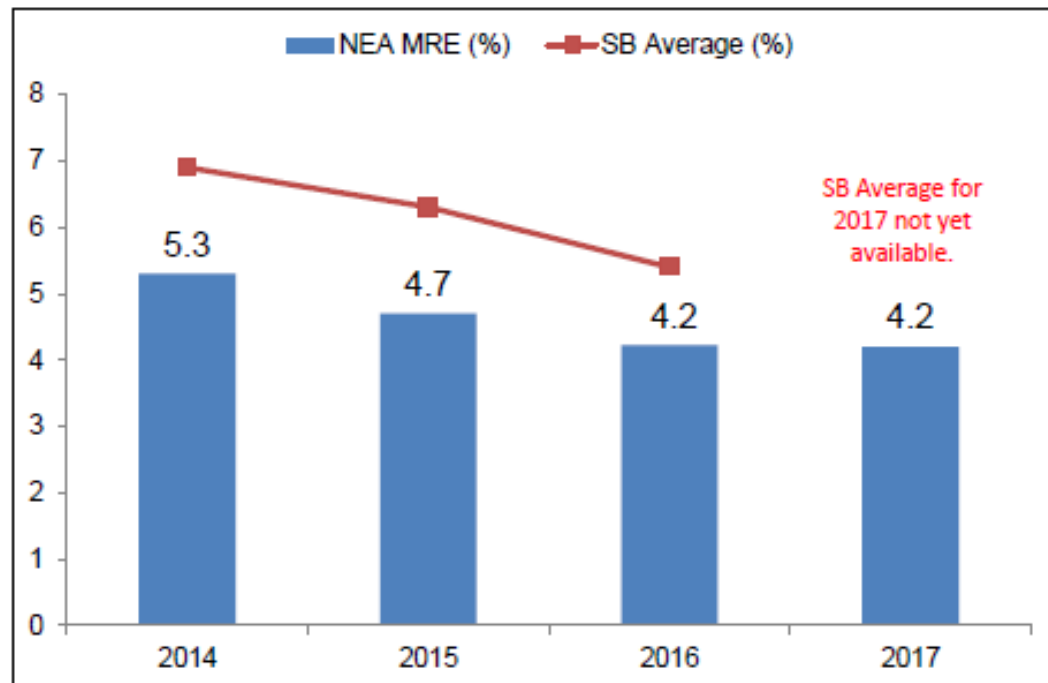
Targeted Weight Management Programme



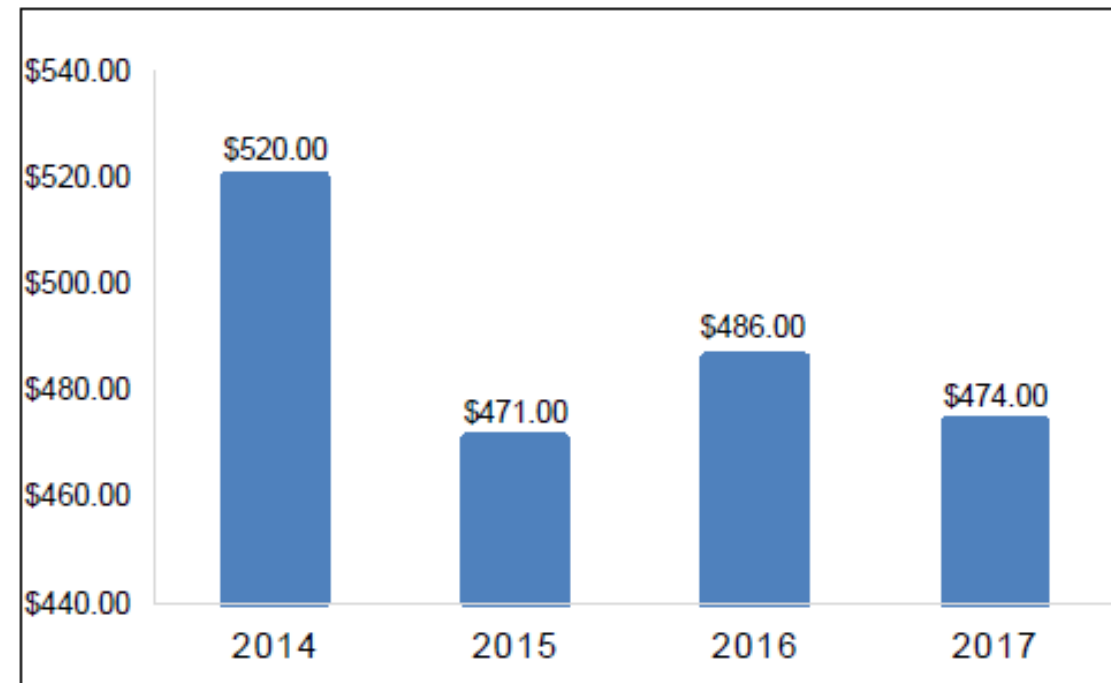
D.I.Y Health Corner

Stable Workforce & Lower Medical Cost

Stable Workforce



Lower Medical Cost



We need to give even more support to our staff to cope with transformation

Whole-of-Government Transformation

- Transform into a Digital Government
- Transform the way we work across agencies
- Transform cross-cutting functions (e.g. HR, Finance, Citizen Engagement)

Agency Transformation

- Drive transformation in area of work
- Redefine operating models, build right capabilities and workforce
- Change management

Individual Officer Transformation

- Every officer proactive in (learning new skills) staying nimble, open to take on new jobs
- Every officer an innovator
- Put citizens at the centre, collaborating as needed





Physical



Financial



Purpose



Social



Community

Helping People Thrive

WELLBEING JOURNEY

- Five Pillars of Health & Wellbeing

A.B. May Employee Survey

12 Elements of Great Management

1. In the last 12 months, I have had opportunities to learn and grow at work
2. When I do good work, I receive praise within a week or less from my manager
3. At work, I get to use my unique strengths and abilities every day
4. My ideas and suggestions are valued by others
5. I always have the tools/materials to do my work efficiently
6. Someone has talked to me about my progress in the last 6 months
7. Others encourage my professional and/or technical development
8. My co-workers produce high quality work
9. My manager cares about me as a person
10. I am privileged to work with a good friend
11. Our mission makes me realize that my job has significance
12. I understand what's expected of me at work

PSYCHOSOCIAL WORK ENVIRONMENT



RELATIONSHIPS

Team building and
family outings



RECOGNITION & APPRECIATION

Sharing employee
success



CONNECT

Financial assistance and
chaplain services



PERSONAL HEALTH RESOURCES

- Physical Activity
- Weight Management
- Tobacco Cessation
- Stress Management
- Medical Self-Care

ENTERPRISE COMMUNITY INVOLVEMENT



1,000 Hours

Time donated serving at-risk children



**\$15,000
Dollars**

Donated to local school for new outdoor space

ENTERPRISE COMMUNITY INVOLVEMENT



A.B. May joined forces with a local care house and created **Project ElderCool** to bring air conditioning to the elderly.

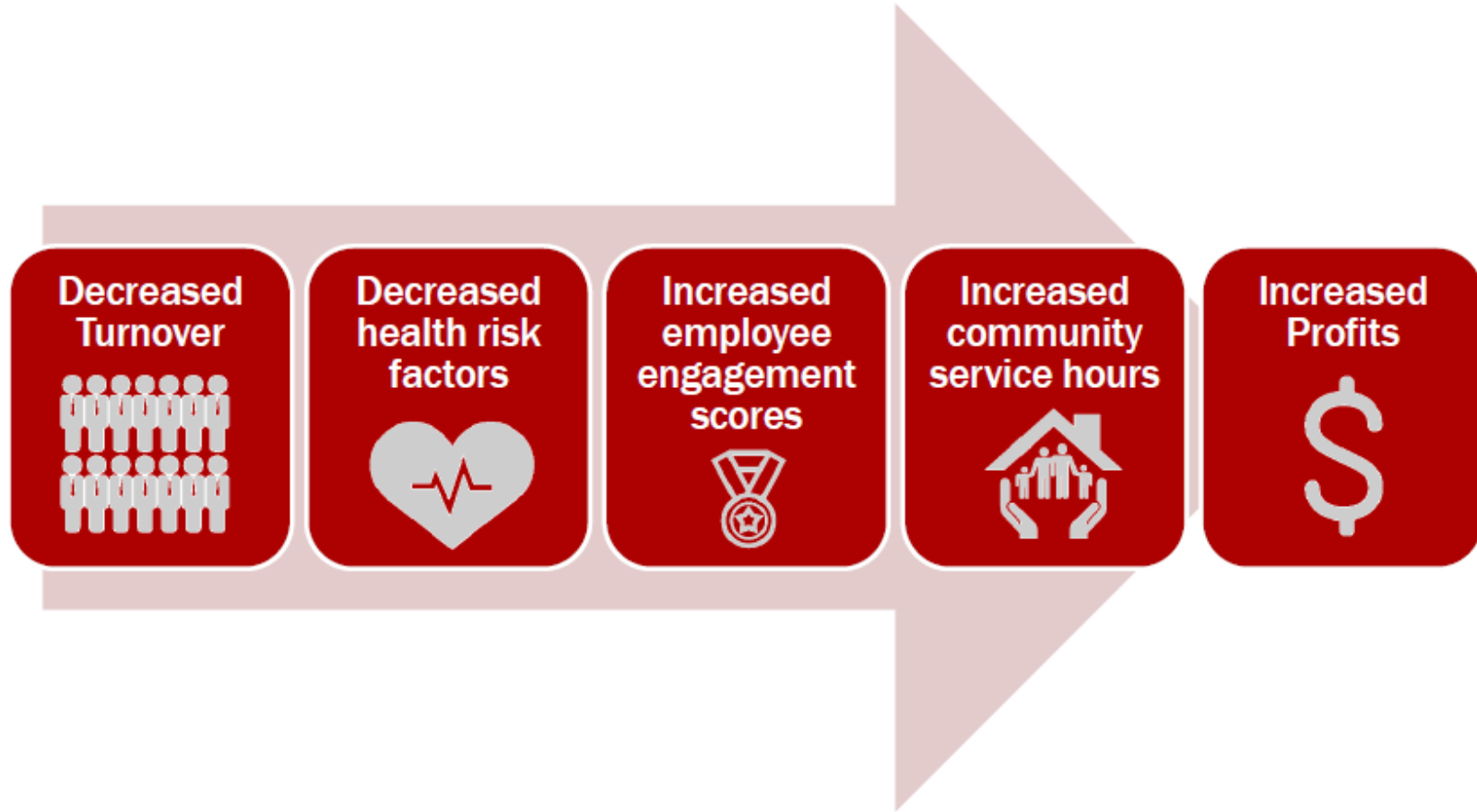
We provide air conditioners along with \$100 credit towards their utility bill.

Since ElderCool began in 2000, over 5,600 low-income and disabled individuals in the KC area have found refuge from the heat thanks to a free air conditioner

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SENIOR
CITIZENS
LOST THEIR
LIVES
BECAUSE
OF THE
SUMMER
HEAT IN
KANSAS
CITY

RESULTS



CULTURAL IMPACT



PHYSICAL

Erik Bennitt
lost 150 lbs

SOCIAL

Warrior
Dash

COMMUNITY

Eastwood
Hills
Elementary
School

FINANCIALS

67 families
in just under
two years

PURPOSE

Satisfied
employees
lead to
satisfied
customers

GLOBAL CENTER FOR HEALTHY WORKPLACES (GHCW)

- ✓ Vytvářet zdravější a produktivnější pracovní prostředí pro všechny **zaměstnavatele i zaměstnance**
 - ✓ „Good Health is Good Business“
 - ✓ www.globalhealthyworkplace.org
 - ✓ newsletter, e-learning, soutěž, zpětná vazba
 - ✓ Každoroční konference (2019 Melbourne, Austrálie)
-
- ▶ Od 2013
 - ▶ 6 ročníků



ZÁVĚR



zmrzlinazopocna.cz

Nejde jen o jablka a jógu....



blog.gottajoga.com

DĚKUJI ZA POZORNOST

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