

WORKPLACE HEALTH MODEL

1 ASSESSMENT

- INDIVIDUAL**
(e.g. demographics, health risks, use of services)
- ORGANIZATIONAL**
(e.g. current practices, work environment, infrastructure)
- COMMUNITY**
(e.g. transportation, food and retail, parks and recreation)

4 EVALUATION

- WORKER PRODUCTIVITY**
(e.g. absenteeism, presenteeism)
- HEALTHCARE COSTS**
(e.g. quality of care, performance standards)
- IMPROVED HEALTH OUTCOMES**
(e.g. reduced disease and disability)
- ORGANIZATIONAL CHANGE, "CULTURE OF HEALTH"**
(e.g. morale, recruitment/retention, alignment of health and business objectives)

2 PLANNING & MANAGEMENT

- LEADERSHIP SUPPORT**
(e.g. role models and champions)
- MANAGEMENT**
(e.g. workplace health, coordinate committee)
- WORKPLACE HEALTH IMPROVEMENT PLAN**
(e.g. goals and strategies)
- DEDICATED RESOURCES**
(e.g. costs, partners/vendors, staffing)
- COMMUNICATIONS**
(e.g. marketing, messages, systems)

3 IMPLEMENTATION

- PROGRAMS**
(e.g. education and counseling)
- POLICIES**
(e.g. organizational rules)
- BENEFITS**
(e.g. insurance, incentives)
- ENVIRONMENTAL SUPPORT**
(e.g. access points, opportunities, physical/social)



Working For Health

David Kirk



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