

# Implementing Total WSH – Workplace Challenges & Practical Strategies

**Dr Ng Wee Tong**

MB.ChB, MMED (OM), Dip AV Med, Dip Geri Med

Medical Director (IWSH)

Senior Consultant, Occupational and Aviation Medicine

***ST Healthcare***

# Challenge 1 - What is Total WSH? (Definition)

- What is Total WSH?
- Rumour says it is...
  - A philosophy whereby there is integration between safety, occupational health and well being.
  - A set of processes that enables companies to manage their worker's health holistically.
  - A framework to guide companies to have safety, occupational health and well being components in managing their worker's health.
  - A concept.....
  - A system....



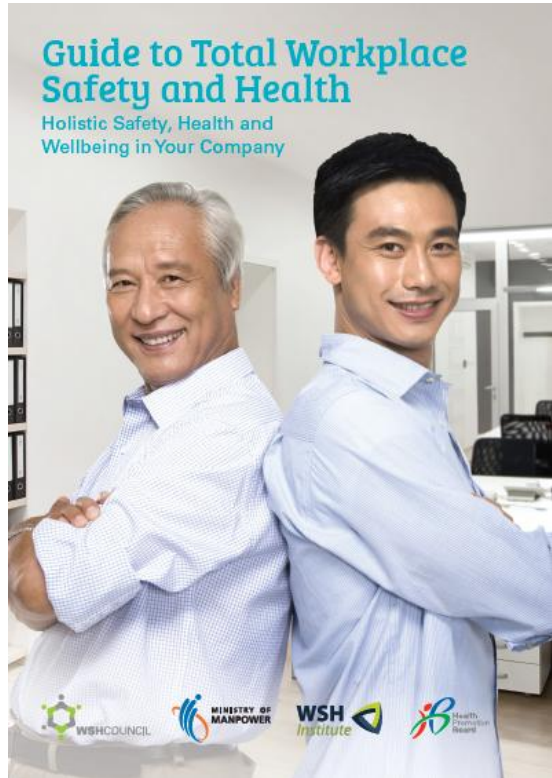
# International Interpretation

- “Total Workers Health”, NIOSH, USA, 2011
  - Total worker health is a strategy **integrating** OSH protection with health promotion to prevent worker injury and illness and to advance health and well-being
- “Advancing Healthy Workplaces”, CCOH; “Creating Healthy Workplaces”, IAPA
  - **Integrating** physical (OSH), personal (WHP) and psychological (organisational)
- “Healthy Workplace Framework and Model”, WHO, 2010
  - **Integrating** physical environment (OSH), personal (Health promotion), psychological (organisational) and community (CSR)

What the #\$\$%@ does “integrating” mean?



# What is Total WSH ?



2014

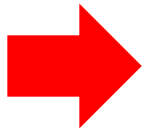
A holistic approach to managing safety and health in the workforce. It includes a proactive, comprehensive, and integrated assessment of all risks in the workplace including workplace safety, health and employee wellbeing.

# What is Total WSH ?

## 2. An Integrated Approach

The work environment and overall health, safety and wellbeing of employees are strongly connected. Diminished health and injury, whether caused by work or not, reduces the quality of life, work output and even income. Conversely, enhancing opportunities for the total safety, health and wellbeing of employees reduces risks of ill health and injury, leading to a vibrant and productive workforce. Risks at the workplace affect health and the health condition of an individual may affect or modify the risks at the workplace.

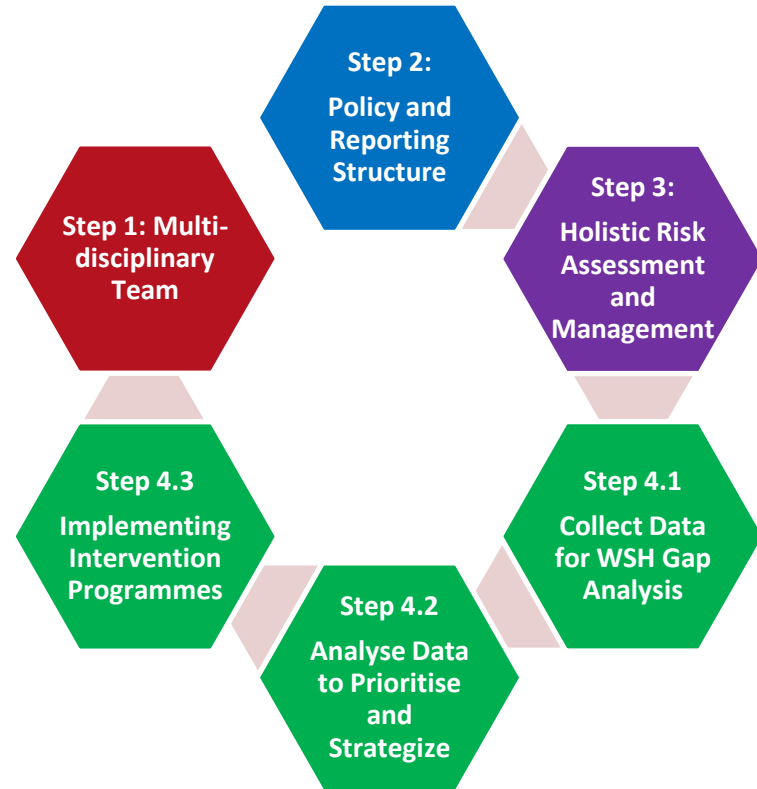
To improve health, safety and wellbeing of employees in an efficient manner and prepare for the future, the interconnected issues of safety and health are best managed in a comprehensive and integrated manner. This integrated approach views a safe and healthy workplace as one that has workers and managers collaborating in a continual improvement process to protect and promote the health, safety, and wellbeing of all workers and the sustainability of the workplace. In this approach, risk assessment processes take individual risk factors into consideration. Integrating programmes that control risks in the workplace together with the promotion of health can create synergies that result in improved productivity, performance, reduction in sickness absence, employee retention, financial performance, return on investment and quality of life. We call this integrated approach "Total Workplace Safety and Health".



# What is Total WSH? (Last published state...)



“The Model”



“The Cycle”

Issues:

RA of Safety issues



RA of OH Issues



RA of Chronic disease (& work)



RA of Wellbeing



## Challenge 2 - Complexity

- For almost any practitioner on the ground, there is significant new information:
  - What is a TWSH
    - Policy
    - Process
    - Structure
    - Holistic RA
    - Integrated programme?
  - What is Well Being?
  - What “continual improvement process” is required?
  - What about CultureSafe, BizSafe? How does this fit with Total WSH?
  - What about Workplace Health promotion, Fitness to work, Vision Zero?
  - Does it all fit?





## Challenge 3 – Am I Total WSH?? (Attainment)



A GOOD TRAVELLER  
HAS NO FIXED PLANS  
AND IS NOT INTENT  
ON ARRIVING

– LAO TZU



## 3 scenarios – Who is Total WSH?

- Company A, B & C (all same size) are BizSafe 3 and perform annual health screening for its employees. The results (all three the same) show that 30% have BMI >23 and 5% have hypertension.
  - Company A
    - They advise these workers to see a doctor and provide for it under their managed healthcare plans.
  - Company B
    - They advise these workers to see a doctor and provide for it under their managed healthcare plans.
    - They arrange for a workplace weight management programme and a 1-hour talk on “Managing hypertension” for those with HPT.
  - Company C
    - They advise these workers to see a doctor and provide for it under their managed healthcare plans.
    - They arrange for a workplace weight management programme.
    - They arrange for 1:1 health coaching sessions for the workers with HPT.
    - They institute a new canteen policy to have healthier food.
    - They introduce exercise sessions monthly at the workplace.
    - They initiate a monthly “fruit day”.
    - They arrange for quarterly health talks for the workers on various topics.

## Challenge 4 - Cost and capability

- Unknown cost to be “Total WSH”
  - Could be cheap, could be expensive....?
- At the company level, who is putting all this together?
  - What level of capability is synchronising a Total WSH effort pegged at?
- At present, every external consultant has their own idea what Total WSH is about.

# Challenge 5 – Culture & Attitudes

- Cultural & attitude barriers from companies
  - Why should the worker’s personal health issues be my problem?
  - “PDPA issues”
  - I rather just give the money I would have spent on Total WSH as ang pows to my staff at CNY.
  - Prove to me that Total WSH will make my business earn more money or save costs.
  - What logo can I put on my business card?

## Challenge 6 – No recognition for companies

- Nobody knows if you are Total WSH
- Nobody cares if you are Total WSH (just no deaths pls...)
- No recognition logos/ badges/ certificates
- Elements embedded into annual WSH awards
  - What a missed opportunity.... “Total WSH” awards???



# Practical Strategies

- Ground framework that bounds the limits of Total WSH
  - Detect, Prevent, Manage
  - Sustainability baked into BizSafe & Singapore Health Awards

	SAFETY	OH	Chronic Disease/ Environment
DETECT	RA	RA + statutory schedule	Health Screening
PREVENT	RM + SWP + (Safety prog)	RM + SWP + (OH prog)	WHP Activities
	<i>Encourage BizSafe 3</i>		
MANAGE	RTW programme		WHP Activities
			<i>Encourage Singapore Health Awards</i>

# Practical Strategies

- Spread out programmes and costs over several years.
  - Leverage on grants.
- Conduct training for in-house staff in Total WSH.
- Sustainability in the workplace is v.v.v important.
  - Remove barriers to sustainability
    - Create ecosystems (champions/ committees etc)
    - Realistic (SMART) KPIs





**Dr Ng Wee Tong**

Weetong\_ng@aeromedicalcentre.com

***ST Healthcare***