

Module 8

Incorporating the THEWS protocol into the Health Program (HES) of Companies

Hilde Grønningsæter PhD, associate professor

Trine Thoresen, assistant professor

November 2015

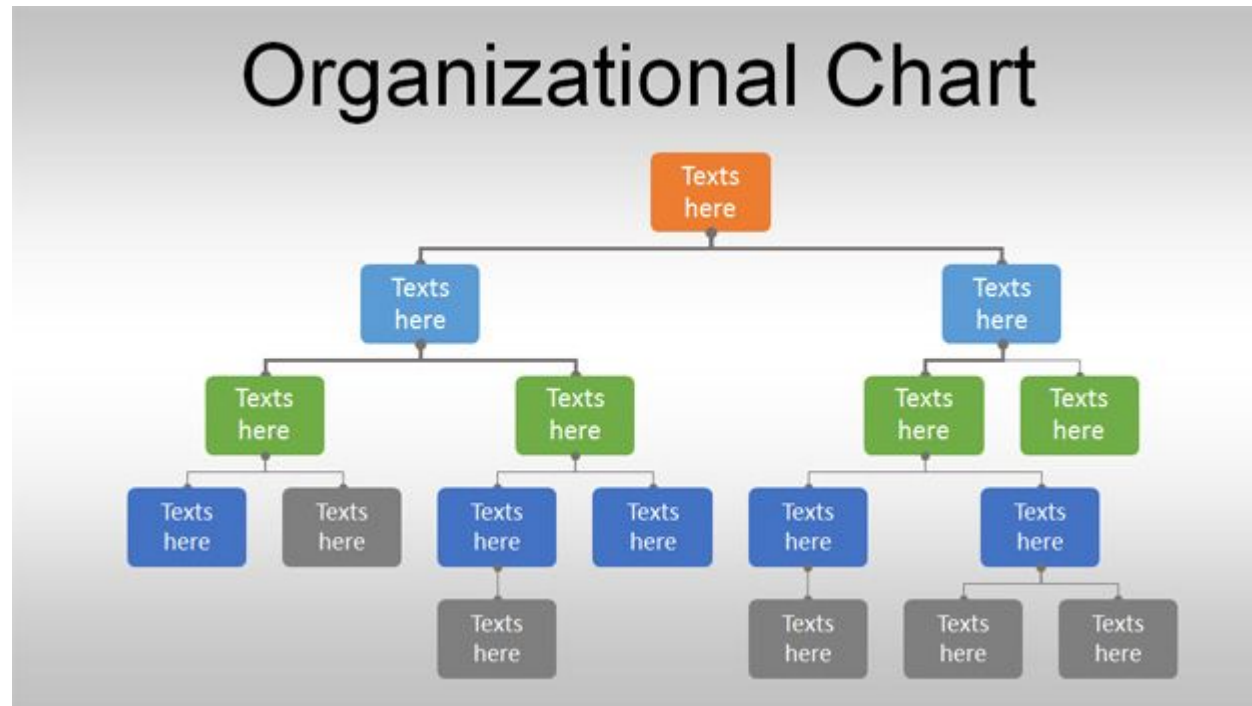
Buskerud and Vestfold University College

- The Norwegian HES model – Legal act and Internal Control Regulation
- The marketing process: how to sell in the THEWS project in to companies?
- Projectplan: management, information, implementation, tests and evaluation



«We care»

Who is your contact: has he/ she decision authority



Health Environment Security – the Norwegian HMS

- Regulations relating to Systematic Health, Environmental and Safety Activities in Enterprises (Internal Control Regulations)



Why do internal HES-mapping?

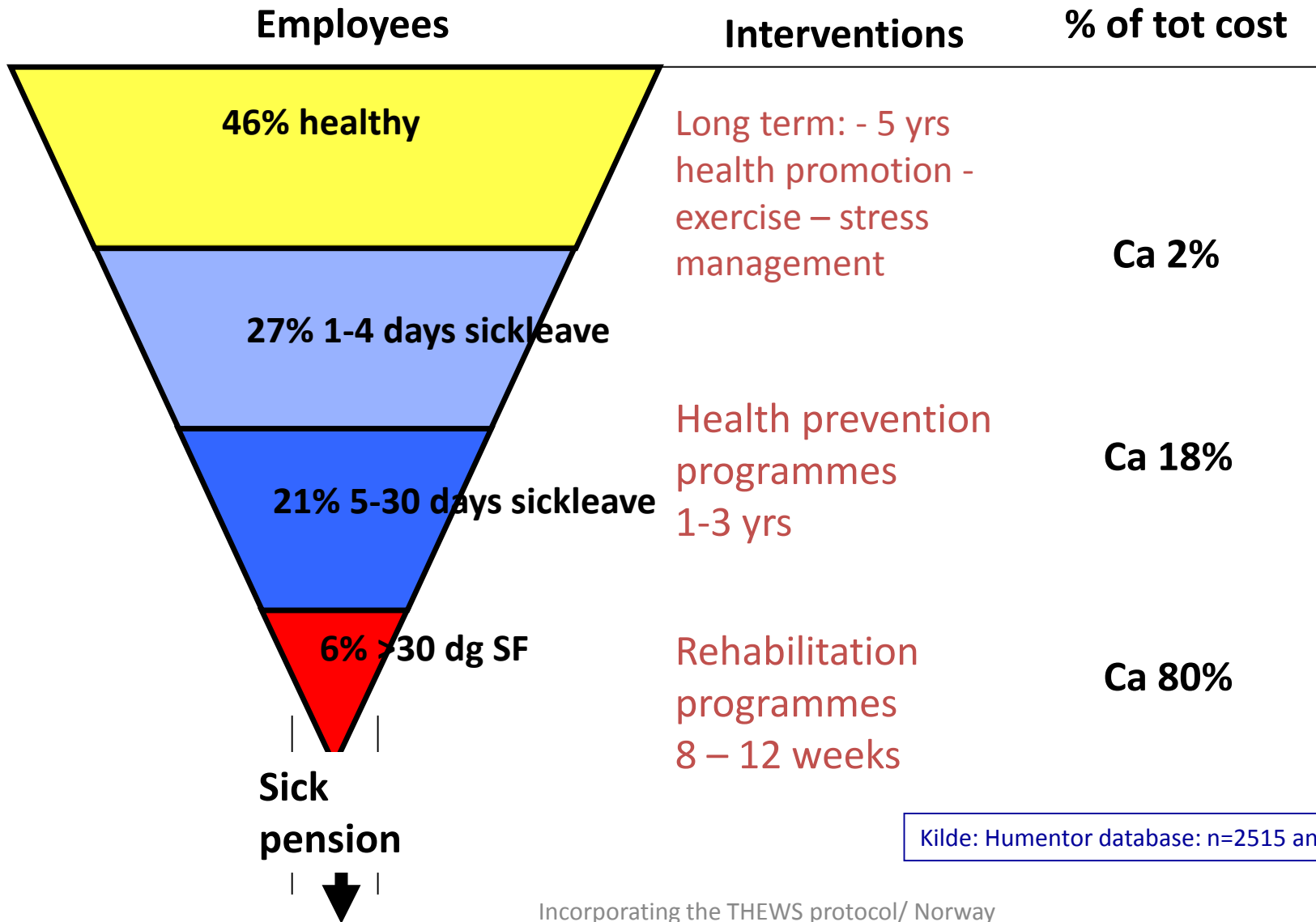
1. Identify correlations and cost connected with **sick leaves**
2. Identify correlations and cost connected with **productivity leakages**:
 - reduction in work effort due to negative jobstress factors = **stress leakage**
 - reduction in work effort due to health problems = **sick-on-job**
3. **Identifies requirements for changes individually as well as organisationally**
4. **Evaluate** cost-benefit and cost-effect

Sick leave costs

How much does 8% absence due to illness cost? (estimated)

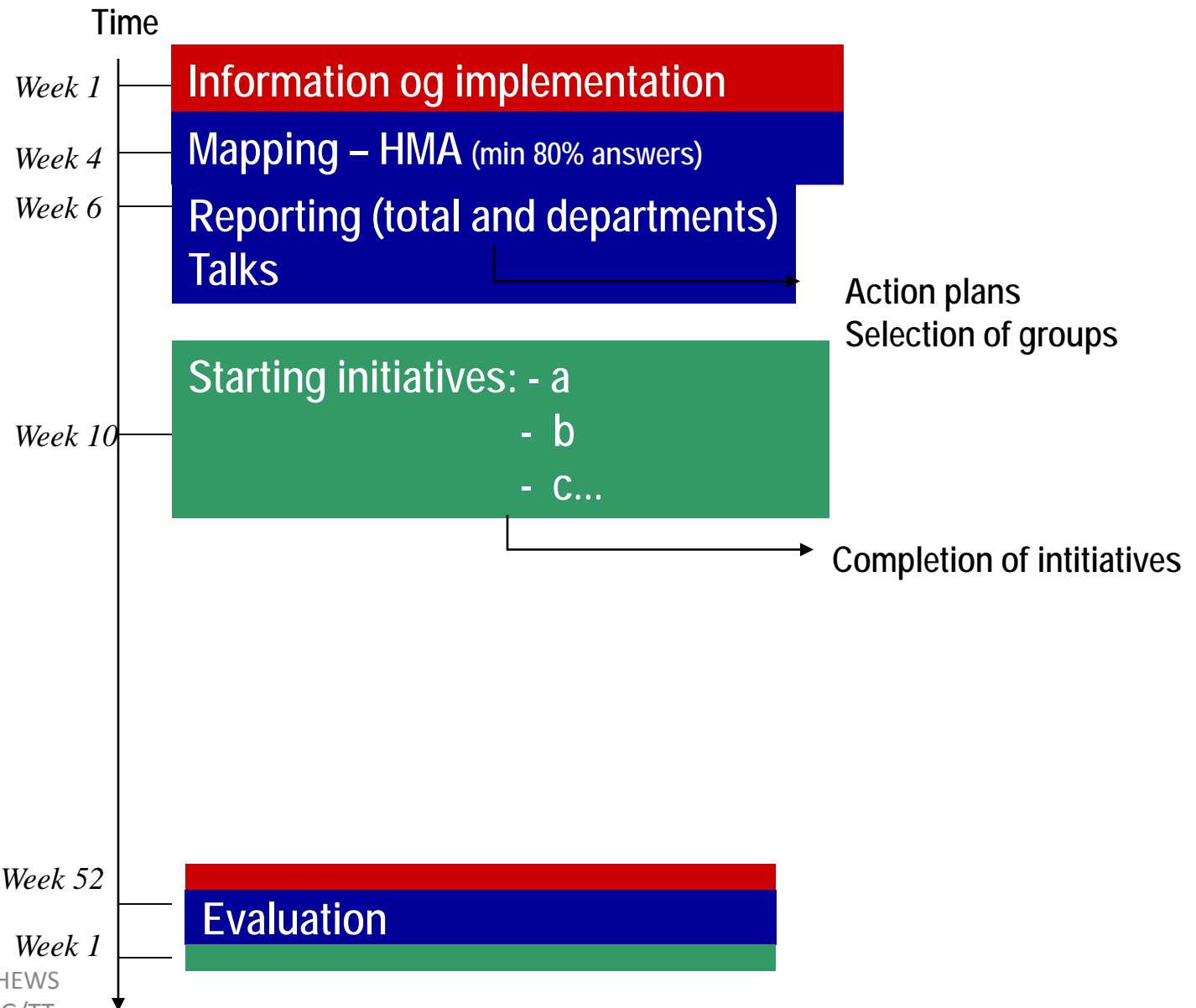
- $\frac{600 \text{ employees} \times 230 \text{ work days}}{100\%} \times 6\% \times \text{NOK } 2600 \text{ pr day} = \text{abt NOK } 21\,528\,000.-/\text{yrs}$
- In Norway the Government covers abt **55% of long term sick leave cost**, i.e. this company has sick leave costs of min. **NOK 9 700 000.- /yr**
- **30% reduction** means a cost reduction for this company of:
abt **NOK 2 910 000.-/yr**

How to select to THEWS?

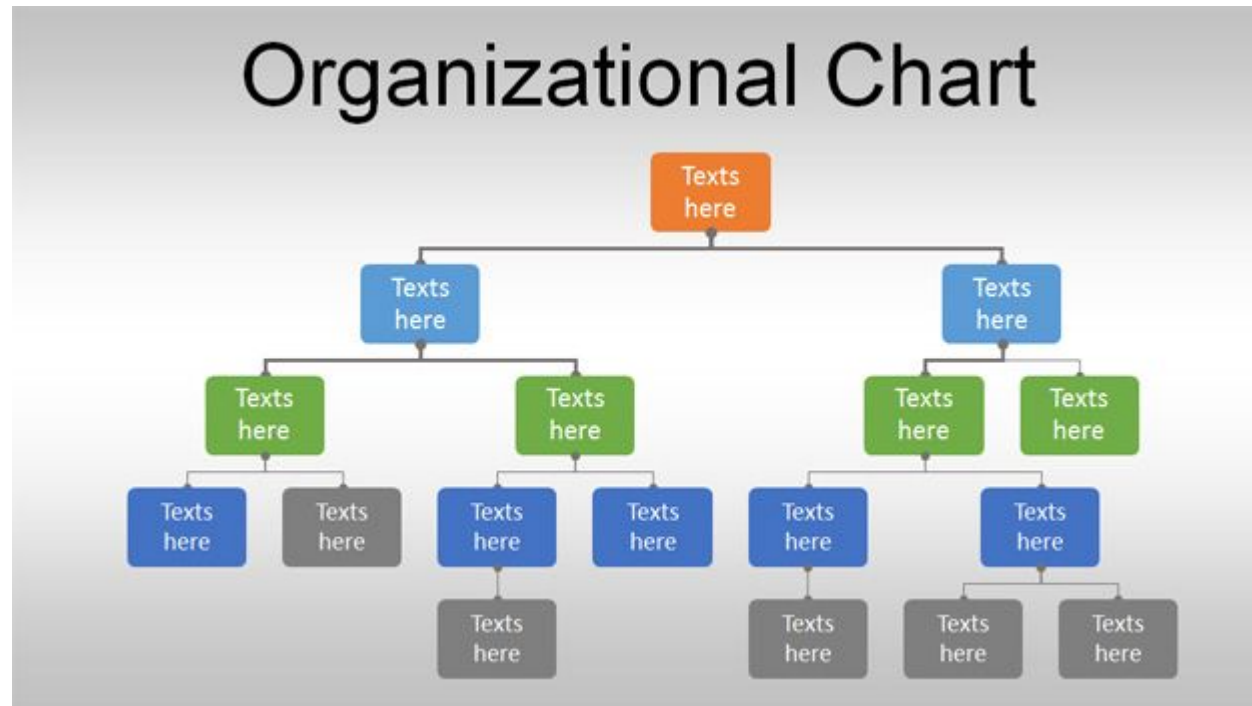


Kilde: Humentor database: n=2515 ansatte

Method: procedure (HES-initiative)



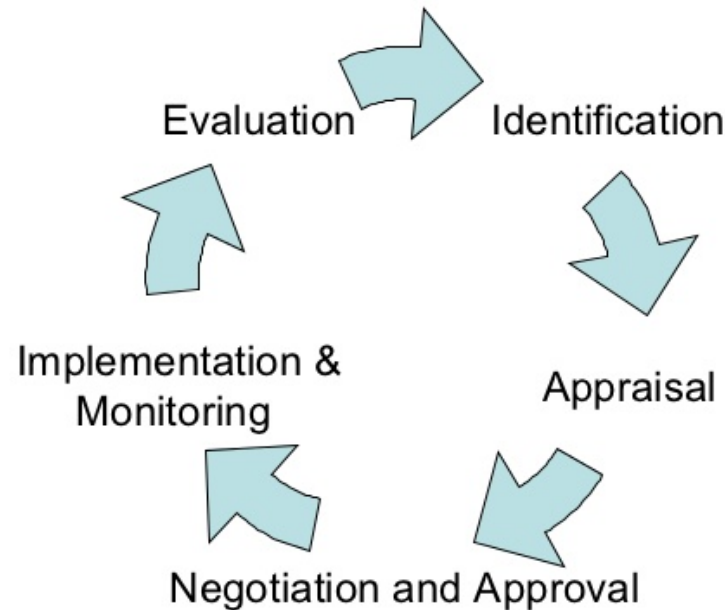
Project management: information, implementation



Project plan

Generic Project Cycle

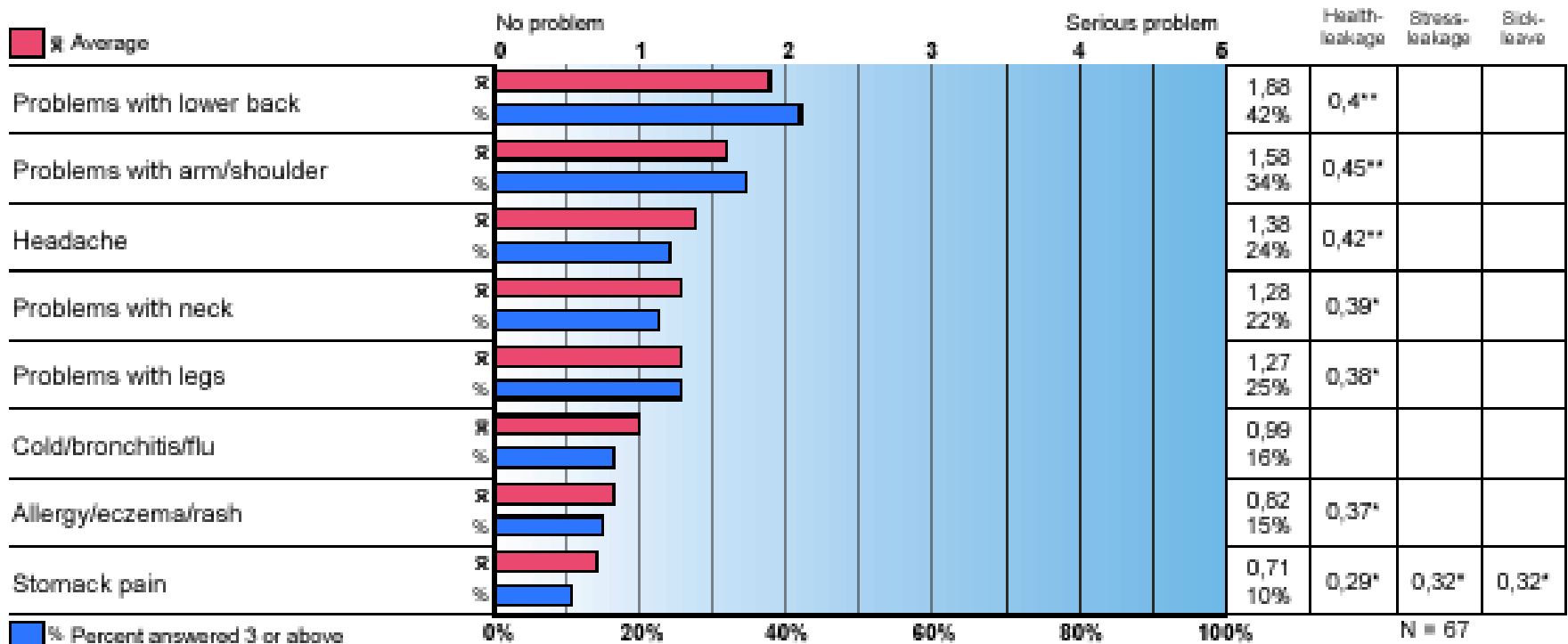
Exercise: Who does each stage?



Examples from a HES-report

Health problems the last 30 days

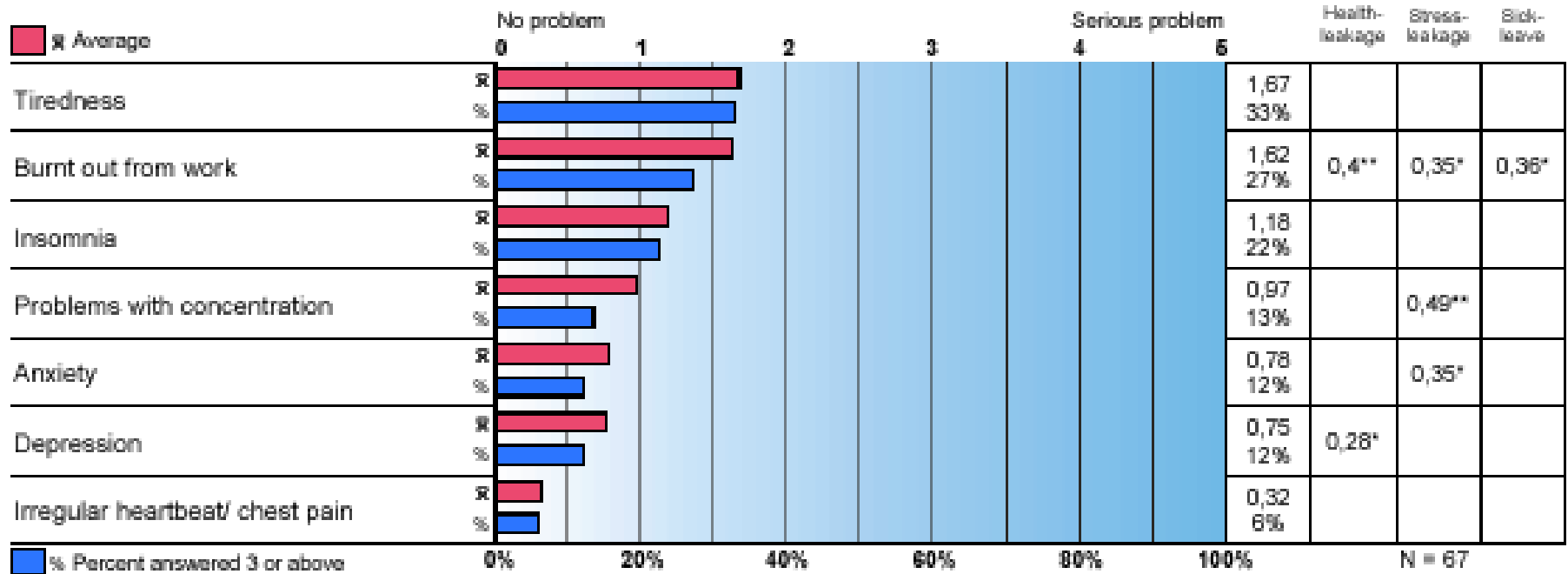
Correlation with sick leave
And productivity leakage



Examples from a HES-report

Psychological health problems and burnout due to work

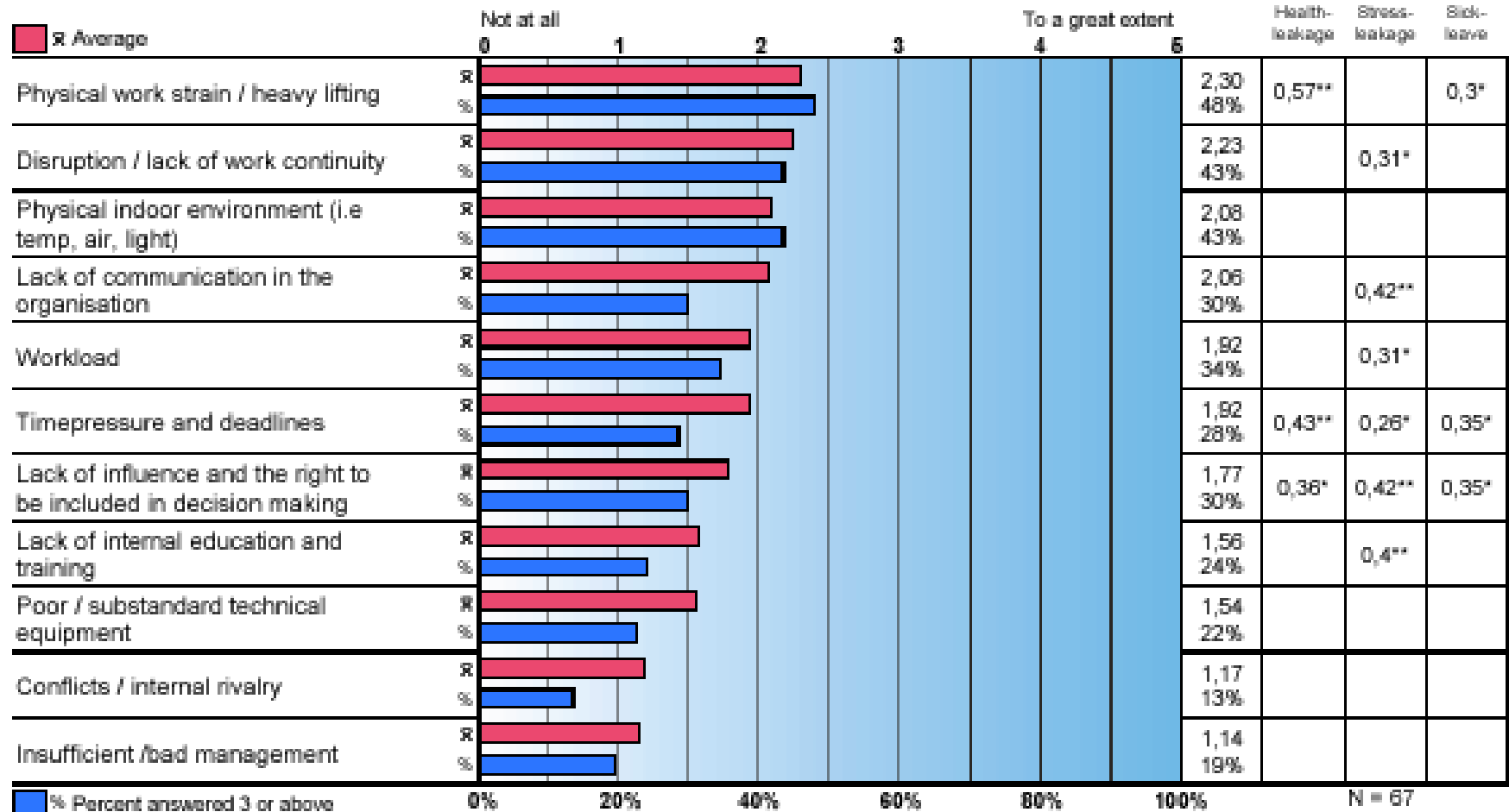
Correlation with sick leave
And productivity leakage



Examples from a HEC-report

Causes of job stress

Correlation with sick leave
and productivity leakage



Summary

- The Norwegian Health Model (HES) is discussed
- According to Norwegian law, the management is required to identify risk factors
- The employees are required to attempt in interventions for health and safety
- THEWS has to be defined as a HES-project – directed to HR manager
- Plan the project – work the plan