

## **Module 8**

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

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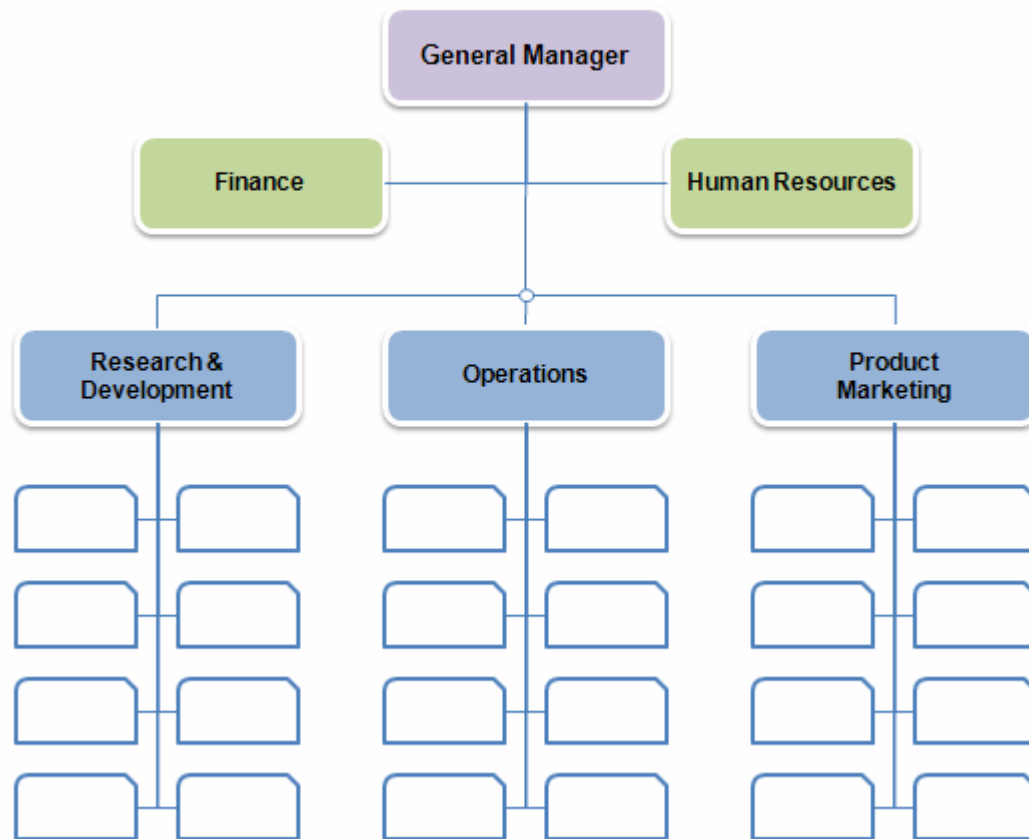
- The Norwegian HES model – Legal act and Internal Control Regulation
- The marketing process: how to sell in the THEWS project in to companies?
- Projectplan: management, information, implementation, tests and evaluation



«We care»

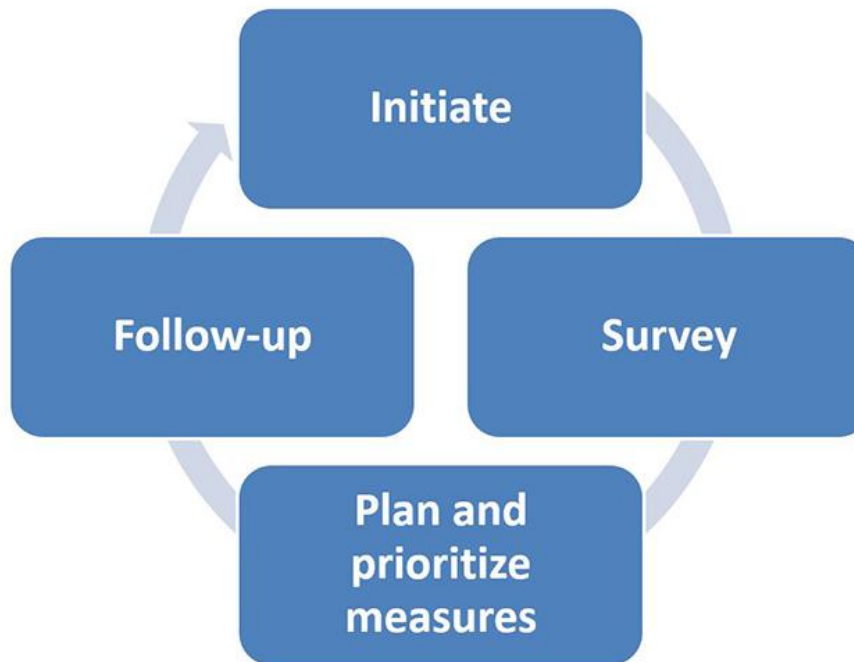
# Who is your contact: has he/ she decision authority?

## Functional Organizational Structure



# 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?

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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-but present**»
3. **Identifies requirements for changes individually as well as organisationally**
4. **Evaluate** cost-benefit and cost-effect

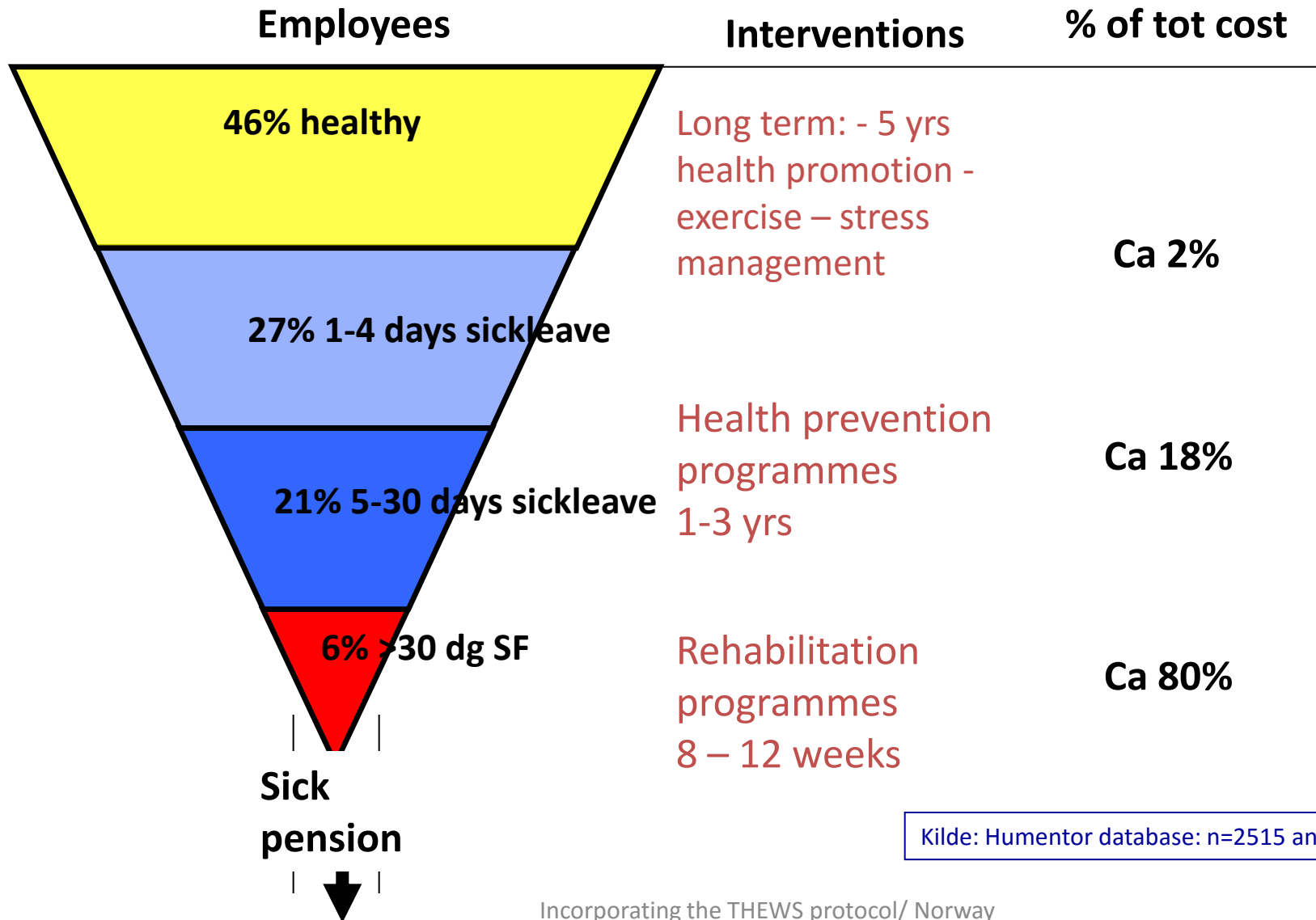
# Sick leave costs

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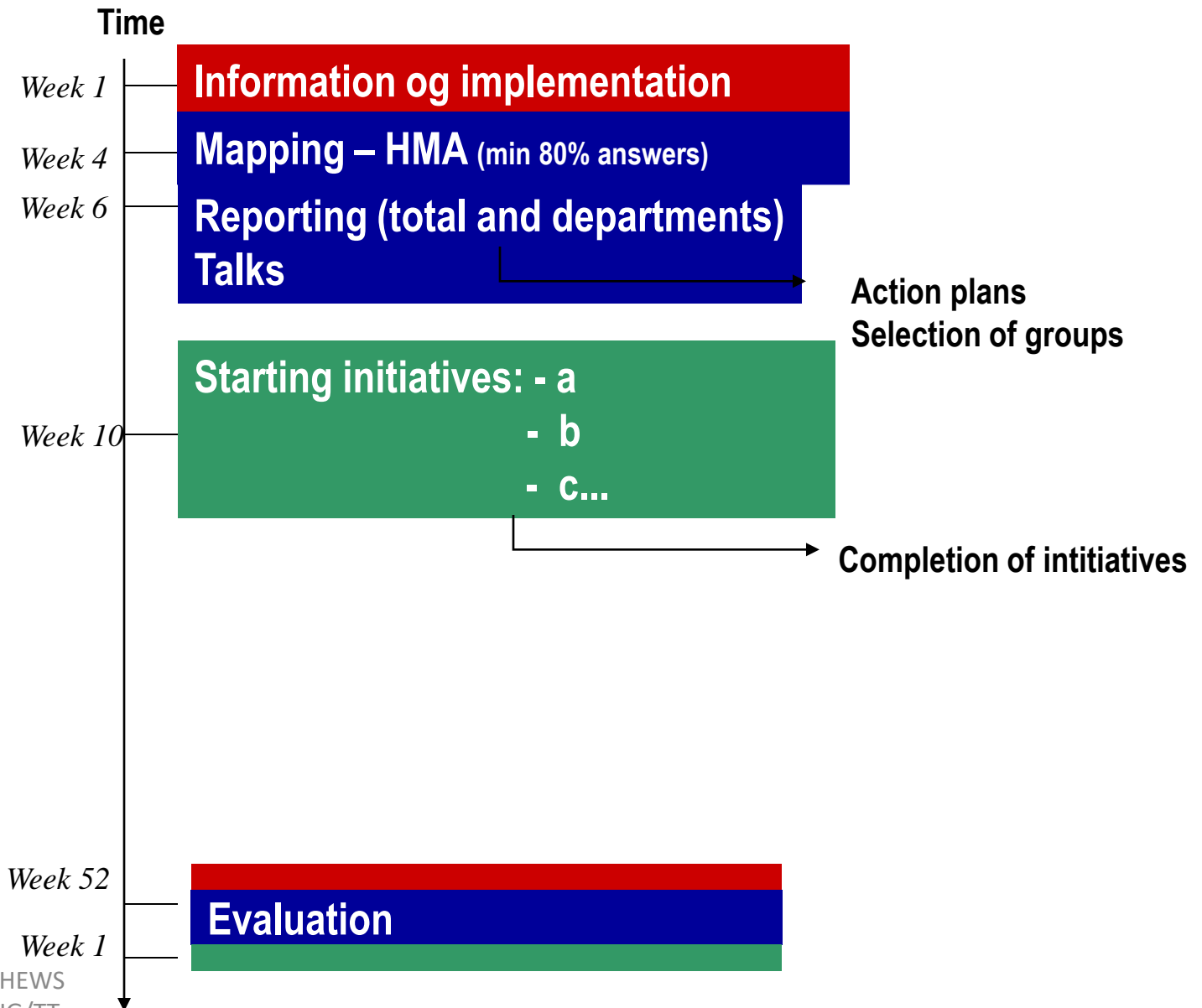
**How much** does 6% absence due to illness **cost?** (estimated)

- $\frac{600 \text{ employees} \times 230 \text{ work days}}{100\%} \times 6\% \times \text{NOK } 2600 \text{ pr day} = \text{app NOK } 21,5\text{-mill /yrs}$
- In Norway the Government covers **100% of long term sick leave cost, but the companies cover the 15 first days**  
i.e. this company has sick leave costs of min. **NOK 9.7 mill.- /yr)**
- **30% reduction** means a cost reduction for this company of:  
app **NOK 2.9 mill.-/yr**

# How to select to THEWS?

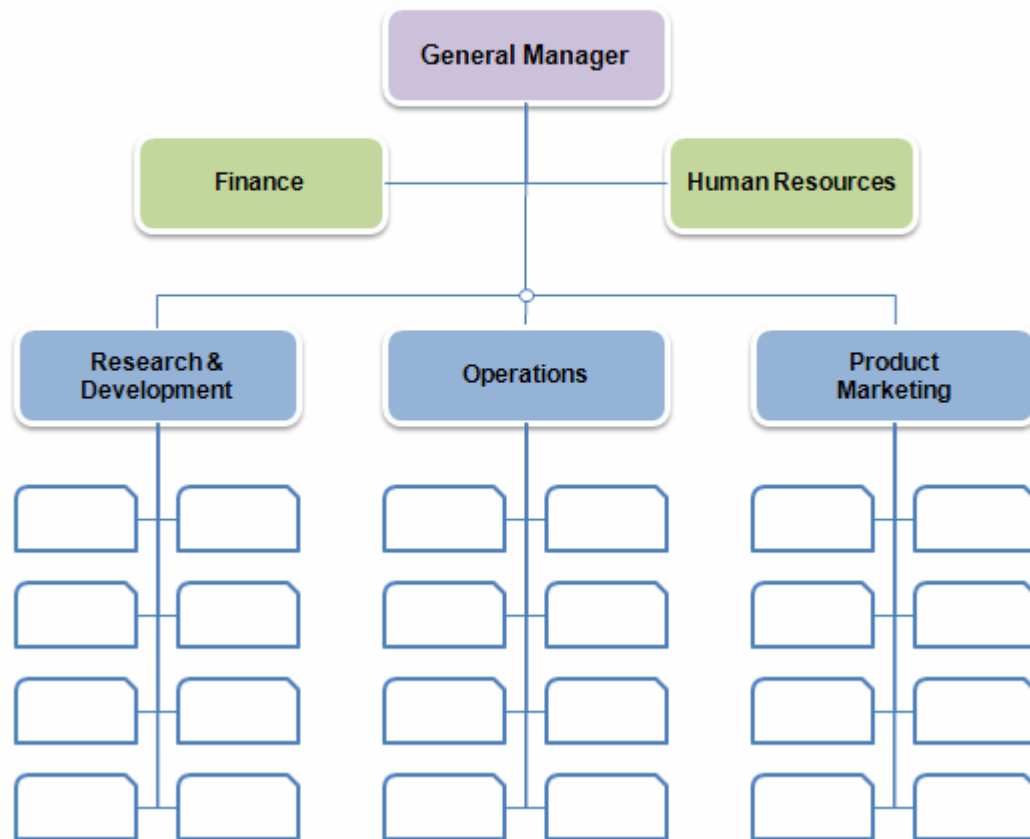


# Method: procedure (HES-initiative)



# Project management: information, implementation

## Functional Organizational Structure

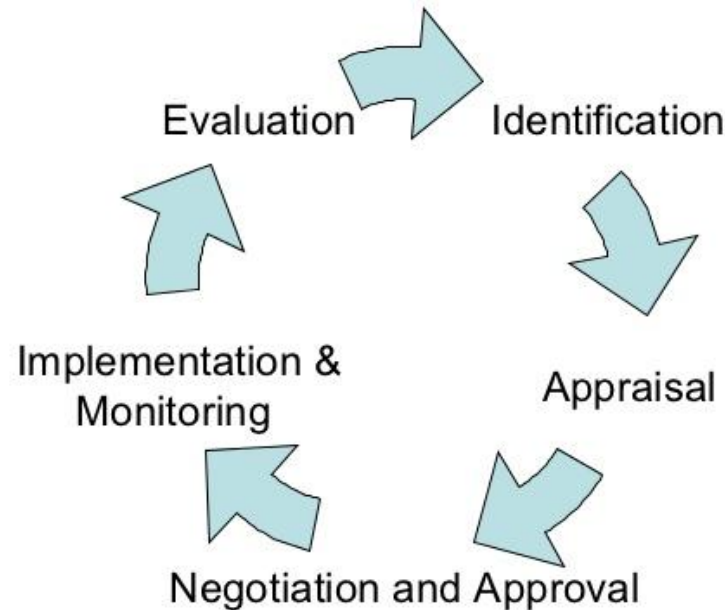


# Project plan

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## Generic Project Cycle

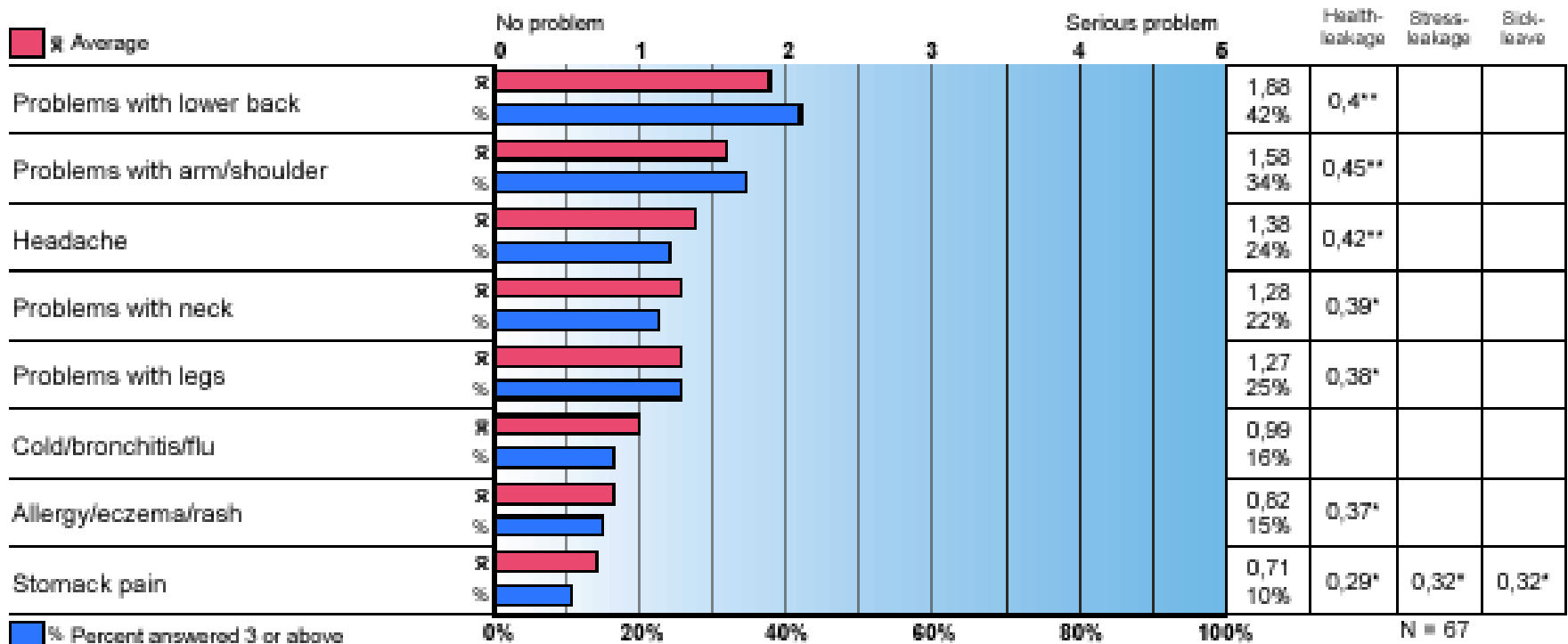
**Exercise:** Who does each stage?



## Examples from a HES-report

### Health problems the last 30 days

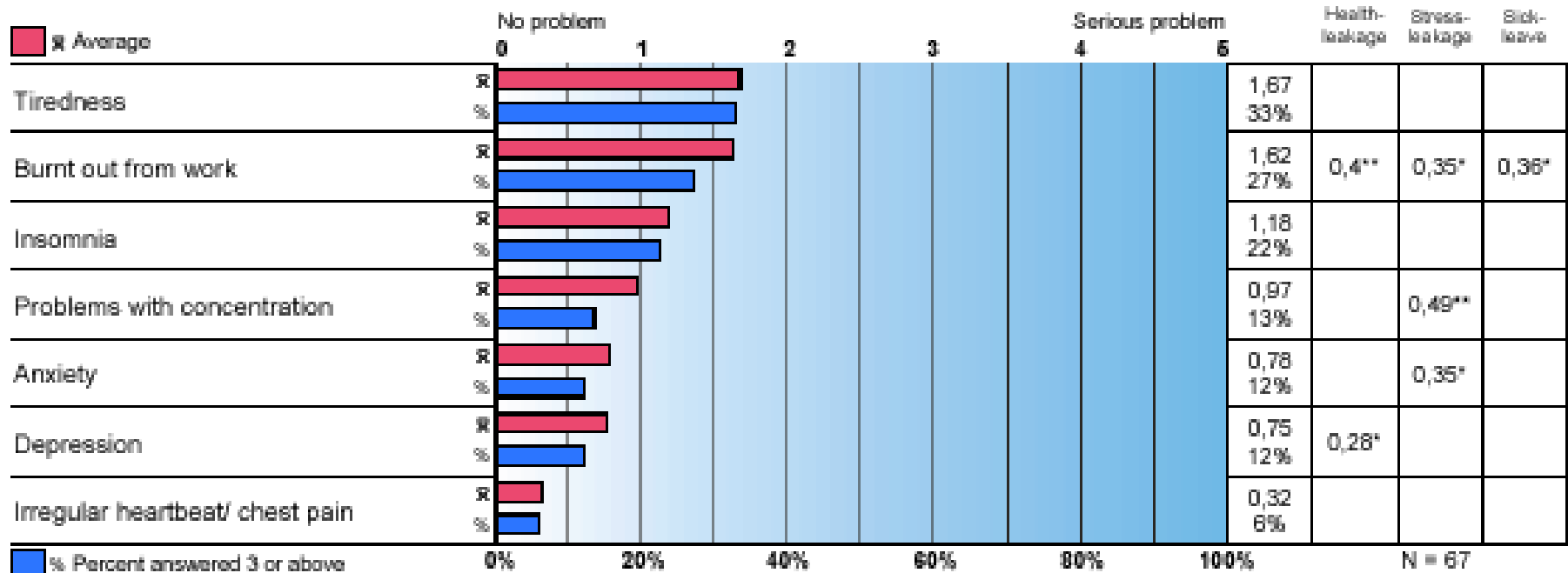
Correlation with sick leave  
And productivity leakage



## Examples from a HES-report

### Psychological health problems and burnout due to work

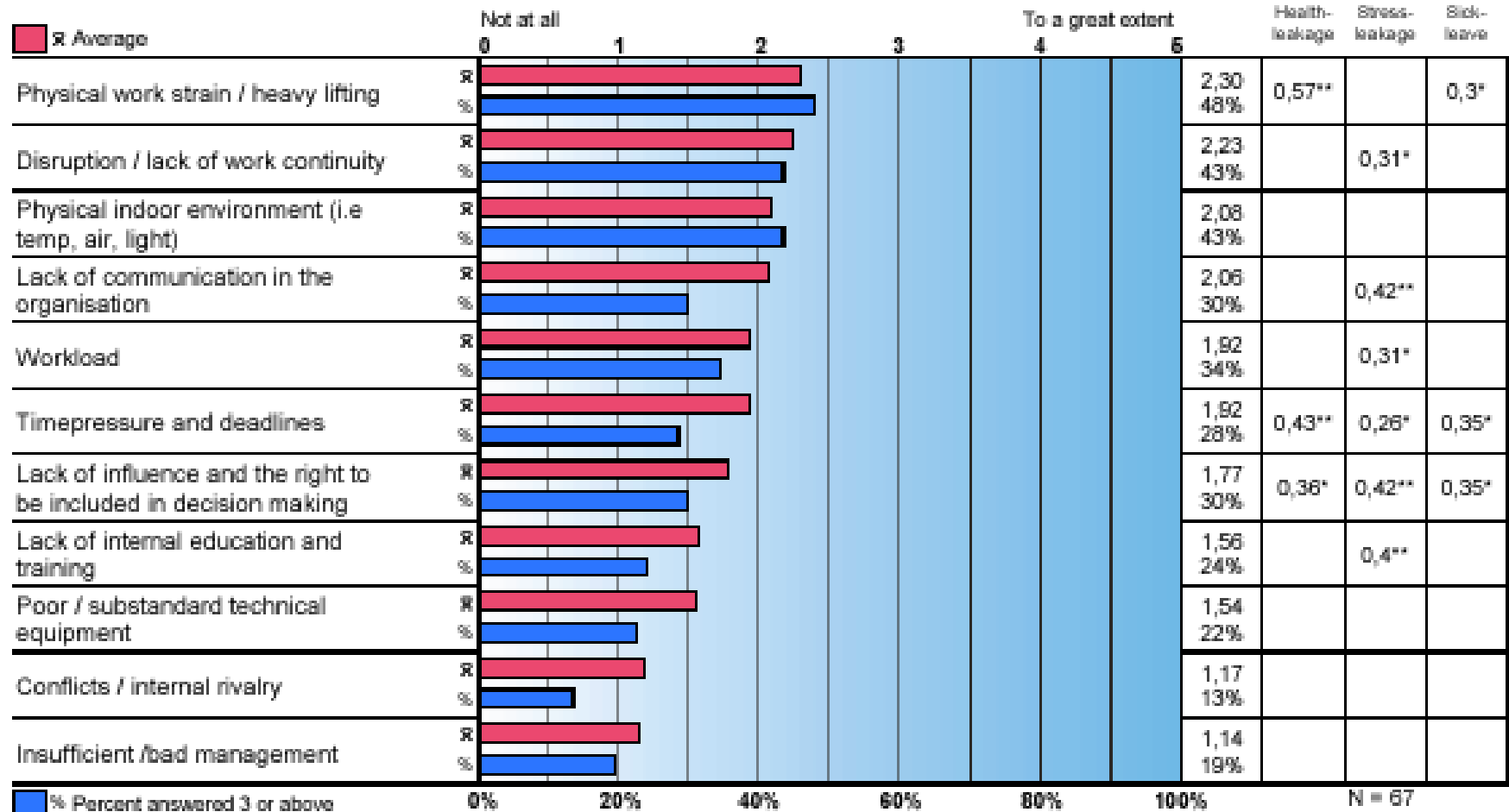
Correlation with sick leave  
And productivity leakage



# Examples from a HEC-report

## Causes of job stress

Correlation with sick leave  
and productivity leakage



# Summary

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- 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 your work – work your plan