

A NIOSH Center for Excellence to Promote a Healthier Workforce

**Healthy workplaces:**  
Are employers offering coordinated health promotion and occupational health programs in Massachusetts?

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**Presenter Disclosures**

**Suzanne M. Nobrega**

The following personal financial relationships with commercial interests relevant to this presentation existed during the past 12 months:

“No relationships to disclose”



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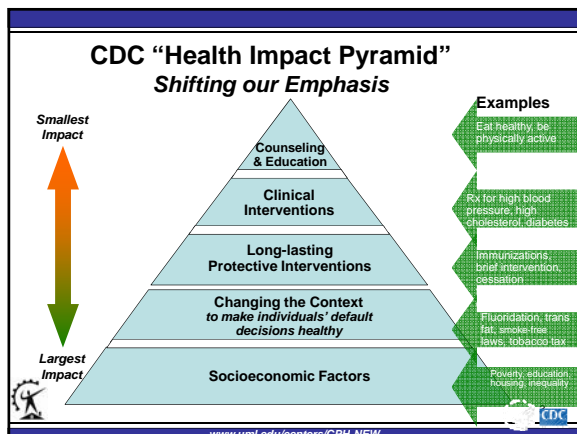
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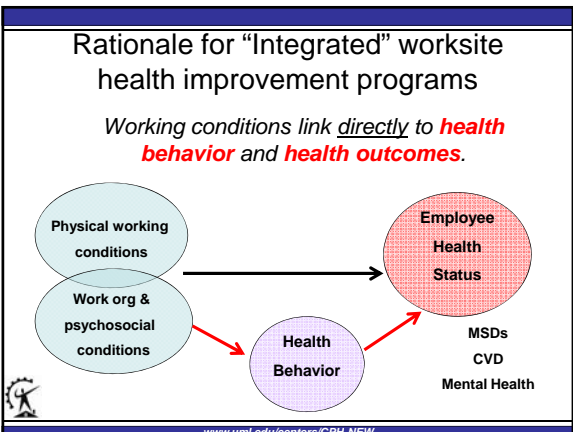
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### MA Worksite Health Improvement Survey

- Dunn & Bradstreet database: 30,000 worksites in MA with 11+ employees
- Stratified sample, analyses weighted
  - 6 regions in MA, 5 workforce size categories
- 3,000 surveys distributed
- 890 responses (30%)

The slide includes the 'Mass in Motion' logo, the state seal, and a map of Massachusetts with different regions highlighted in various colors (blue, green, red, purple).

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### MA Worksite Health Improvement Survey

- Organizational Characteristics (11 items)
- **Worksite Health Promotion** (32 items)
- **Occupational Safety and Health** (17 items)
- Emergency Response (11 items)

The slide includes the 'Mass in Motion' logo, the state seal, and a map of Massachusetts with different regions highlighted in various colors (blue, green, red, purple).

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### Study Questions

1. Are WHP and OSH scores correlated?
2. To what extent do employers report coordination between WHP and OSH?

*“How often does OSH coordinate their efforts with health or wellness activities?”*




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### Organizational and Workforce Characteristics

	Raw n (of 890)	Weighted %
<b>Size (# employees at the site)</b>		
11-49	498	83%
50-149	150	10%
150 and over	241	7%
<b>Unionized (some or all)</b>	122	10%
<b>Shift work (2 or 3 shifts)</b>	303	23%
<b>Industry (NAICS code range):</b>		
Construction (23)	73	11%
Manufacturing (31)	173	16%
Professional Services (54)	94	12%
Health Care (62)	121	10%
“Other” various	429	51%




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### Scoring methodology

*Scores = % possible points*

- **WHP-Activities:** Sum of “yes” responses (17 possible points) (E.g. HRAs, yoga)
- **WHP-Policies:** Sum of “yes” responses (15 possible points) (E.g. committee, budget)
- **WHP Overall** = WHP-A + WHP-P (32 pts)
- **OSH:** Sum of “yes” responses about policies and resources that address safety and health hazards (13 possible points)




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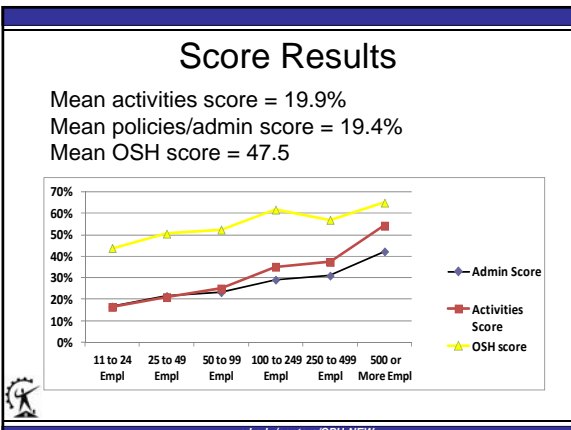
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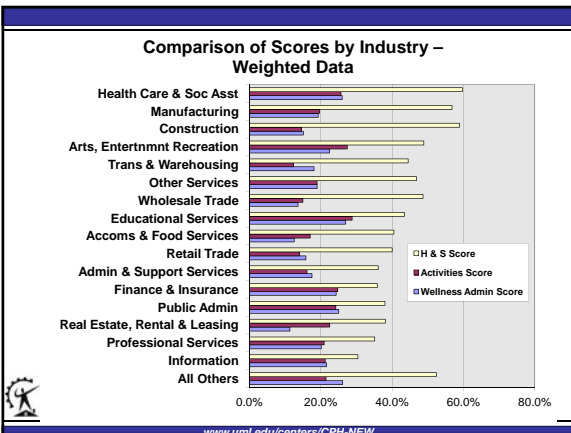
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### WSH and OSH Correlation

	WHP Policy Score	WHP Activities Score	Overall WHP Score
OHS Score	0.358	0.294	0.366

*Unionization makes a difference*

Any union?	Wellness (combined)	Wellness: Activities	Wellness: Admin.	OSH Score
No*	-2.7 (0.1, -5.6)	-4.0 (-0.6, -7.3)	-1.3 (1.6, -4.2)	-9.6 (-3.1, -16.1)
DNK*	-7.8 (-1.1, -14.5)	-7.9 (1.2, -17.1)	-7.6 (-1.4, -13.9)	-21.4 (-5.7, -37.2)

\* Compared to 'Yes' for any workers with union representation

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*“How often does OSH coordinate their efforts with health or wellness activities?”*

Survey Answer	Number of Responses	% of Responses
always / often	247	28%
sometimes / never	230	26%
DNK / NA / blank	413	46%

*Higher coordination rates in larger organizations, manufacturing, healthcare, and construction*




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### Conclusions and Opportunities

- This study attempted to measure prevalence of WHP/OSH integration in practice.
- WHP and OSH program practices of MA employers in this sample are moderately correlated.
- Employers that reported more programming overall were more likely to report coordinating WHP and OSH efforts.
- MA employers in this sample have lots of room to improve/enlarge WHP practice!




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### Study strengths/limitations

- Strengths—systematic sampling of public and private sector
- Response rate relatively low (30%) and uneven across industry sectors
- Responses not validated (self-report)
- Generalizability depends on state-specific industry mix and H&S regulations
- Impact of health care reform uncertain




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## Acknowledgements

- Patricia Tremblay, UML—data analysis
- Kathleen Grattan, Katrina D'Amore--  
– Access to survey data, consultation on study design, analysis and interpretation



Creating a Culture of Health:  
Organizational Approaches to Promoting  
and Protecting Employee Health

Report available at  
[http://www.mass.gov/Eeohhs2/docs/dph/mass\\_in\\_motion/worksite\\_survey\\_report.pdf](http://www.mass.gov/Eeohhs2/docs/dph/mass_in_motion/worksite_survey_report.pdf)

CPH-NEW main website  
[www.uml.edu/centers/CPH-NEW](http://www.uml.edu/centers/CPH-NEW)



The Center for the Promotion of Health in the New England Workplace is supported by Grant Number 1 U19 OH008857 from the National Institute for Occupational Safety and Health. Results are solely the responsibility of the authors and do not represent the official views of NIOSH.

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