An Integrated Approach to Worksite Safety, Health & Well-Being, Delivered Via a Vendor: A Qualitative Evaluation

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The Project
• One year pilot study with 3 manufacturing companies to test the feasibility and acceptability of implementing an integrated approach through a vendor
• An integrated approach addresses strategies to protect and promote worker health at the physical environment, work organization and individual employee levels
• Vendor conducted pre/post multi-level assessments and provided an integrated feedback report to company management
• Vendor provided materials and guidance on integrated management, worksite-wide events, and individual programming

Results: Pilot Companies

Feasibility
• 2 companies reported successful integration of safety, health, and well-being
• 1 company needed more guidance to implement an integrated approach

Acceptability
• General good fit with company culture
• 2 companies will continue implementation
• All companies adapted project to make it their own

Barriers
• Competing work priorities
• Lack of a dedicated budget and staff time
• Need for more assistance with program implementation

Facilitators
• Visible leadership support
• Dedicated staff, budgets, employee time
• Accountability for safety and wellness goals
• Wellness and safety staff collaboration enhanced implementation
• CEO communicates importance of an integrated approach to supervisors

Continuum of Integration

Not Integrated

| Company 1 | Company 2 | Company 3 |

Fully Integrated

“Program fit into vendor’s mission and values
Will continue to advise clients to use an integrated approach

Acceptability

Vendor experienced staff turnover
Project required more management consultation and tailoring as compared to usual products
Competing work priorities
Sustained leadership support necessary
Need detailed, job-specific training with new type of product

Facilitators

Vendor staff has an understanding of the value of integration
Vendor has existing safety and wellness products and staff were able to collaborate

Suggested adaptations

Self-service toolkit
Sites could conduct their own assessments and the vendor could analyze them
Focus on leadership and management support first and then implement programming

Conclusions

Engaged multi-level management support is important for adoption, implementation and sustainability of an integrated approach
An integrated approach aligns with company and vendor values to protect and promote worker health
Companies may need differing levels of support from a vendor
Implementation is enhanced when there is organizational capacity

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