SAFEBUILD ALLIANCE

ZERO INCIDENTS THROUGH COLLABORATION

TOTAL WORKER HEALTH®
AWARENESS WORKSHOP

February 28th 2024

Member Meeting

February 28, 2024 Member Meeting

Welcome – Steve Clem
Welcome
2024 Board of Directors
Upcoming Meetings & Events

New & Returning Members

Presentation – Total Worker Health® Awareness Workshop

Closing Message

2024 SafeBuild Alliance Board of Directors

Executive Team

President – Steve Clem (Skanska)
Vice President – Caren Seal (ATG)
Past President – Brian Knudsen (Andersen)
Secretary – Amme Standring (Charter Mechanical)
Treasurer – Rick McMurry (P&C Construction)
Executive Director – Jason Oliver

Board of Directors

Todd Coffman (Rosendin)
Kaci Cullen (EC Electric)
Brett Phillips (Intel)
Brad Morton (Cochran)
Pat Clemons (Mortenson)
Brenda Alexander (Hoffman)
Jason Smith (EC Electric)
Adam Kris (General Sheet Metal)

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2024 Events Calendar

Save the date for our 2024 Meetings & Events

Thursday, May 2nd 2024:

Safety Week Kickoff @ the Oregon Zoo

Tuesday, August 20th 2024:

9th Annual SafeBuild Alliance Golf Tournament @ Langdon

Wednesday, October 2nd 2024:

Innovations in Safety @ McMenamins Kennedy School

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SAFEBUILD ALLIANCE

NEW & RETURNING MEMBERS – 2023 & 2024

Interior Exterior Specialists

R&H Construction

Maxim Crane

Pence Construction

United Rentals

Wavecel

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Innovations Member Meeting

Total Worker Health®

Awareness Workshop

February 28th, 2024

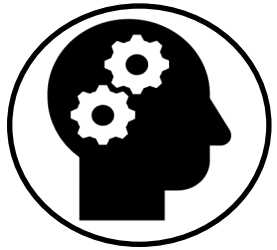
OREGON TWH ALLIANCE

Total Worker Health® Awareness for the Construction Industry

Presented by Katia Costa Black & Erin Flynn

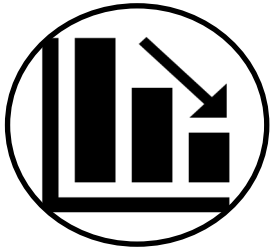
SafeBuild Alliance Meeting & Networking
Portland, Oregon
Feb 28, 2024

Key objectives



Define *Total Worker Health* (TWH)

Identify the five defining elements of TWH



Illustrate how organizations can implement the TWH approach

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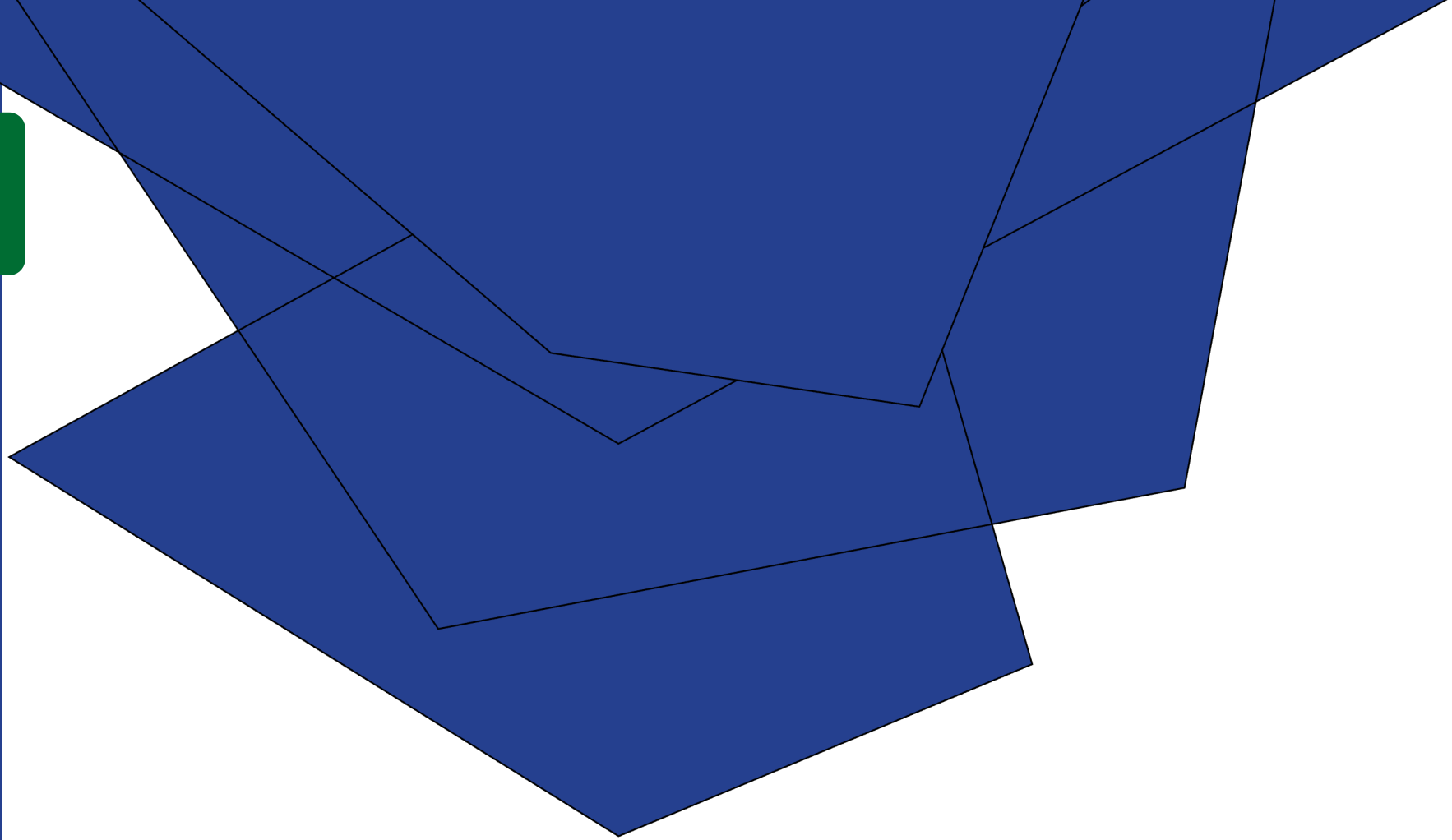
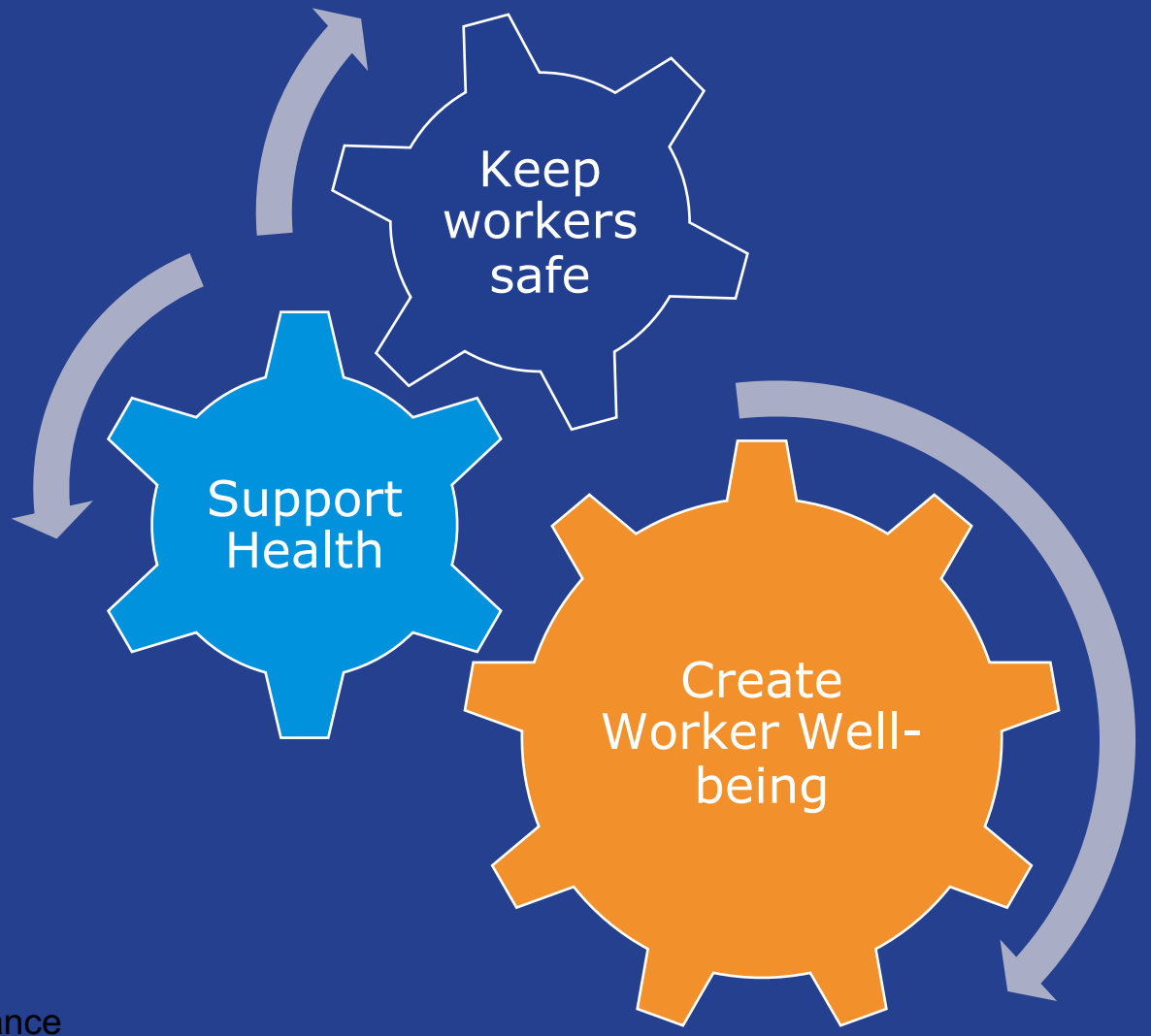


WHAT is *Total Worker Health?*

What is Total Worker Health®?



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NIOSH Vision & Definition

"….policies, programs, and practices that **integrate protection** from work-related safety & health hazards with **promotion** of injury and illness prevention efforts **to advance worker well-being**." NIOSH-CDC

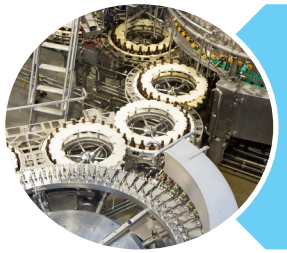
Total Worker Health® is a registered trademark of the U.S. Department of Health and Human Services (HHS). Participation by the Oregon TWH Alliance does not imply endorsement by HHS, the Centers for Disease Control and Prevention, or the National Institute for Occupational Safety and Health.

What are the main premises of the TWH approach?

- Recognizes the WHOLE WORKER, his/her/their needs and well-being
- Prioritizes a HUMAN CENTERED CULTURE that is inclusive and a work environment that is free of harm
- Proposes SYSTEMS-thinking and on-going efforts with the workplace as the entry-point
- Promotes solutions that are EVIDENCE-based or at least evidence-informed and DATA-DRIVEN

Proactively Addressing Working Conditions

Psychosocial conditions



Organizational conditions

Physical /Environmental conditions

- Systematically and more broadly addressing relevant hazards (ISO 45001/ 45003)
- Beyond legal and regulatory compliance
- Make changes upstream

How does work influence health and well-being?

Strong connections between....

- **Work+ health + well-being**
- Chronic Pain + Opioid use
- Mental Health Conditions + MSDs
- Mental Health Conditions + CVDs
- Obesity + MSDs
- Burnout + Obesity
- Stress + MSDs

Mental Health affects Physical Health and Vice-versa

- The WHOLE worker
- Interconnection between mental health and physical health is well documented
- Construction workforce is particularly susceptible

Construction Labor Force Challenges

TECHNOLOGY ADOPTION

SAFETY AND HIGH INJURY RATES

PRODUCTIVITY AND COST OVERRUNS

LABOR SHORTAGE AND RETENTION

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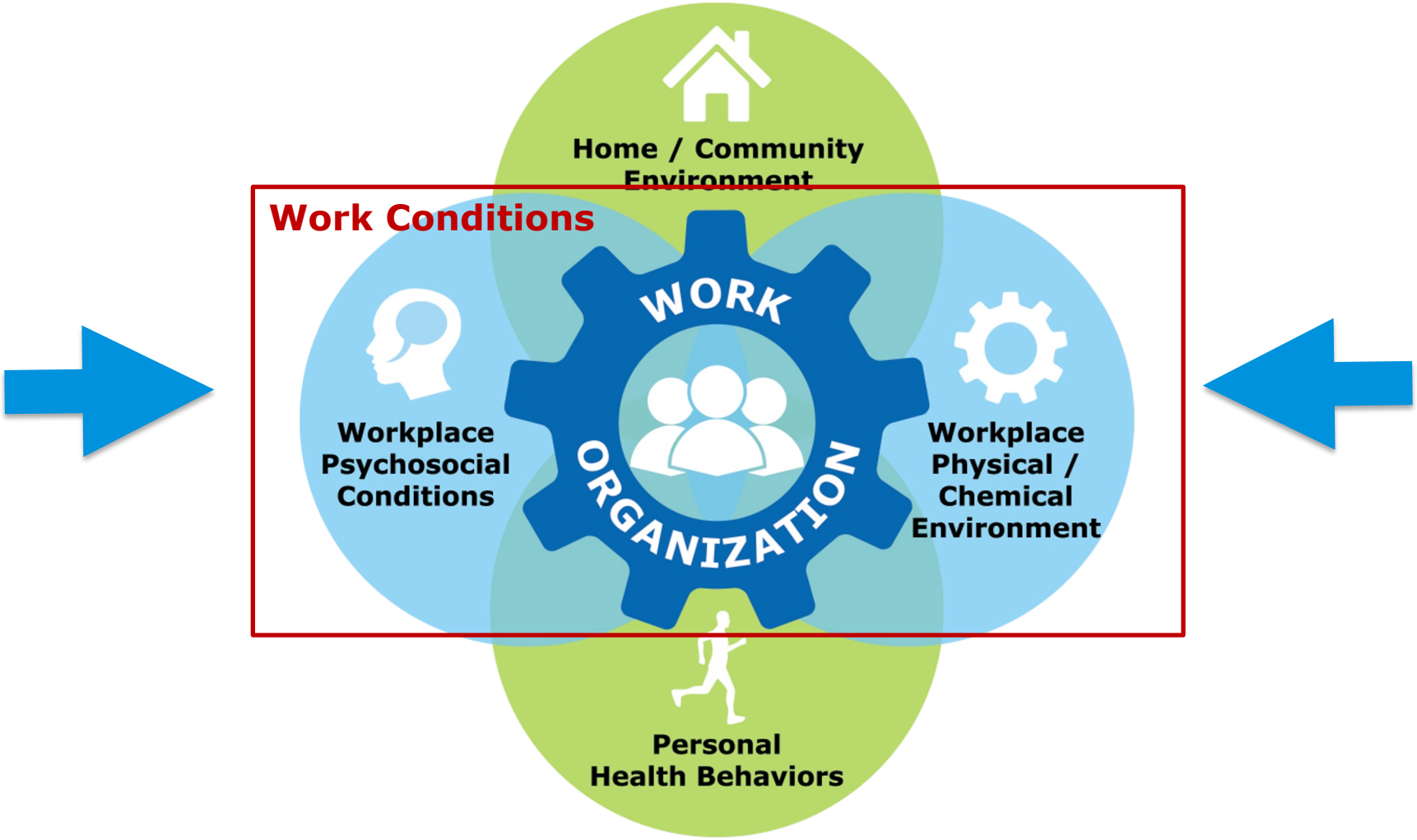
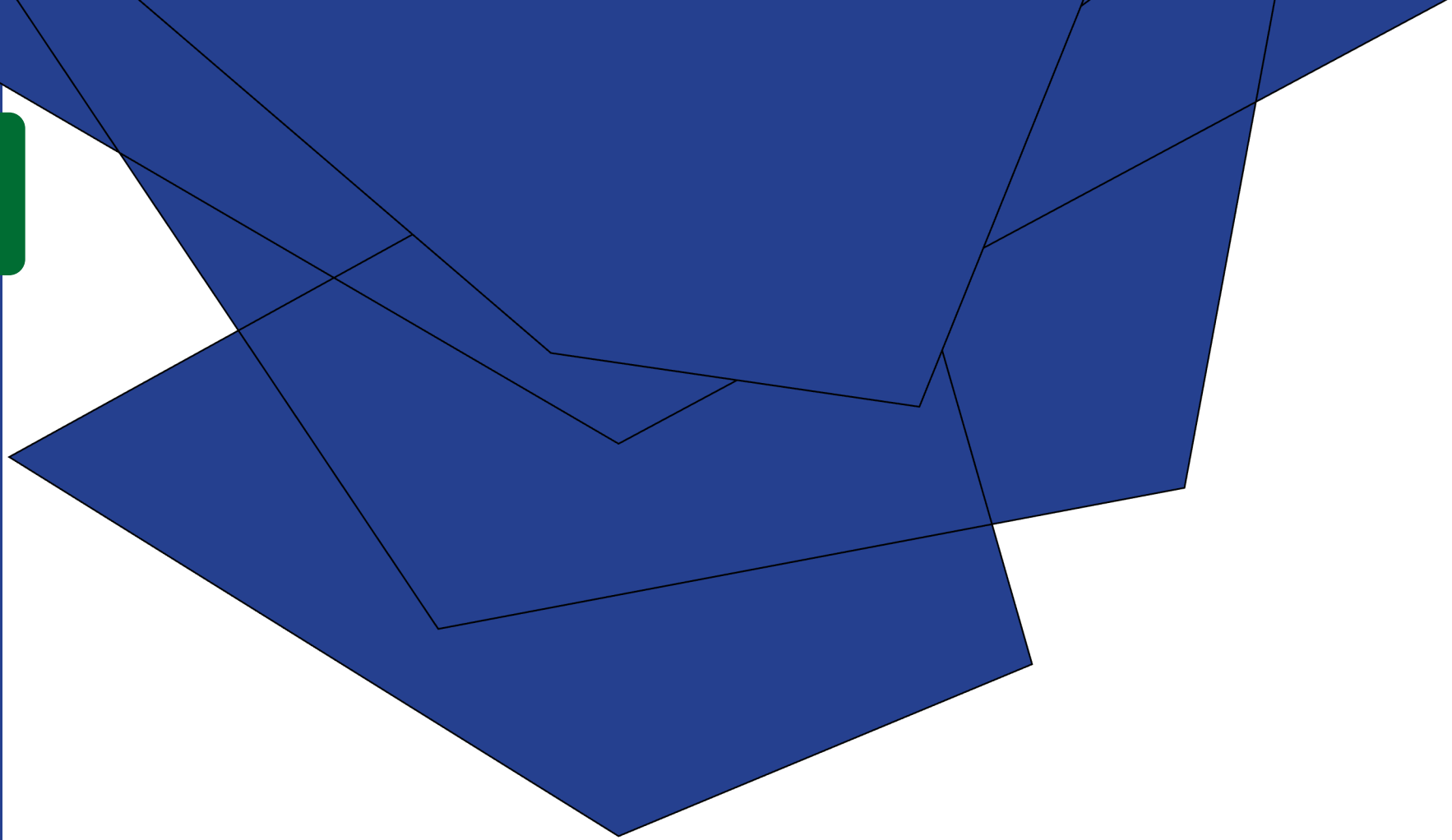
Psychosocial hazards

- Incivility and Harassment
- Lack of social support
- Bullying
- Discriminatory Practices
- Lack of control over workload
- Inflexible work schedule
- Remote or Isolated Work

An Integrated Approach



Punnett L, Cavallari JM, *et al.* Annals of Work Exposure and Health. 2020



The Five Elements of *Total Worker Health*

The Five Defining Elements

1. LEADERSHIP COMMITMENT*	• Demonstrate commitment to worker safety and health at all levels of the organization
2. DESIGN WORK*	• Design work to eliminate or reduce safety and health hazards and promote worker well-being
3. WORKER ENGAGEMENT	• Promote and support worker participation and consultation from all levels
4. CONFIDENTIALITY & PRIVACY	• Ensure confidentiality and privacy of workers throughout program design and implementation
5. INTEGRATION OF SYSTEMS	• Integrate relevant systems to advance worker well-being (avoid silos)

**Similarities with ISO 45001*

Leadership Commitment with Supportive Supervision

The perception that your supervisor values your contributions and cares about your personal and professional needs and well-being

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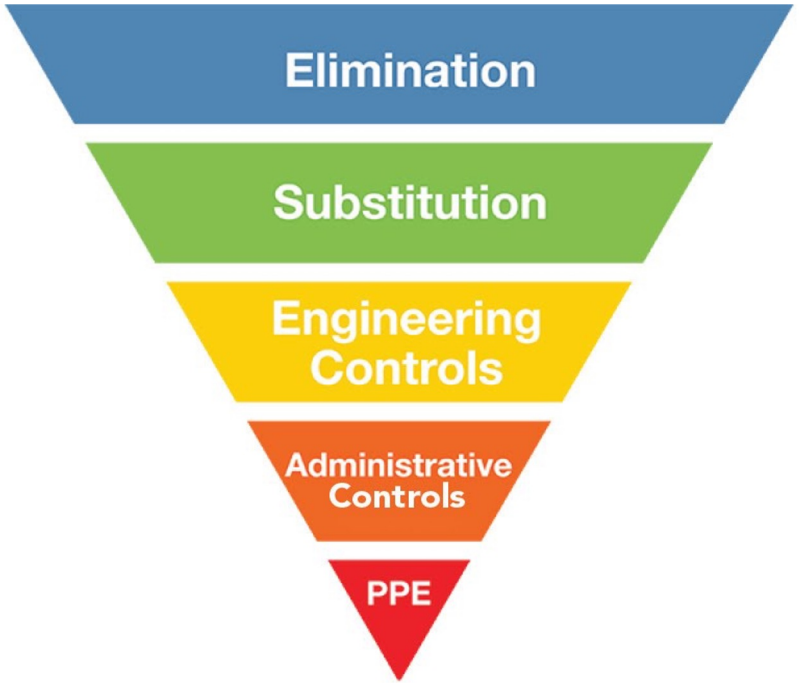
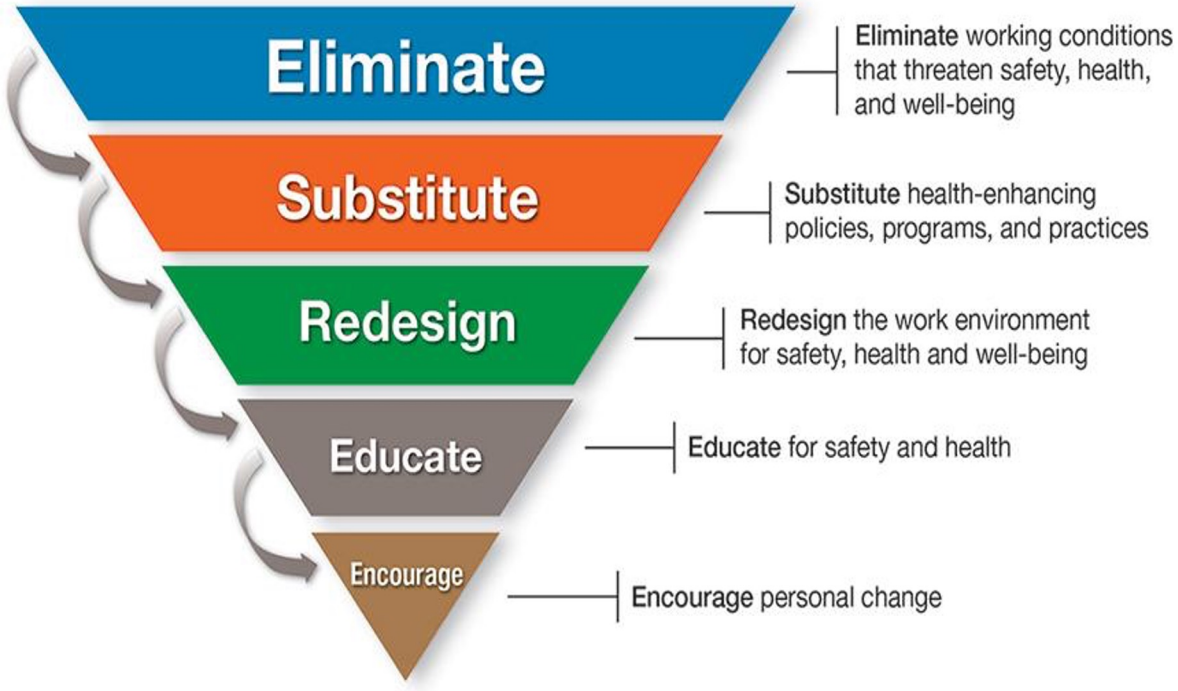
(Re)Design Work using the Hierarchy of Controls



Traditional Hierarchy of Controls – NIOSH 2015



The Hierarchy of Controls Applied to NIOSH *Total Worker Health®*

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How to create a culture of engagement?

- Participation in hazard recognition and control
- Employee surveys (+ and -)
- Clear expectations and accountability
- Create opportunities for participation in existing programs and policies

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Confidentiality + Privacy

- It is essential to protect personal health data and other types of personal data
- Avoid:
  - ‘Blaming the worker’ culture
  - Discriminatory practices
  - Penalizations and retaliations

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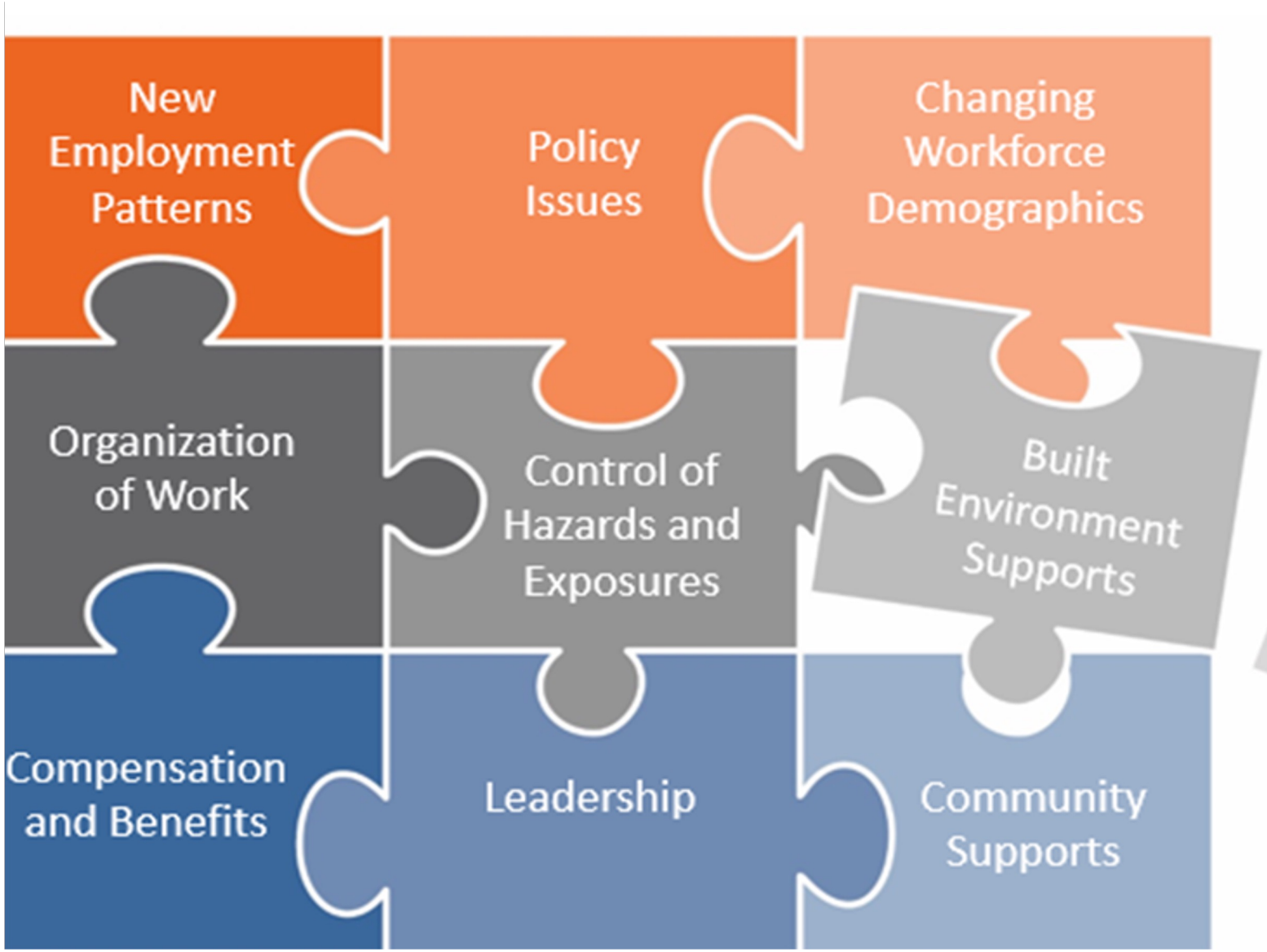
Integration



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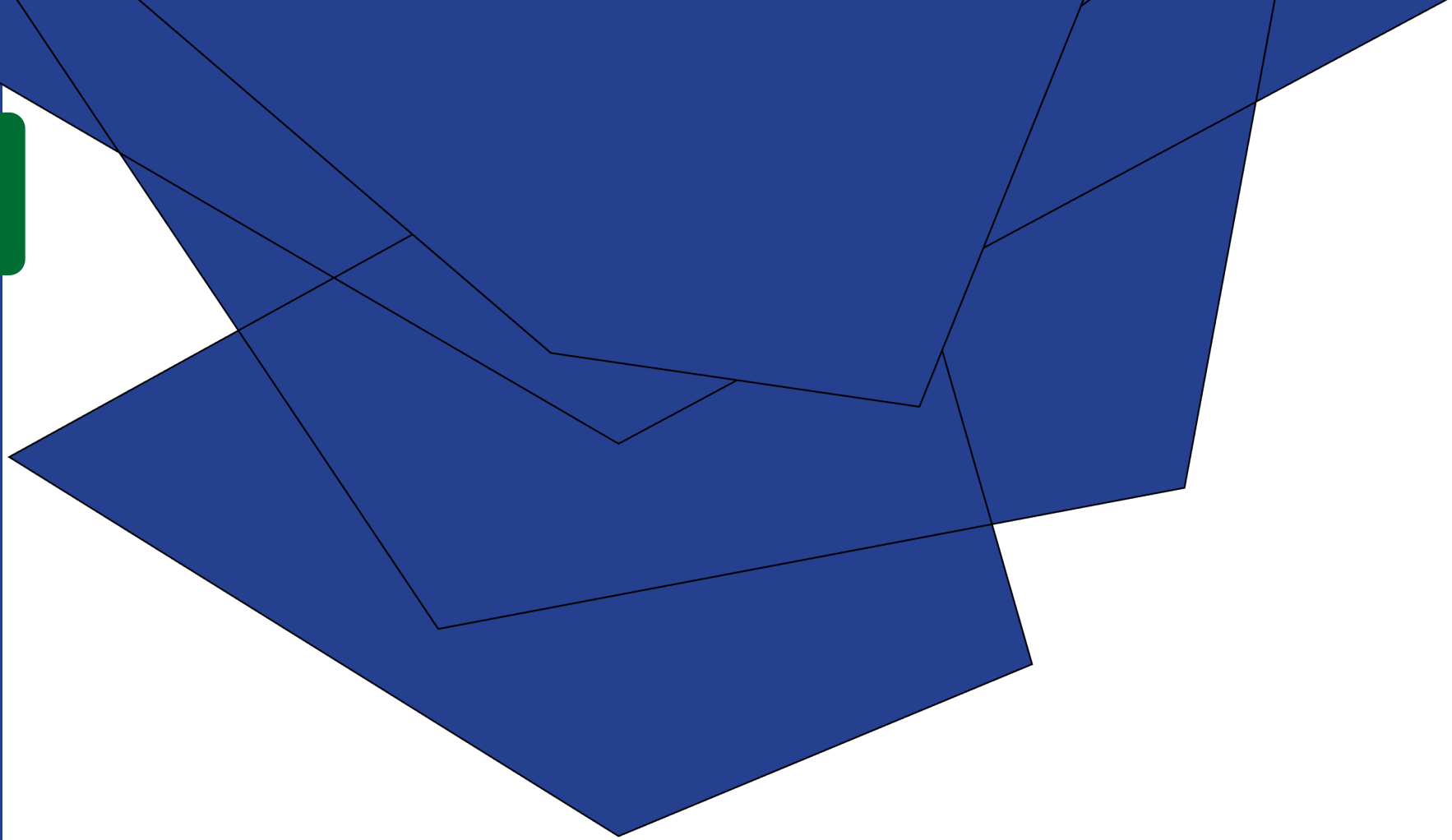

WHAT does *Total Worker Health* look like in the real world*?*

Multi-faceted TWH Intervention at L.L. Bean

TWH Targeted issue: **A**ging workers performing manual handling work and the need to address cardiovascular health

Multi-faceted Program

- Work Organization
  - MMH tasks only 2x per week
  - Rotated tasks every couple hours
- Technology to reduce workload
  - Use of a mix of robotics, vacuum-driven lift-assist devices, and adjustable pallet lifts
- Exercise for Health and Fitness
  - JumpStart Cardiovascular Fitness program (workers were paid for that)
  - Three sets of paid 5-min rest and stretch breaks a day

Integrated approaches for Musculoskeletal Issues

Work Re-organization

+

Psychosocial Health

+

Ergonomic Consultations

+

Self-Management Strategies

City of Bend Police Department TWH approach

- **Main TWH issues:** work-related injuries, stress and mental health problems
- **TWH approach:** Redesigning work and developing health-supportive policies including specific mental health support. They used the TWH HOC.
- **Results:** workplace injury claims and costs decreased by over 40% from the year before; fewer lost days and lower workers' compensation claim; and these decreases led to a 55% reduction in cost of injuries and 26% reduction in days lost to injuries. Value recognition of the workforce is beyond monetary value.

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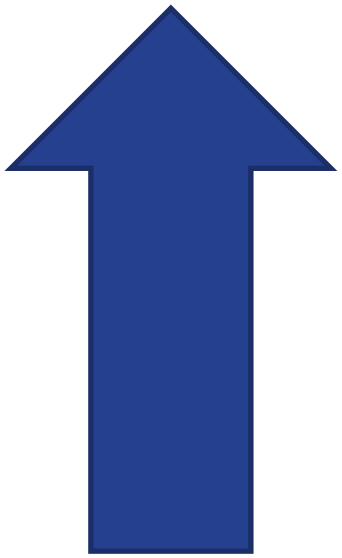
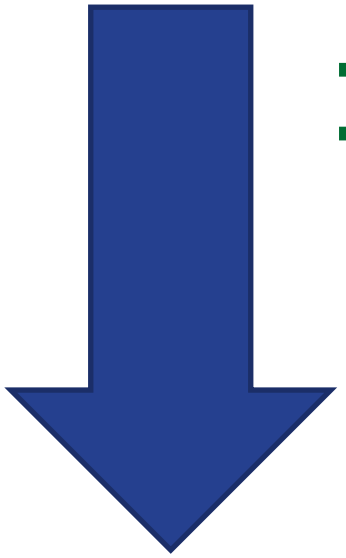
Addressing Mental Health and Well-being in Construction

- Watch the video TWH at Turner Construction https://youtu.be/kPNwFwmUodw?si=f7rhl9idQQeyArH4
- "How Skanska addresses Total Worker Health" by Joaquin Diaz
- Hoffman Get Us There Safe (GUTS) campaign for Mental Health
- Others? Smaller Contractors?



Retention,
Morale,
Productivity



Injury/illnesses
Absenteeism
Presenteeism

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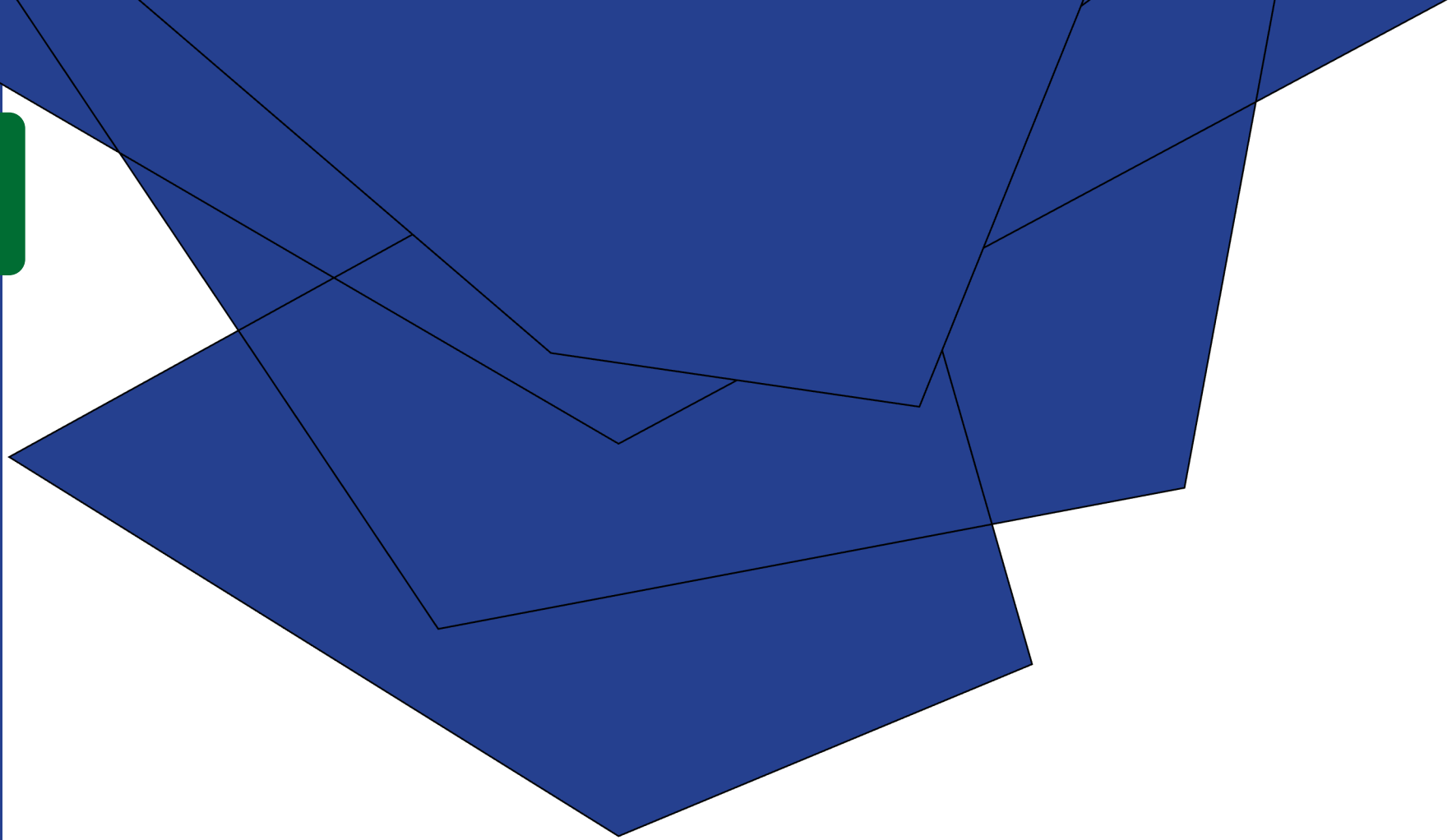
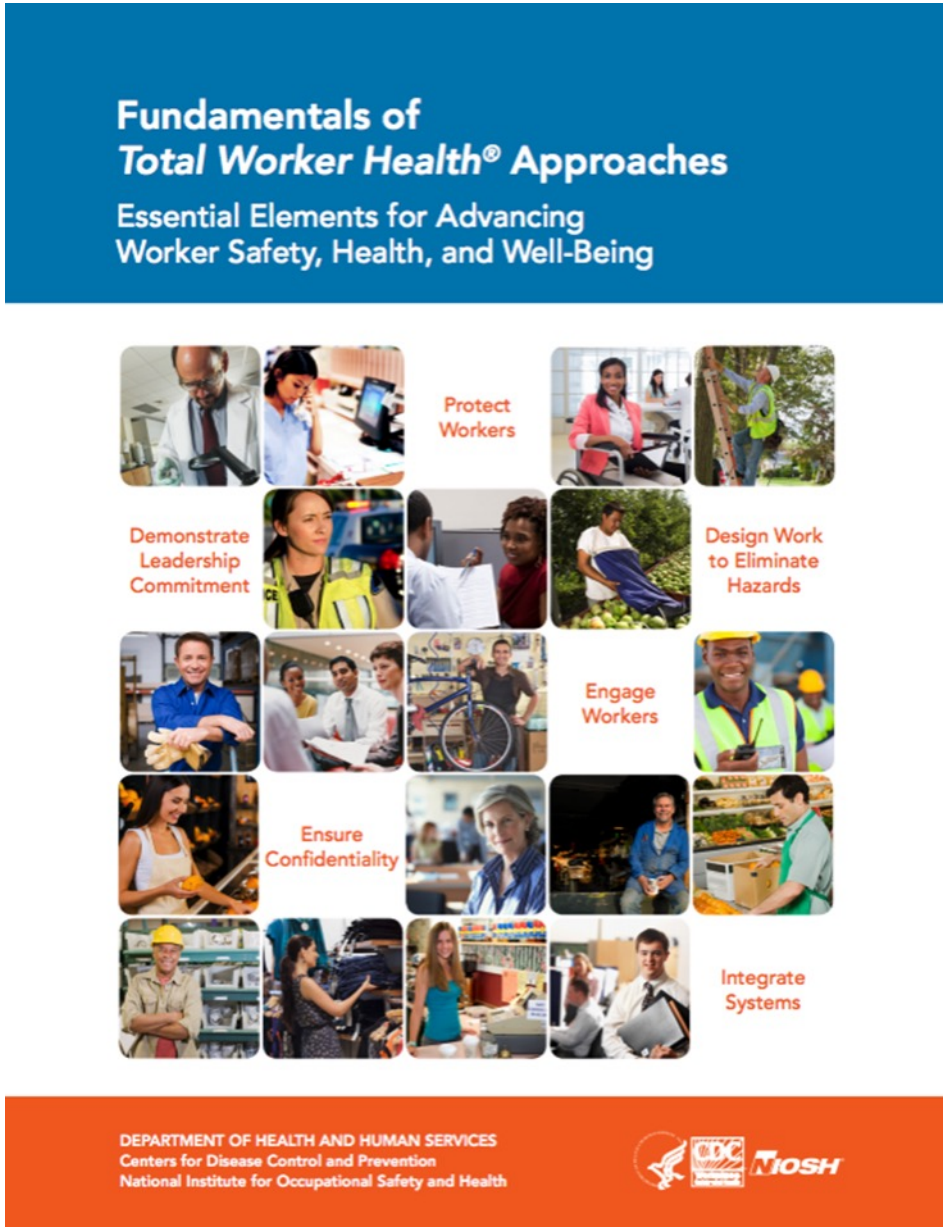


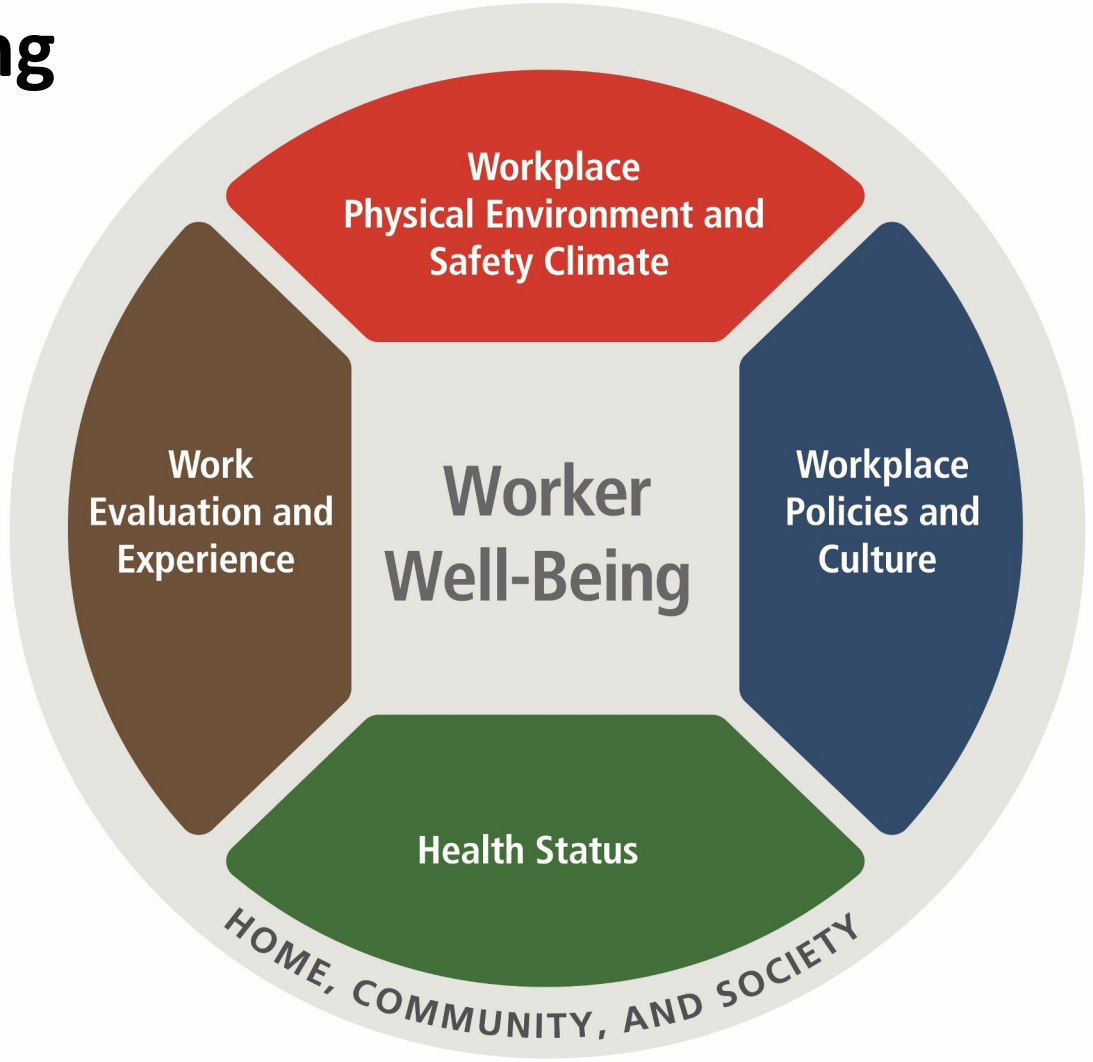
Total Worker Health Resources

NIOSH Fundamentals Workbook



https://www.cdc.gov/niosh/twh/fundamentals.html

Getting Started:
Measuring Worker Well-being



https://www.cdc.gov/niosh/twh/wellbq/default.html

Validated TWH Climate Scale

Total Worker Health Climate Scale (40 items)

Safety Climate*(16 items, Cronbach's α= 0.96)

(Example items) My Company…..

… reacts quickly to solve the problem when told about safety hazards.

… insists on thorough and regular safety audits and inspections.

… tries to continually improve safety levels in each department.

Physical Health Climate (14 items, α= 0.95)

…educates workers on how to be physically healthy (e.g., regular physical activity, healthy eating).

…provides workers with what they need to have good hygiene (e.g., a place to wash their hands, trash and recycling containers, working bathrooms).

…is committed to workers' physical health.

Well-being Climate (10 items, α= 0.97)

…sees the well-being of workers as a priority.

…commits resources such as time, space, and money to supporting employee well-being.

…notices poor morale and responds to improve our well-being.

*Note: SC items were from Zohar and Luria, 2005 and Huang et al., 2017

Dr. Emily Huang huangyu@ohsu.edu
Safety Climate Lab
Oregon Health & Science University

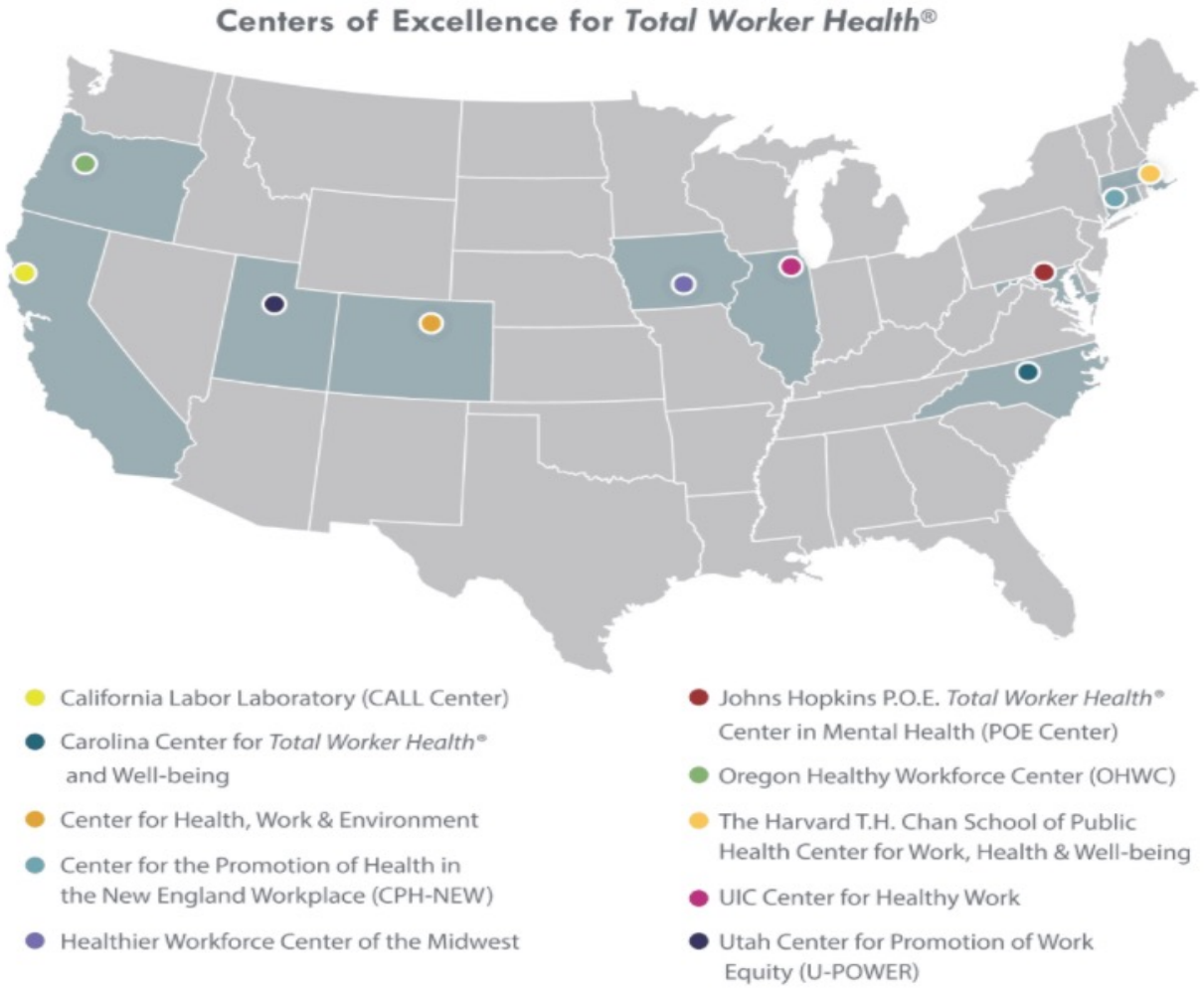
Building Capacity

Total Worker Health® Curriculum

OREGON TWH ALLIANCE

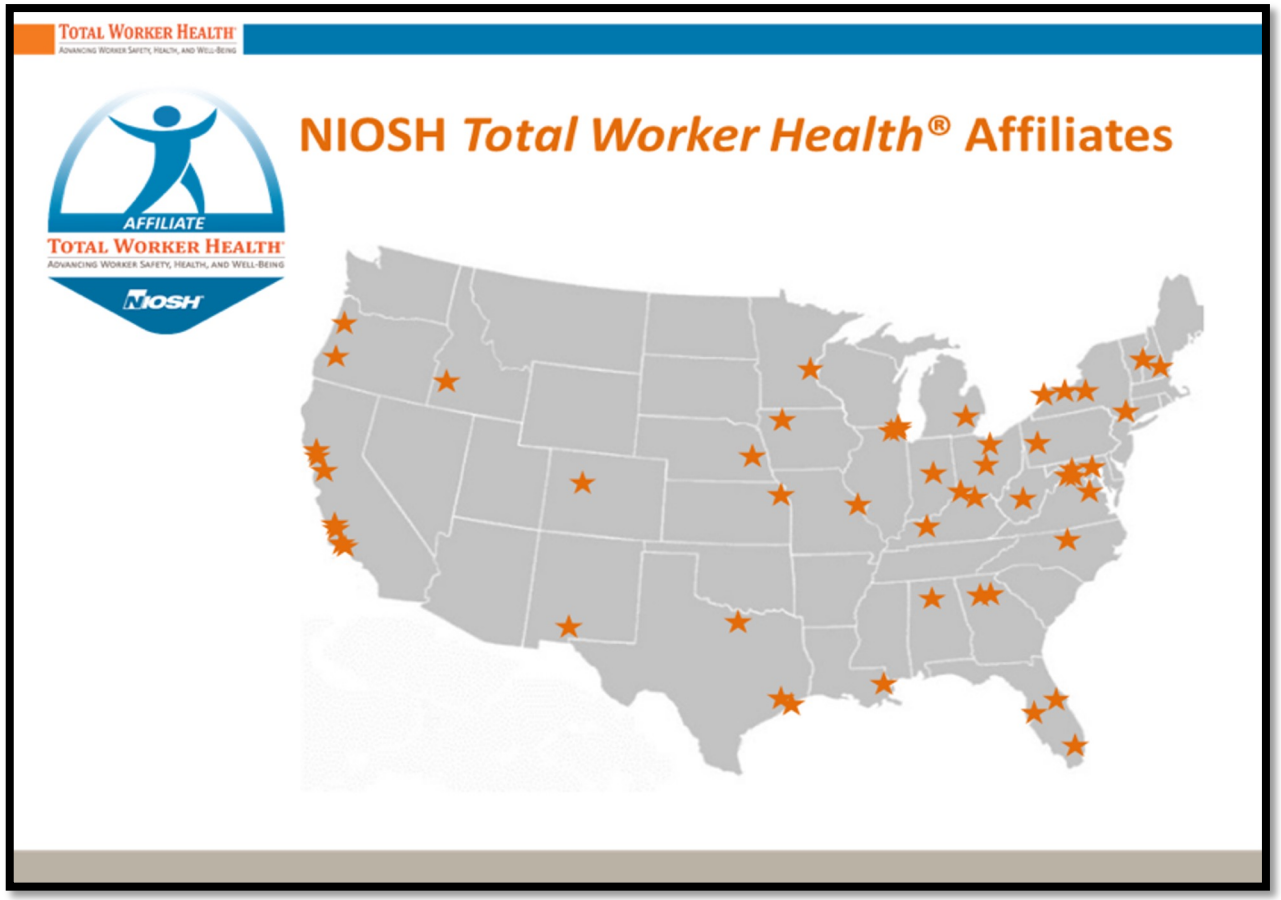
3 Hours	Total Worker Health 101: The Basics
1 Hour	Total Worker Health Awareness Workshop
3 Hours	Total Worker Health Workplace Solutions
90 Minutes	Total Worker Health for Safety Committees
8 Hours	Total Worker Health Train the Trainer

The Oregon Healthy Workforce Center: A NIOSH Center of Excellence for TWH



OHWC
OREGON HEALTHY WORKFORCE CENTER
NIOSH TOTAL WORKER HEALTH® CENTER OF EXCELLENCE

NIOSH *Total Worker Health* network



Other Affiliates: AAOHN, ACOEM, ASSP, ACPM, AIHA, AOHP, NIH, NSC, SOHP

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OREGON TWH ALLIANCE

Questions?

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Erin Flynn: flynne@ohsu.edu

2024 Web Banner Advertising Reservations

SafeBuild banner ads average thousands of impressions per month

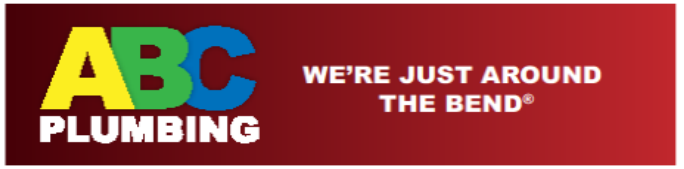
Advertise your business effectively with SafeBuild Alliance

The SafeBuild Alliance website is an excellent, low-cost way to promote your business or services to a highly concentrated network of your target clients.

Your full-color advertisement will appear on the SafeBuildAlliance.com homepage for one full year.

By advertising with SafeBuild, you are helping to support our vision of zero incidents through collaboration. Banner ad rates are $400 per year. Standard ad includes your logo and brief tagline (under 10 words). Please provide logos in high-resolution .jpg or .eps format. Contact karen@safebuildalliance.com for more information.

Example:



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SAFEBUILD ALLIANCE

2024 Engagement

Are you interested in becoming more involved with SafeBuild?

There are many ways to contribute, including:

Become a Member

Board of Directors

SafeBuild Committees

Sponsorship & Advertising

Participate in an upcoming meeting

Contact jason@safebuildalliance.com to learn more!

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