

WORKPLACE HEALTH MODEL

1 ASSESSMENT

INDIVIDUAL
(e.g. demographics, health risks, use of services)

ORGANIZATIONAL
(e.g. current practices, work environment, infrastructure)

COMMUNITY
(e.g. transportation, food and retail, parks and recreation)

4 EVALUATION

WORKER PRODUCTIVITY
(e.g. absenteeism, presenteeism)

HEALTHCARE COSTS
(e.g. quality of care, performance standards)

IMPROVED HEALTH OUTCOMES
(e.g. reduced disease and disability)

ORGANIZATIONAL CHANGE, "CULTURE OF HEALTH"
(e.g. morale, recruitment/retention, alignment of health and business objectives)

2 PLANNING & MANAGEMENT

LEADERSHIP SUPPORT
(e.g. role models and champions)

MANAGEMENT
(e.g. workplace health, coordinate committee)

WORKPLACE HEALTH IMPROVEMENT PLAN
(e.g. goals and strategies)

DEDICATED RESOURCES
(e.g. costs, partners/vendors, staffing)

COMMUNICATIONS
(e.g. marketing, messages, systems)

3 IMPLEMENTATION

PROGRAMS
(e.g. education and counseling)

POLICIES
(e.g. organizational rules)

BENEFITS
(e.g. insurance, incentives)

ENVIRONMENTAL SUPPORT
(e.g. access points, opportunities, physical/social)



Working For Health

M Lipman



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