¹Research Unit, Department of Health, Dublin, Ireland.

²Institute of Public Health, Dublin, Ireland.

³National University of Ireland, Galway, Ireland.

⁴Eli Lilly, Kinsale, Cork, Ireland.

1684a REVIEW OF REVIEWS ON THE EFFECTIVENESS OF WORKPLACE WELLBEING PROGRAMMES

RP Murphy¹. Department of Health, Dublin, Ireland

10.1136/oemed-2018-ICOHabstracts.607

Introduction According to the world health organisation, workplace health programmes are one of the best ways to prevent and control chronic disease, and also to support mental health. There are over 2 million people employed in Ireland and this literature review informed the development of a national healthy workplace framework for Ireland.

Method The search strategy involved a keyword search of peer-reviewed databases of relevant subject areas (pubmed, econlit, psycinfo) and study type (cochrane library) supplemented by hand searches and selected citation searches. Included studies were systematic reviews or meta-analyses of a workplace intervention in the areas of nutrition and/or physical activity, mental health, smoking cessation and alcohol interventions, or health promotion. Evidence on outcomes across reviews was synthesised as 'strong' if the conclusion of at least two meta-analyses, 'moderate' if the conclusion of the one meta-analysis found, and 'some' if no pooled estimates, but the conclusion of the systematic review(s) found.

Results A range of measures of effect are used; they fall into the three broad categories of health behaviours, health outcomes, and economic or organisational outcomes. Most of the evidence from meta-analysis is on health outcomes, followed by organisational outcomes, and finally, health behaviours. In terms of health behaviours, there is strong evidence of a favourable impact on physical activity and fitness, and smoking cessation, while some evidence of a favourable effect on fruit and vegetable intake and dietary behaviour. With regard to health outcomes, there is strong evidence for a favourable impact on weight and BMI, stress/distress, anxiety and depression, and mental wellbeing. Examining organisational outcomes shows there is strong evidence of a favourable effect on work ability and sickness absences, while there is moderate evidence for task completion, supervisor's rating, job satisfaction, productivity, and work attendance.

Conclusion Overall, there is strong evidence of a favourable effect of workplace programmes on health behaviours, health outcomes, and organisational outcomes.

[^] This presentation is based on a report, *Rapid Review of Evidence on Workplace Wellbeing Programmes: Effects, Costs and Benefits, Organisational Factors and Policy Mechanisms*, by Robert Murphy, Emma O'Donoghue, Claire Doyle, and Carol Taaffe, Department of Health, Ireland. All authors contributed to the content on which this abstract is based, and all authors agree to this abstract being published.

1684b LEARNING FROM THE CONSULTATION ON A HEALTHY WORKPLACE FRAMEWORK FOR IRELAND

H McAvoy. Institute of Public Health in Ireland (IPH), Dublin, Ireland

10.1136/oemed-2018-ICOHabstracts.608

IPH designed, delivered and analysed the consultation process used to inform the development of a new national policy on healthy workplaces in Ireland. Pre-consultation workshops were used to inform the main consultation approach and prioritise consultation questions, alongside input from an expert Steering Group. An online consultation questionnaire was refined, and then launched by the Minister for Health Promotion alongside a communication and dissemination plan. 4 regional workshops were facilitated attracting 193 attendees over a 10 week consultation period. Responses to the online questionnaire were analysed using SPSS, alongside qualitative analysis of free text responses. 1602 valid responses were received (n=1521 submitted on a personal basis; 81 on behalf of an organisation). Over 60% of respondents were over 45 and over 70% were female. 87% were public sector workers and around half had line management responsibility. There was a high level of support for the proposed vision, aims and objectives of the framework. Respondents viewed culture change, communication, leadership and inclusion as the most important policy objectives. Training, guidance and case studies were the resources most commonly identified as useful tools to support implementation. Mental health was identified as a priority issue, followed by physical activity and healthy eating. Older workers and workers with existing chronic illness or disability were viewed as a priority group, in addition to low paid workers. A perspective analysis explored patterns of response based on respondent age, gender, chronic illness status and occupational characteristics. Core themes emerging from the qualitative analysis related to better use of plain English; concerns regarding implementation; better integration of work-life balance issues and a focus on culture change.

1684c DEVELOPMENT OF A POSTGRADUATE PROGRAMME IN WORKPLACE WELL BEING

M Hodgins. National University of Ireland, Galway

10.1136/oemed-2018-ICOHabstracts.609

Introduction Public policy has focused recently on public sector workplaces, which account for 15% of the Irish workforce, in the form of a national workplace well-being bill. The aim of this policy initiative is to ensure that each public sector employer develops a 'healthy workplace initiative'. In order to develop healthy workplace initiatives consistent with good health promotion practice, capacity building, in the form of workforce development is required. The Healthy Workplaces Framework, a key element of both the Department of Health Strategy 2016–2019 and the Healthy Ireland agenda, contains a commitment to develop a postgraduate programme in workplace well-being, in order to address workforce development, and the process by which this has taken place is the subject of this paper.

Methods The Discipline of Health Promotion in NUI Galway offer a suite of programmes (Certificates in Health Promotion) for the 'wider workforce'; those interested in developing the skills to implement health promotion initiatives in their work setting or with particular populations. Certificates have been developed to date in Cardiovascular Health/Diabetes Prevention, Oral Health and Youth Health, comprising three modules delivered over one academic year;

1. Core Principles of Health Promotion,
2. the specialist knowledge appropriate to the topic or setting, and

3. direction and support for the development of an intervention in the setting or population.

This project involved liaison with NUI Galway to develop a workplace wellness specialism as part of this suite of programmes.

Results Following consultation with stakeholders, the module plan was drafted, submitted and approved. The platform 'Articulate Rise' was selected based on positive University experience and specialist materials developed. Recruitment and marketing resulted in 35 places offered and students are well advanced on the programme.

Discussion Evaluation of the programme is required and will be undertaken using University student feedback policies and processes.

1684d DEVELOPING HEALTHY WORKPLACES IN IRELAND – INTEGRATED APPROACH TO EMPLOYEE HEALTH, SAFETY AND WELLBEING

Una Feeney. *Eli Lilly Kinsale Limited, Dunderrow, Kinsale, Co. Cork*

10.1136/oemed-2018-ICOHabstracts.610

This introduces Eli Lilly's Live4Life wellbeing programme, which is a holistic integrated approach to employee Health, Safety and Wellbeing. It aims to link the organisation's safety culture journey with employee wellbeing – making it personal and empowering employees to 'Do the right thing' at work and at home. It outlines that in adopting a strategic approach to managing employee Health, Safety and Wellbeing; companies can make a dramatic impact – with relatively small effort and expenditure – by leveraging processes already in place in the organisation. It discusses the 'Work Positive' wellbeing survey and the development and spread of the Live4Life programme. It shows how management commitment and employee engagement has a positive effect within the organisation leading to increased education, participation and overall employee wellbeing.

1645 WORK AND SPIRITUALITY, NEW APPROACHES AND IDEAS – THE SPECIAL SESSION AIMS TO CLARIFY AND PROMOTE THE SPIRITUAL DIMENSION OF HEALTH AT WORK

¹Christophe Paris*, ²Frank van Dijk*. ¹Professor, University of Rennes, France; ²Professor emeritus, Coronal Institute of Occupational health, AMC, Amsterdam, The Netherlands

10.1136/oemed-2018-ICOHabstracts.611

M. Guillemin¹, M. Zungu², A. de Boer³, A. Mittal⁴, Y. Roquelaure⁵, J. Rodriguez-Guzman⁶, R. Nicholas⁷

¹Professor emeritus, University of Lausanne, Switzerland

²Dr. National Institute for Occupational Health, Pretoria, South Africa

³Dr. Coronal Institute of Occupational health, AMC, Amsterdam, The Netherlands

⁴Dr. OH and S Consultancy Services, New Delhi, India

⁵Professor, University of Angers, France

⁶Dr. Regional Advisor, Pan-American Health Organisation/World Health Organisation, Washington, DC

⁷Mr. Robin Nicholas Communication, Santa Fe, USA

1645a THE SPIRITUAL DIMENSION IN OCCUPATIONAL HEALTH: A KEY EMERGING ISSUE

M Guillemin. *University of Lausanne, Switzerland*

10.1136/oemed-2018-ICOHabstracts.612

Occupational Health (OH) is dedicated not only to prevent diseases but also to promote health in its global dimension, including the spiritual wellbeing. This dimension must not be confused with mental wellbeing or religious beliefs, since it refers to intangible assets and deep feelings such as ethics, compassion, dignity, tolerance, engagement, inclusiveness, sustainability and individual growth among others. In this respect, spirituality is complementary to the other dimensions of wellbeing at work such as the physical, mental and social ones.

Though this dimension has not been much studied in the field of Occupational Health up to now, it is more and more an emerging demand from people willing to give sense to their life by allowing these intangible assets to become factors of their wellbeing at work and in their private life. Surveys in Europe have shown that the young generation prefers a meaningful job than a lucrative one. The meaningfulness of work strongly depends on its coherence with the fundamental values of individuals. Moreover, it has been shown that the 'Sense of Coherence', the basic concept of Salutogenesis – science focusing on factors that support human health and well-being, rather than on factors that cause disease – is closely linked with 'good health' and implicitly related to spiritual values of individuals. Therefore, it becomes more and more obvious that OH has to open to this new field of research and to the transfer of these new factors into practice.

And the Science of Management too has opened its research on its spiritual dimension for many years now, as illustrated by the Spiritual Division of their international Academy of Management. New forms of management focusing on care (benevolent leadership for example) belong to these emerging issues that OH should promote and develop since they contribute to set up healthy and productive workplaces.

1645b UBUNTU THE AFRICAN SPIRITUALITY IN OCCUPATIONAL AND ENVIRONMENTAL HEALTH AND SAFETY

M Zungu. *National Institute for Occupational Health a division of the National Health Laboratory Services, Johannesburg, South Africa*

10.1136/oemed-2018-ICOHabstracts.613

South Africa is an upper middle-income economy with a fledgling tertiary sector (service, financial and knowledge economy) rooted in the primary sector (mining and agriculture) and secondary sector (manufacturing). South Africa's diverse economy has contributed immensely to the mortality and morbidity of the South African workforce as a result of occupational injuries and diseases. While there is limited data on occupational injuries and diseases for South Africa namely rock fall accidents and silicosis in mining; tuberculosis and musculoskeletal injuries in healthcare; motor vehicle accidents and fall from heights in construction; noise induced hearing loss as well as mental health issues across industries; these are but a few causes for concern in occupational and environmental health and safety (OEHS) in South Africa.