amongst employees in a large acute Hospital setting. The diversity of programme attendees is contributing to shared learning and networking across boundaries. By tapping into internal expertise and developing internal capacity to deliver the programme we have created a cost effective, sustainable model that is directly transferable to the wider health care setting.

474 PROJECT HAPPINESS AND WELLBEING FOR INDIANOIL

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Introduction The measures for enhancing 'Wellbeing' are complementary to HSE measures to make sure that all workers are safe, healthy, contended and are effectively engaged at work. In fact, Happiness and Wellbeing of the workforce is a key factor in any organisation's long-term effectiveness.

Materials and methods IndianOil Corporation has taken Happiness for their employees as a project and under this Project weekly questionnaire were started along with small reading material on various parameters which are the factors controlling our state of mind and ultimately effecting the one's Happiness and Overall Well Being, Mental Attitude and Outlook, Time Management, Recognising and Managing Common Thinking Errors, Personal Wellbeing, Self Esteem and Self Confidence, Relationships for Health and Happiness, Positive and Negative Emotions, Burnout Factors in Your Work life, Health Fitness and Healthy Habits, Anger Management, Your Communication Style, Positive attitude and Gratitude. Project on 'Happiness and wellbeing' in IndianOil focuses on the psychological aspects of a fulfilling and flourishing life and provides practical guidelines to enhance Happiness and Wellbeing. IndianOil also launched a book prepared by Corporate HSE on 'Happiness and Wellbeing'.

Result In response to the weekly questionnaire on Happiness and Wellbeing, we received an overwhelming response and willingness from employees to join the Project Happiness and Well Being, which helped IndianOil employees to understand fundamental issues in happiness and well-being, thereby making their official and personal life more meaningful, safe and effective. This program provides an insight into their mindsets and mental models that underlie their everyday behaviour and experience of life.

Discussion Project Happiness and Wellbeing brought more happiness in our management style, Smile and look happy when you are at work, cultivate optimism; convey calm and faith in the future, in this way we create a much more efficient and adaptable organisation.

491 ESTIMATING THE NUMBER OF OPIATE OVERDOSES RELATED TO OCCUPATIONAL INJURIES IN THE UNITED STATES, 2011–2015

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Introduction The incidence of fatal opiate overdose in the United States has drastically increased over the past two

decades, resulting in significant attention from the public health and medical communities. Intervention efforts to reduce overdose mortality have primarily focused on regulating prescriptive practices and the dissemination of naloxone with less focus given to primary prevention. Preventing occupational injuries is one area where primary prevention is possible. In order to understand the potential impact of such prevention, this study sought to estimate the number of U.S. opiate overdose deaths from 2011 through 2015 attributable to occupational injuries.

Methods The number of reported occupational injuries occurring in the United States was obtained from the U.S. Bureau of Labour Statistics' Survey of Occupational Injuries and Illnesses from 2011 to 2015. A literature review was conducted to obtain estimates of the probability of being prescribed an opiate after any occupational injury, the probability of being prescribed an opiate after a low back injury, and the probability of overdose mortality following an opiate prescription. These estimates were then combined to obtain an estimate of how many opiate overdose deaths would be expected for the numbers of occupational injuries recorded in 2011–2015. Monte Carlo simulations were used to model the uncertainty in these estimates.

Results It was estimated that 718 (95% Confidence Interval: 667 to 775) opiate overdose deaths attributable to all occupational injuries occurred from 2011 to 2015. This risk of mortality was estimated to be 30% higher for the sub-group with low back injuries.

Conclusion The primary prevention of occupational injury holds great promise to reduce the devastating personal and economic impact of opiate overdoses. Further research is recommended to provide additional evidence highlighting the pathway from various types of occupational injury to opiate overdoses.

493 HEALTHY ENTERPRISE STANDARD (HES) EVALUATION: IMPACT ON LIFESTYLE HABITS AND SELF-RATED HEALTH

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Introduction A significant portion of the burden of illness of workers in Canada and the United States is attributable to poor lifestyle habits, namely smoking, physical inactivity and low consumption of fruits and vegetables. The *Healthy Enterprise Standard* (HES) targets four intervention areas, including one to promote healthy lifestyle habits. The aim of this study was to evaluate the impact of HES implementation on workers' smoking behaviour, physical activity, consumption of fruits and vegetables as well as their self-rated health status.

Methods This was an intervention study with a before-after design derived from secondary data. Organisations adopted the standard of their own initiative and were responsible for implementing interventions. All active employees of ten Quebec organisations were solicited to participate before (T1=2849) and 24–38 months (T2=2560) following the standard's implementation. Smoking status, weekly frequency of physical activity and daily fruit and vegetable consumption