



Comprehensive Workplace Health Model



The four elements of the Comprehensive Workplace Health Model include a focus on awareness, skill building and supportive environments. The implementation process includes the following steps:

Plan – an ongoing and recurring process

Do – implementing the steps of your program

Check – evaluating and reporting on the effectiveness and impact of action taken

Act – periodic review of the CWH program by management.

Occupational Health and Safety includes reducing work-related injury, illness and disability by addressing the physical environment and other aspects of the workplace environment such as:

- Air quality
- Injury prevention
- Emergency response and pandemic planning
- Workplace accommodation
- Physical, chemical and biological hazards
- Disability prevention
- Violence and harassment
- Lighting
- Noise control
- Ergonomics

Health and Lifestyle Practices includes individual behaviours and organizational strategies such as:

- Physical activity
- Healthy eating
- Stress management
- Drug and alcohol use
- Reproductive health
- Immunization
- Healthy weights
- Sun safety

Organizational Culture includes psychosocial issues in the workplace environment. It focusses on factors that affect the interaction between people, their work and the organization such as:

- Psychological and social support
- Clear leadership and expectations
- Civility and respect
- Growth and development
- Recognition and reward
- Involvement and influence
- Workload management
- Engagement

Organizational Social Responsibility includes participating in the community to improve the health of workers, their families and other management. It includes such factors as:

- Reducing the carbon footprint of business activities
- Control of pollutants in community air and water
- Opportunities to volunteer during work hours
- Fundraising for local charities

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