



## Comprehensive Workplace Health Model



### The Comprehensive Workplace Health (CWH) Model

- Has four elements – occupational health & safety, health & lifestyle practices, organizational culture, and organizational social responsibility
- CWH approach includes awareness, skill building, and creating supportive environments

### The Implementation Process

**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 & Safety:** Reducing work-related injury, illness and disability by identifying and controlling hazards in the physical environment and in work processes, such as:

- Air quality
- Injury & illness prevention
- Emergency response & pandemic preparedness
- Physical, ergonomic, chemical & biological hazards
- Disability management
- Workplace accommodation
- Ergonomics program
- Violence & harassment
- Personal protective equipment use
- Noise control



## Ontario Workplace Health Coalition

*Supporting comprehensive workplace health in Ontario*

**Health & Lifestyle Practices:** Creating an environment that is supportive of and encourages health-enhancing personal lifestyle practices, such as:

- Physical activity
- Healthy eating
- Healthy weight
- Tobacco cessation
- Stress management
- Reduced drug & alcohol use
- Adequate sleep
- Immunization
- Reproductive health
- Sun safety

**Organizational Culture:** Focusing on the psychosocial issues in the workplace that affect the interaction between people, their work and their organization, such as:

- Values, beliefs & practices
- Psychological & social support
- Clear leadership & expectations
- Civility & respect
- Psychological demands
- Growth & development
- Recognition & reward
- Involvement & influence
- Workload management
- Engagement
- Balance
- Psychological protection
- Protection of physical safety

**Organizational Social Responsibility:** Participating in the community to improve the health of workers, their families and other members of the community, such as:

- Reducing the carbon footprint of business activities
- Forest stewardship & using less paper
- Fundraising for local charities
- Control of pollutants in community air & water
- Opportunities to volunteer during work hours

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