

PH Work Part 2 : in-depth case description

Case Study Template for Good Practice

As was already mentioned in the introduction paper there are 3 ways of finding and describing good practices:

1. To get in touch directly with **employers or companies** which are known for their efforts to promote job retention and the return to work of workers with chronic illnesses with special attention to those initiatives consisting in workplace health promotion strategies/activities. It may well be the case that there are only a few companies that explicitly pay attention to this subject.
2. To approach prominent vocational **rehabilitation service providers** which in close cooperation with companies contribute to high-standard re-integration policies for people with a chronic illness. The good practice may be described from both perspectives: company and service provider.
3. To describe interesting **projects or collective initiatives** of collaborating stakeholders (like patient/consumer organisations, insurance agencies, information campaigns, demonstration projects, award schemes for company good practice etc.). Of course the focus in these good practice studies is more on the aspects of the added value and societal impact of these initiatives, than on individual company practice.

It would be helpful to our research when you will include at least two of these three types of good practice.

Background information

1. Country and National Contact Office (NCO)

Poland, Nofer Institute of Occupational Medicine (NIOM)

2. Name and address of company (incl. contact details of informant) **(when the company is the main focus of the good practice)**

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3. Name and address of the organisation/agency /service provider (incl. contact details of informant) which is primarily responsible for organising the good practice within companies **(when a service provider is the angle of approach)**

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4. Name and address of the organisation/agency (incl. contact details of informant) which is primarily responsible for organising the activities **(when a collective action project is the angle of approach)**

The project is coordinated by the Department of Work Physiology and Ergonomics of NIOM.

5. General information about the company of good practice

Website <http://www.programyздrowotne.pl/proramyprofilaktyczne/krazenie/program/Default.aspx> (the first phase of the practice)

Sector (NACE)¹

Number of employees

Description of main activities and relevant statistics:

Good practice in question is an on-going complex scientific and implementation project. It comprises of two main phases. The aim of the first one was to find out which occupational factors account for the risk of the myocardial infarction. That is why, a questionnaire based study was conducted in all patients (1053 subjects) hospitalized during the period of one calendar year at the Medicinal University of Lodz because of the first myocardial infarction. The most frequent occupational risk factors identified in the study were: work-related stress, occupational noise, dust and various chemical factors. The study group linked the cardiac infarction with stress and physical effort. In details main outcomes of the study are described in the scientific article available at <http://versita.metapress.com/content/x772462881332038/fulltext.pdf> (Bortkiewicz A. et al.: Work-related risk factors of myocardial infarction. International Journal of Occupational Medicine and Environmental Health 2010; 23(3): 255-265). The study allowed for identification of occupational groups being at a higher risk of cardiovascular diseases (CVD) as well as development of prophylactic programmes aimed at reduction of occupational risks.

The aim of the second phase is to assess factors determining the process of returning to work after the first acute myocardial infarction. To establish them the questionnaire-based study will be developed. It will be conducted among those participants of the first study who employed before the first myocardial infarction. This will be the basis for designing a series of trainings addressed to 1) employees planning returning to work after myocardial infarction, 2) employers facing the problem of hiring people with such a disease and 3) occupational medicine physicians taking care of such employees. Data gathered within the framework of the project will be the scientific basis for designing rehabilitation programmes tailored to the needs of employees with different kinds of jobs (with emotional, physical and/ or mental workload).

General information on good practice

6. 1. Title of the case:

Development of comprehensive projects for prevention of cardiovascular disease (the first phase)

Return to work after the first acute myocardial infarction (the second phase)

7. Summary

a) Aims and objectives (100 words)

The good practice has two main objectives.

¹ Nomenclature statistique des activités économiques dans la Communauté Européenne.

See: http://ec.europa.eu/environment/emas/pdf/general/nacecodes_en.pdf

The first is finding out occupational factors accounting for the risk of the myocardial infarction, which allows for identification of occupational groups being at a higher risk of CVD as well as developing of prophylactic programmes aimed at reduction of occupational risks. The second one is to assess factors determining the process of returning to work after the first acute myocardial infarction and develop a system of returning to work after such a disease.

b) Specification of core activities and interventions (100 words)

Core activities of the first phase of the practice are as follows: questionnaire-based study (development of two tools: the first one filled in by physicians based on medical records and the second one filled in by occupational hygiene specialist concerning the status of a patient, his/her behaviours and job characteristics, conducting the study among patients after the first myocardial infarction, drawing a conclusion concerning occupational risk factors of CVD, development of prophylactic programmes aimed at identified occupational hazards/ groups of employees), awareness raising (through trainings and printed materials) among occupational health specialists, employers, employees. In the second phase of the practice the following activities are planned: questionnaire-based study (development of a tool, updating of the base of patients working before the first myocardial infarction who took part in the first phase study, conducting the study), drawing a conclusion concerning factors determining return to work after myocardial infarction, designing a system of returning to work after such a disease (including programmes addresses to patients/ employees after the myocardial infarction, their employers and occupational health specialists).

c) Why in your opinion is this a good practice? (100 words)

Please refer to some of the afore mentioned criteria for success:

- Is a specific approach and strategy prominent*
- coordination with various stakeholders assured*
- focus on chronic illness*
- Is early intervention and case management*
- Issue of self-management/self-determination*
- Innovative aspects*
- any process and outcome data available*

The described practice focuses on CVD – chronic diseases responsible for about 50% of total fatal cases in Poland with mortality being twice as high as in other EU countries. The well-recognised CVD risk factors (i.e. high cholesterol level, diabetes, hypertension, obesity, not enough physical activity, improper diet, tobacco smoking) are responsible only for ca. 50% cases of CVD. Some of the rest ones are associated with the job and work organisation, psychological and social factors. The practice allows for their recognition in Polish circumstances. What is more, CVD are a cause of ca. 40% of cases of inability to work in Poland. Job is continued after myocardial intervention only by 50-60% of employees who don't work on average for 9 months. Whereas in the USA ca. 60% of employees return to work during one-month period of time after myocardial infarction without complication. The practice in question allows for recognition of factors which have an influence on continuation of work after myocardial infarction.

The practice has innovative character. Both studies conducted within its framework haven't been performed in Poland yet. Data bases enabling mentioned analysis aren't accessible either.

8. History of this good practice and the factors prompting its establishment (why and how did the good practice evolve?) (200 words)

The reasons for starting the project was epidemiological data which shows that although morbidity due to CVD decreases in most western countries, according to the estimations they still will be serious health, social and economic problem worldwide in the XXIst country. For many years CVD having been responsible for ca. 50% of all deaths in Poland, which puts our country in one of the worst positions in Europe. Moreover, implementation of the first phase of the practice was possible with partial financial support of the European Union (under the European Social Fund: Human Capital Programme). The second phase is continued thanks to financial sources designated by NIOM.

9. Is a target group of the practice specified? (yes/no) If yes, please provide a brief description of the target group.

Both phases of the practice involve people being at risk or suffering from CVD, their employers and occupational medicine specialists.

10. Describe the core activities and interventions paying special attention to the four main topics: 1) company culture, health promotion at the workplace 2) coordination between professionals/agencies, 3) early intervention and case management and 4) self-management of the worker with disability (200 words)

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Organisational aspects

11. Is there a stepwise approach in your case? Please describe the different steps.

Both phases of the practice are planned in a way to firstly scientifically recognise the problems and then translate outcomes of the studies into concrete activities in workplaces.

12. Who is involved in the case (employees, line management, board of directors, service providers, health professionals, etc.)?

The practice engages employees suffering from CVD, their employers and managers as well as occupational medicine specialists. The project is coordinated by NIOM.

13. Who is primarily responsible for good practice within the company (role/function)?

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14. In what way are external service providers (public or private, public health care, vocational rehabilitation, etc.) involved in the good practice? (100 words)

Occupational medicine professionals - one of the practice addressees - work in the Regional Occupational Medicine Centres as well as occupational medicine unites playing a role of providers of occupational medicine services for enterprises. Their engagement in the practice is crucial since they assist employers in diminishing or removing from the work environment occupational factors contributing to CVD as well as make a decision about the moment the employee after myocardial infarction can return to work and conditions in which such a person can work.

15. In what way are stakeholders outside the company/organisation (not service providers) involved in the good practice?

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16. Are the responsibilities and competences of the stakeholders adequate for promoting sustainable employability? (Yes/no). Please include an explanation of their jurisdiction, training or qualifications in your response.

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17. What is the role of social partners or business representatives, if any (employers, trade unions, employee councils)?

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18. In what way workplace health promotion (which in general is aimed at the general and usually healthy working population) is linked to the employability promotion of workers with a chronic illness or Disability Management?

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Results

19. Has there been any evaluation of the good practice? (Yes/no) (reference and 50 words)

Yes – the first phase
No yet – the second on-going phase

Please illustrate in relation to the following issues (50–100 words):

How is the good practice monitored? What information is collected? (50 words)

How is the good practice evaluated?

Have the costs and benefits of the good practice been monitored?

What were the results of the evaluation?

The first phase was monitored in order to verify its implantation according to the milestones and timetable to guarantee achievement of the following deliverables:

- the book entitled “Cardiovascular diseases in the occupational context. The manual for physicians.” Ed. A. Bortkiewicz, issued in 4000 copies

- the book entitled "Labour vs. cardiovascular diseases. The manual for safety inspectors, specialists of labour and sanitary inspections, employees and employers." Ed. A. Borkiewicz, issued in 4000 copies
- two conferences
- three trainings/ seminars
- training materials (including the training movie)

20. Are there any incentives within the company/organisation, e.g., training facilities, rewards, bonuses, decrease in working hours, etc., to promote sustainable employability for workers with disabilities and chronic illness? Please provide details (150 words)

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21. Are there any incentives from outside the company/organisation, e.g., insurance premium reductions, employer wage subsidies, etc., to promote sustainable employability for workers with disabilities and chronic illnesses? Please provide details (150 words)

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22. Are there any barriers within the company/organisation, e.g., lack of appropriate services or support, lack of suitable jobs, etc., to the sustainable employability of workers with disabilities and chronic illnesses? Please provide details (150 words)

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23. Are there any barriers from outside the company/organisation, e.g., economic disincentives, inflexible social security provisions, etc., to the sustainable employability of workers with disabilities and chronic illnesses? Please provide details (150 words)

In this topic you may also go into the consequences of the economic crisis with respect to the employability of workers with a chronic illness.

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24. To promote sustainable employability for workers with a chronic disease or disability a transnational campaign is proposed. What sort of information, material or support do you need to make such a campaign successful in your country? (150 words)

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