



# Task 8.1: Training tool for employers and the employment sector: CDs and employment

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1) What is meant by healthy workplace?

2) Why the Training is important to have a healthy workplace?



The «workplace health» is defined as «The combined efforts of employers, employees and society as such to improve the health and wellbeing of people in the working environment» (K. Knoche, Promoting healthy work for workers with chronic illness: A guide to good practice, 2012, ENWHP)

For to have a healthy workplace, the employers have to:

- Ensure an **organisational commitment** to improving the health of the workforce
- Provide workers with **appropriate information** and establishing comprehensive communication strategies
- **Organise work tasks** that they enhance, rather than damage, health
- **Make healthy choices** by putting them at the heart of the policies and practices of the companies



# Healthy Workplace



The organizational studies say that the employers/ HR managers have to receive training on:

- effective **leadership**
- the impact of health and wellbeing on improved **organisational performance**
- keeping up to date with changes in the **legal obligations**
- the implications of **organisational change** and how to manage it
- how to recognise when someone may need support (for example, because of problems achieving a **work-life balance**, demands of home life or unfair treatment at work) and awareness of the services they could be directed to
- how to manage **sickness absence**





# Details and objectives of task 8.1: Training tool for employers and the employment sector

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## Task 8.1: objectives



1. To create a training tool for employers to understand the **operational benefits of employing and keeping persons with CD.**
2. To promote **inter-sectoral actions by cooperation between the labor and the healthcare systems** as employers need to be informed about specific health related needs of workers.



**Task leader:** The Foundation of the Carlo Besta Neurological Institute, FINCB, Italy

**Participants in this task:**

The French National Cancer Institute (INCa), France  
Technische Universität Dresden (TUD), Germany  
Regional Ministry of Health of Andalusia (CSJA), Spain,  
Semmelweis University (SU) - Hungary  
European Patients' Forum (EPF) - Belgium

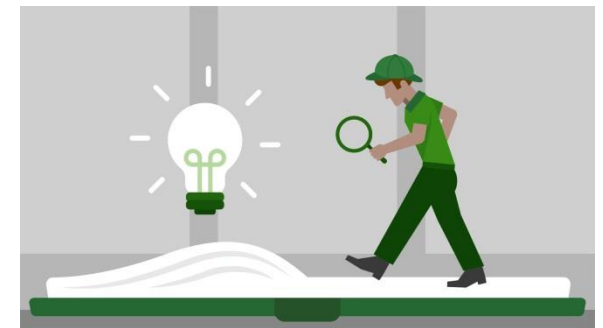
**Duration:** September 2017(M1) – February 2020 (M30)



## Specific informations



- The tool will be based on a **biopsychosocial approach to health**: will not be disease specific but based on person's capabilities and CD commonalities.
- The training tool will be prepared for **employers, trade unions, patients' representatives and governments** in selected countries.
- The tool will be **open access** and fully available on line on CHRODIS PLUS website initially in English, and then translated by partners involved in this task into their respective languages (Italian, French, Slovenian, German, and Hungarian).





# What will be our work plan?

## 4 Phases:

Phase 1: Literature review and grey literature, M6-M8



Phase 2: Structuring the training tool, M8-M12



Phase 3: Training tool in English: test pilot, M12-M18



Phase 4: Training tool translated in Italian, French, Slovenian, German and Hungarian, M18-M28



## Sub Task 8.1.1



In collaboration with UCSC (Italy) and VULSK (Lithuania), an expert meeting will be organized to address the problems of patients with multi-morbidity, to define how the employment might impact on the care process of these patients and to make aware the employment sector of their situation.





# CHRODIS+

IMPLEMENTING GOOD PRACTICES FOR CHRONIC DISEASES



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*Thank you for your attention!*



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