



CHRODIS+
IMPLEMENTING GOOD PRACTICES FOR CHRONIC DISEASES

CHRODIS PLUS WP8 Task 8.2 – Toolkit and pilot

Jaana Lindström, Eeva Rantala

National Institute for Health and Welfare (THL), Finland

Budapest pre-conference workshop 13th of May 2019



WP8 Task 8.2

Developing the Toolkit



@EUCHRODISplus



#CHRODISplus

www.chrodis.eu

WP8 Task 8.2: Objective

To develop and pilot a Toolkit

- for the management of workplaces
- with concrete ways to
 1. promote employees' wellbeing and health
 2. prevent the development of chronic health problems
 3. support work participation



Co-funded
by the Third Health Programme
of the European Union



Lindström J, Rantala E

Groundwork

Literature studies

- **3 systematic literature reviews**

Stakeholder interviews

- **42 stakeholder interviews in 5 European countries** to gather empirical data on actions taken at workplaces to:
 - ✓ support employees' wellbeing and health, and the work participation of employees with chronic health problems
 - ✓ understand facilitators and barriers for taking such actions
 - ✓ identify factors that encourage and discourage employees to make use of these actions



Co-funded
by the Third Health Programme
of the European Union



Lindström J, Rantala E

CHRODIS+ Toolkit for employers and the management of workplaces

Practical ways to support the wellbeing, health, and work participation of employees

Two versions:

1. Pdf-version that can be downloaded or printed from the CHRODIS+ website
2. Web-version that is used on a browser



Co-funded
by the Third Health Programme
of the European Union



Lindström J, Rantala E

Toolkit – Introduction

1. Benefits

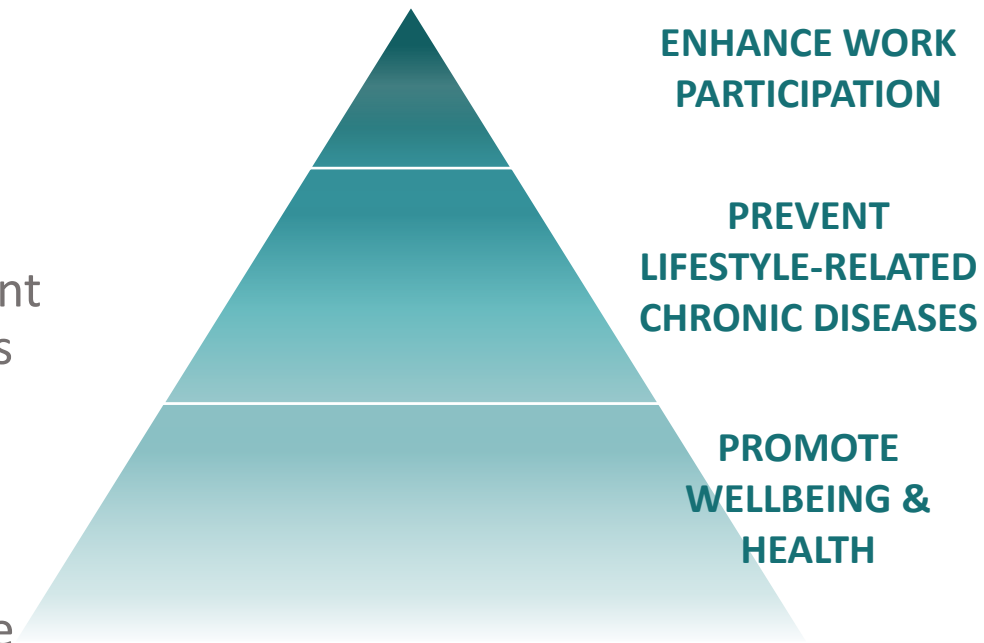
- How does the workplace benefit from supporting employees' wellbeing, health, and work participation

2. What is the Toolkit made of

- Concrete means to promote wellbeing and health, prevent NCDs, and enhance work participation among employees with chronic health problems

3. How to use

- Strategies arranged according to their health-related outcome, and the approach used to achieve the outcome



Co-funded
by the Third Health Programme
of the European Union

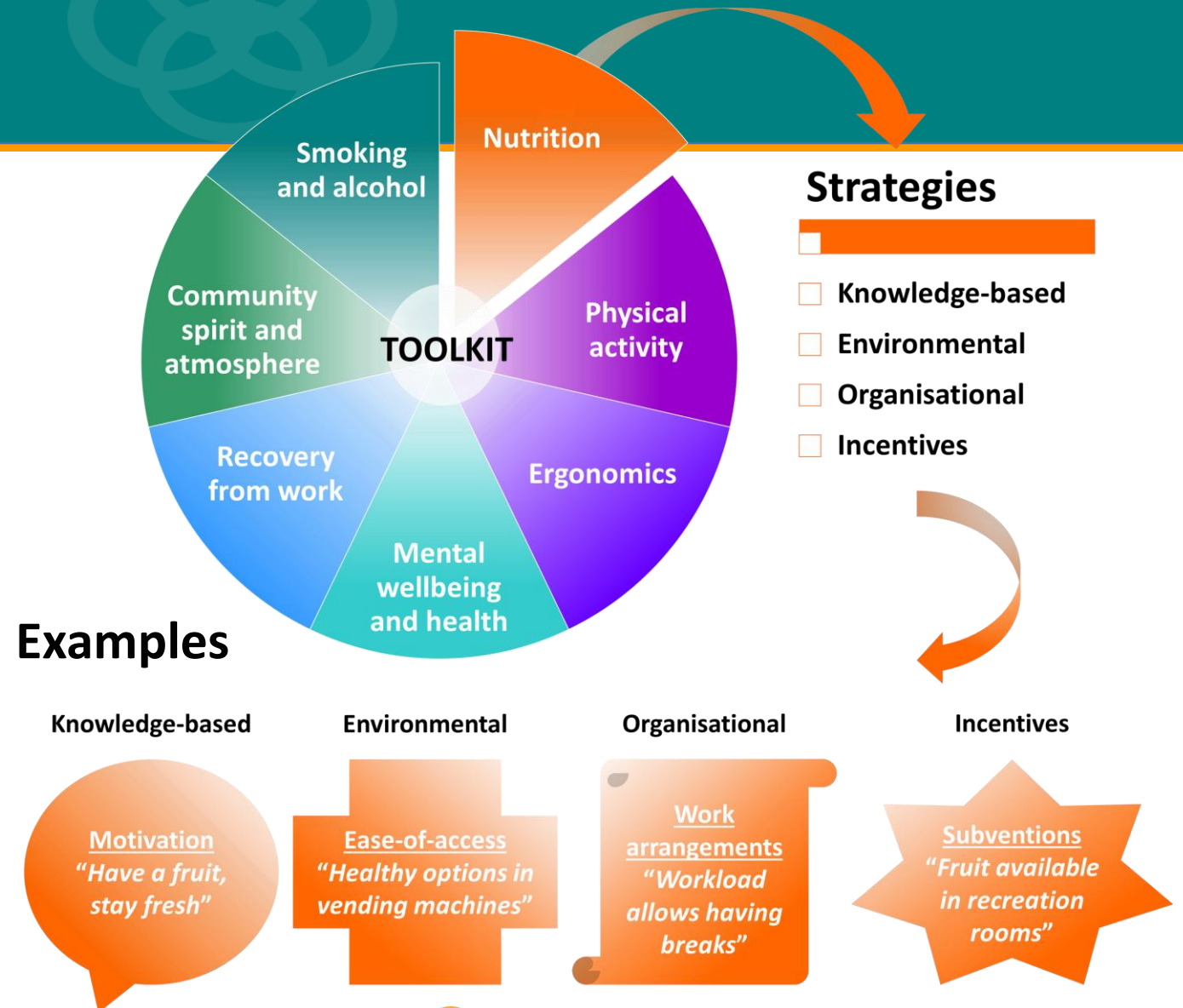


Lindström J, Rantala E

Toolkit – Structure

Structure arises from the findings of the interviews

- Strategies classified according to seven domains of health
- Strategies within each domain grouped into four subcategories



Co-funded
by the Third Health Programme
of the European Union



Lindström J, Rantala E

Strategies to be included in the Toolkit (1/2)

Practical considerations

Strategies should be:

- **suitable** for a workplace setting
- **concrete and practical**, and their implementation described in sufficient detail to facilitate execution by workplace management
- **effortless and inexpensive** to implement (*at least a part of included strategies*)



Co-funded
by the Third Health Programme
of the European Union



Lindström J, Rantala E

Strategies to be included in the Toolkit (2/2)

Strategies based on

- Scientific evidence
- Theory
- Empirical evidence



Co-funded
by the Third Health Programme
of the European Union



Lindström J, Rantala E



WP8 Task 8.2

Plans for the pilot



@EUCHRODISplus



#CHRODISplus

www.chrodis.eu

Pilot

Basic idea:

Provide the toolkit for workplaces, and let them use it as they wish

Evaluate the feasibility of the Toolkit in a setting where workplaces use it without major external support – the way workplaces are assumed to use the Toolkit in the future



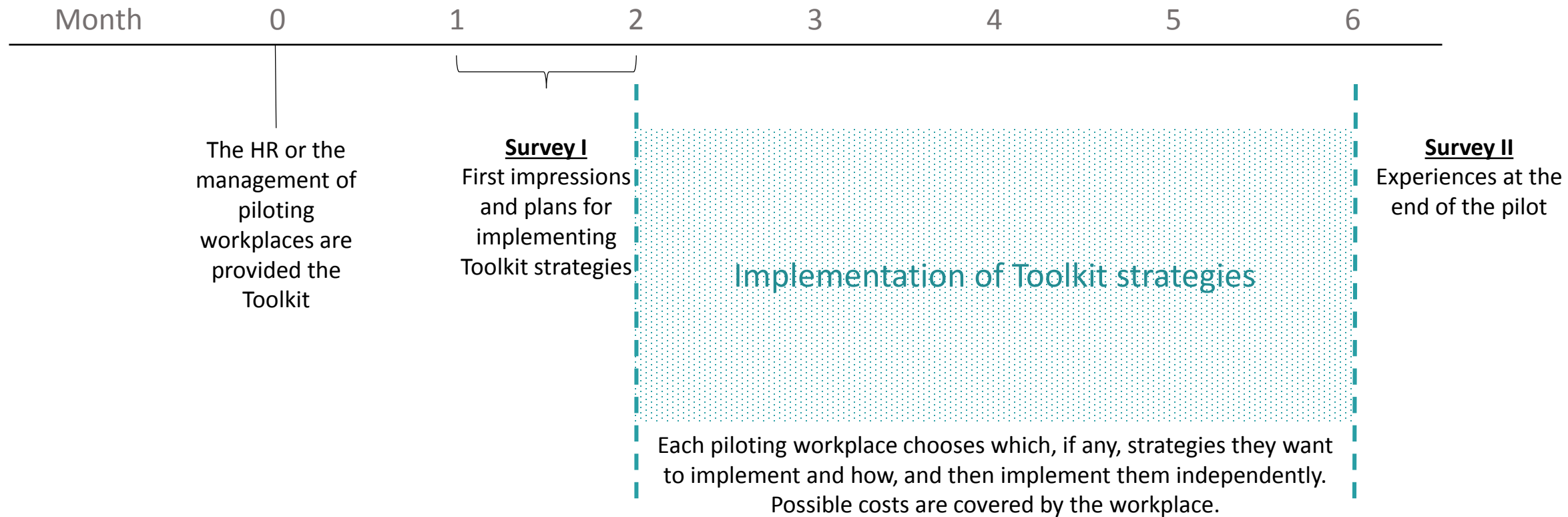
Co-funded
by the Third Health Programme
of the European Union



Lindström J, Rantala E

Pilot

Timeline: September 2019 – February 2020



Co-funded
by the Third Health Programme
of the European Union



Lindström J, Rantala E

Pilot

Evaluation based on two web-based surveys conducted among persons in charge of the pilot at the workplace

Surveys I-II

Background questions:

1. Field of operation of the workplace
2. Number of employees
3. Proportion of
 - a. Blue collar employees
 - b. White collar employees



Co-funded
by the Third Health Programme
of the European Union



Lindström J, Rantala E

Pilot

Evaluation based on two web-based surveys conducted among persons in charge of the pilot at the workplace

Survey I: First impressions and plans for implementing Toolkit strategies

Themes:

1. Which Toolkit strategies were in use at the workplace already at baseline?
2. Which Toolkit strategies did the workplace
 - a. find relevant for their employees?
 - b. find feasible for implementation
 - c. consider to implement?
 - d. decide to implement?
3. What were the factors that determined that the workplace
 - a. decided to implement chosen strategies?
 - b. decided not to implement any other strategies?
4. How feasible did the workplace find the Toolkit?
 - a. Rating the ease of use
 - b. Rating the coverage
 - c. Rating the utility
5. Was there something that was missing in the Toolkit?
6. Suggestions for improvement



Co-funded
by the Third Health Programme
of the European Union



Lindström J, Rantala E

Pilot

Evaluation based on two web-based surveys conducted among persons in charge of the pilot at the workplace

Survey II: *Experiences at the end of the pilot*

Themes:

1. Which Toolkit strategies did the workplace actually implement?
2. Which factors
 - a. facilitated the implementation?
 - b. hindered the implementation?
3. Investments (money, time) needed for the implementation of the chosen strategies
4. Who (employee's position at the workplace) was responsible for taking care of designing, organising, and executing the implemented strategies at the workplace during the pilot?
 - a. Was this task suitable for the responsible person's job description, or could the task be better integrated to the work tasks of some other employee?
 - b. If yes, to whose work tasks could the task suit better?
5. How long did the workplace maintain the implemented strategies during the piloting period?



Co-funded
by the Third Health Programme
of the European Union



Lindström J, Rantala E

Pilot

Evaluation based on two web-based surveys conducted among persons in charge of the pilot at the workplace

Survey II: *Experiences at the end of the pilot (continue)*

Themes (continue):

6. Perceived effectiveness of implemented strategies
7. Is the workplace going to continue maintaining the implemented strategies after the pilot?
 - a. If yes, why?
 - b. If not, why?
8. Where there strategies that the workplace had decided to implement, but did not implement after all?
 - a. If yes, which strategies?
 - b. Why were these strategies not implemented?
9. Suggestions for improvement



Co-funded
by the Third Health Programme
of the European Union



Lindström J, Rantala E

What does the implementation of the pilot require?

- Translations
 - Content of the Toolkit
 - Questionnaire items of surveys I and II
 - Results of the surveys (open questions)
- Contacting and recruiting one or more piloting workplace(s) from own home country
- Keeping contact and providing necessary support for piloting workplaces.



Co-funded
by the Third Health Programme
of the European Union



Lindström J, Rantala E



Co-funded by
the Health Programme
of the European Union

The Joint Action on Implementing good practices for chronic diseases (CHRODIS PLUS)

This presentation arises from the Joint Action CHRODIS PLUS. This Joint Action is addressing chronic diseases through cross-national initiatives identified in JA-CHRODIS to reduce the burden of chronic diseases while assuring health system sustainability and responsiveness, under the framework of the Third Health Programme (2014-2020). Sole responsibility lies with the author and the Consumers, Health, Agriculture and Food Executive Agency is not responsible for any use that may be made of in the information contained therein.



@EUCHRODISplus



#CHRODISplus

www.chrodis.eu