

Quality criterias for workplace health promotion concerning work-related musculoskeletal disorders

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Subject

This poster deals with quality standards for successful workplace health promotion of musculoskeletal disorders (MSE).

The general structure of the standards was derived from international accepted general guidelines. In a second step the standards were applicated to the requirements of the prevention of MSE. The results of a meta-analysis of back pain prevention studies with concern to efficacy, measurement techniques and outcomes completed the review.

Structural principles

The main quality aspects are summarized in a short hand. They are based on 3 aspects, which are the fundamental plots for the implementation of a prevention program (see fig. 1):

1. problem analysis,
2. program planning and
3. Evaluation.

Every plot integrates different tasks including several methods.

To get informations about outcome parameters, please take the handout with the complete checklist or contact the adress at the bottom!

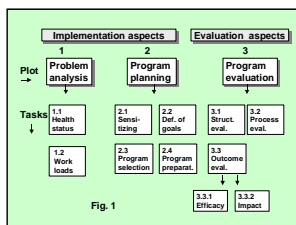
Who is adressed?

The problem analysis and planning *part (1 and 2)* can be regarded as a guideline for *practitioners*, who are involved in workplace health promotion.

The focus lies on behaviour-oriented programs with elements of ergonomic improvements (e.g. back schools including work place/ work organization changes).

Part 3 (evaluation) is dedicated to *evaluation specialists*.

Process of workplace health promotion



Plot 1: Problem analysis and -assessment

Task 1.1: Systematic analysis of employees' health status (health report)

- Epidemiology of diseases (company data)
- Prevalence of diseases (health assurance data)
- Employee survey (questionnaire, interview)

Task 1.2: Assessment of work loads and risks

- Work place inspection (checklist, video resp. employee survey)

Plot 2: Problem planning

Task 2.1: Sensitizing of target groups and cooperation partners

- Network implementation of institutional representatives
- Arrangement of goals
- Participation of target groups

Task 2.2 Outcome orientation

- Discussion of problem analysis
- Definition of target- and control group characteristics

Task 2.3 Choice of intervention strategy

- Weighting up and choice of programs

Task 2.4 Preparation of interventional frame conditions

- Determination of responsables/experts
- Cost analysis
- Integration of company infrastructures
- Guarantee of continuity
- Dissemination of information

Plot 3: Program evaluation

Discussion

Task 3.1: Structur evaluation

- Company characteristics
- Participant characteristics
- Frame conditions
- Competence of involved persons
- Integration of health promoting goals into company-culture@

Task 3.3.1: Outcome evaluation (efficacy)

- Competence changes of target groups
- Attitude changes
- Increase of behaviour competences
- Changes in physical health status/ fitness
- Changes in pain perception/ sickness behavior

The arrangement of quality criterias is aimed at the support of interventional strategies and outcome measurement in MSE- health promotion to be more efficient.

We have to admit, that from the practitioners point of view, hardly all referred aspects can be taken into account. Practical and economic limits have to be considered. This goes especially for the evaluation part, which is mainly scientific orientated. But, to demonstrate the maximum standard, it is useful to describe the entirement of aspects. At last, the extend of a program evaluation depends on the interests and resources of company and health promoters as well as on the program type.

Practitioners involved in health promotion stress on other aspects than scientific representatives. This became obvious in an expert discussion in Berlin in June 1998, when the results of this project were presented. To give an adaption for practical use, the following aspects have to be considered in a planned follow-up project:

Task: 3.2 Process evaluation

- Efficacy orientation
- Barriers and supporting aspects during implementation
- Other hindering influences
- Program acceptance

Task 3.3.2: Outcome evaluation (impact)

- Changes in working conditions
- Changes in psychosocial variables
- Further direct effects on the company

- instrument testing in practice,
- specification of certain occupations/ industrial branches,
- adaption to the requirements of individual company context
- special respect to small and medium-sized companies,
- more intensive program specification.

Contact

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