

Well-being through work



Finnish Institute of Occupational Health



Self-assessment – a tool for improving health and occupational health services for entrepreneurs



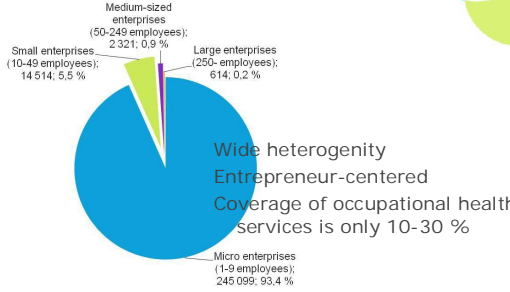
Visuri, S., Niemi, L., Saarni, H. & Naumanen, P.
Finnish Institute of Occupational Health

Wibom, H. & Hamalainen, R.
Regional Organization of Enterprises in South-West Region, Finland

22.3.2012 SS088/Self-assessment/Visuri & al.

Leverage from the EU

Enterprises in Finland



Enterprise Size	Number of Enterprises	Percentage
Micro enterprises (1-9 employees)	245,099	93.4 %
Small enterprises (10-49 employees)	14,514	5.5 %
Medium-sized enterprises (50-249 employees)	2,321	0.9 %
Large enterprises (250+ employees)	614	0.2 %

Wide heterogeneity
Entrepreneur-centered
Coverage of occupational health services is only 10-30 %

Total 318 951 enterprises. Total 262 548 without Agriculture, Forestry and Fishing (in diagram). Source: Statistics Finland, Business Register 2010

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Ideology

- Health care of entrepreneurs themselves is a part of normal entrepreneurship.
- Entrepreneurs themselves have the first-hand responsibility for their own health.
- Entrepreneurs who are taking care of themselves will also take care of their workers.
- A self-assessment of work and health offers a working method to increase the health-orientedness of entrepreneurs.
- A health-oriented entrepreneur will have OHS for himself and his workers.

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Self-assessment form for work

Some examples of statements

	Always/often	Sometimes	Seldom/never
My work involves the following mentally strenuous factors:			
• time pressure and tight schedules			
• feelings of stress			
My work involves the following physically strenuous factors:			
• strenuous physical work			
• carrying, lifting or supporting by hand			
My work tools are safe and suited to their purpose			
My work involves the following factors which affect my health:			
• Heat, cold, draught, dampness, dryness, changes in temperature			
I use personal protective equipment when necessary (e.g. breathing or hearing protection, goggles, protective gloves or clothing)			

Self-assessment form for health and health behaviour

Some examples of statements

	Always/often	Sometimes	Seldom/never
I am content with the state of my health and work ability			
I am content with my mental well-being			
I suffer from the following symptoms:			
• sleep disorder (e.g. difficulty falling asleep, waking up during the night, pauses in breathing while sleeping)			
• muscle and joint pain in the upper or lower limbs, back, neck, or shoulder area			
I know my blood pressure level			
I exercise for at least half an hour 2-3 times a week through everyday exercise or fitness training that makes me sweat			
I take enough days off and holidays			
I smoke daily			
I drink over the safe weekly limit of alcohol			

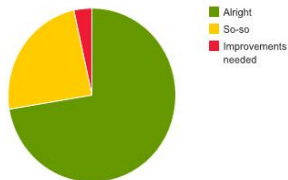
Feedback from a filled in form on the internet (example)

WORK AND THE WORK ENVIRONMENT

A good work environment is both safe and suitable for its purpose. Taking care of health and safety issues at work is an investment for the productivity of your business. The more green there is in the chart, the more these issues are under your control. If one or more issues are in the red area, think about how you can make improvements to your current situation.

Your occupational health services, as an expert, can provide you with suggestions on how to make improvements to your work environment.

You can see your individual answers by clicking the + -symbol.



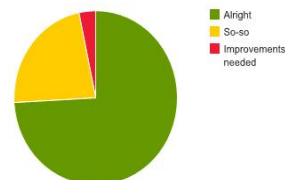
Feedback from a filled in form on the internet (example)

HEALTH AND LIFESTYLE

Your business needs you. You can promote your health and well-being through your lifestyle. If one or more issues are in the red area, think about how you can make improvements to your current situation.

If you would like more information, counselling or further clarification of your symptoms, contact health care or occupational health services.

You can see your individual answers by clicking the + -symbol.



Self-assessment form

Entrepreneurs

- was developed together with entrepreneurs for entrepreneurs
- a working method to assess work environment, health and health behaviour ("how am I doing")
- short and condensed, available on the internet (www.syty2000.fi)
- activates and increases health-orientedness of entrepreneurs
- also suitable for the employees of micro-scale enterprises

Self-assessment form

Occupational health services

- is a clear method to be sold for clients, a client-oriented one
- suitable for screening for clients who are in need of support from OHS
- increases cost-effectiveness of OHS (both clients and OHS itself)
- increases work motivation of OHS ("our knowledge and skills are helpful for our clients")

Thank You!

BEFORE



AFTER

