

# Status Quo of Workplace Health Management in Thuringia

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## Background and objectives

- Workplace health management is considered to be an integral part of a modern corporate culture. Many firms have already implemented single workplace health promotion measures. However, only few firms have established a comprehensive workplace health management and some might not even comply with legal requirements.
- The aim of this paper is to analyze the status quo of workplace health promotion and the implementation of relevant regulations concerning occupational safety and health in Thuringia, Germany.
- The study is part of the project "Working Healthily in Thuringia", a model project to implement the prevention act into practice. The project aims to improve health promotion and prevention in small and medium-sized enterprises (SME) in rural and structurally weak regions. Model region is the State of Thuringia (D). The project is part of a comprehensive cooperation agreement between the German Society of Occupational and Environmental Medicine and BARMER, a big statutory health insurance company in Germany. The project is being run under the patronage of Heike Werner, Thuringian Minister of Labor, Social Affairs, Health, Women and Family Matters.

## Methods

- A representative sample of enterprises all around Thuringia was interviewed on the status quo of workplace health promotion and implementation of relevant regulations concerning occupational safety and health.
- The survey was promoted via the project homepage (<http://www.gesund-arbeiten-in-thueringen.de>) and through different associations. Moreover a large address data set was purchased.
- The survey was based on a standardized, structured questionnaire. The questionnaire comprised different modules targeting the compliance with legal requirements, the implementation of workplace health promotion and occupational integration management.
- The survey was conducted online and by telephone.

## Results

- The analysis is based on 761 returned and completely filled-in questionnaires.
- The sample consists of 359 (47%) companies with less than 10 employees, 263 (35%) companies with 10-49 employees, 102 (13%) medium-sized firms with 50-249 employees and 34 (4%) big firms with more than 250 employees. Thus, big firms are slightly over-represented whereas microenterprises are slightly under-represented. Regarding administrative district and industrial sector the sample can be considered representative.
- 498 companies (65%) carry out risk assessments (Fig. 1) [1], 400 firms do so on a regular basis. In 167 cases the risk assessment includes the assessment of psychological risks.
- A company integration management is offered by 303 (40%) of the companies (Fig. 2). 164 (22%) firms offer workplace health promotion measures (Fig. 3).
- Some 50% of the respondents stated that their knowledge on topics of occupational health and safety is moderate or worse (Fig. 4) [1].

## Discussion and conclusions

- The study constitutes an important input to the occupational healthcare research in Germany.
- In Germany, conducting risk assessments and offering a company integration management for example is required by law for all companies – irrespective of the size. Thus, results indicate a deficient implementation of occupational health and safety especially in small and medium-sized enterprises.
- Moreover, results are indicative of a knowledge deficit on the part of the management.

Do you carry out risk assessments (n=761)?

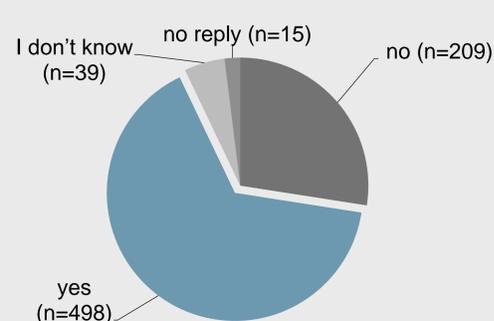


Fig. 1: Risk assessments

Do you offer a company integration management for your employees (n=761)?

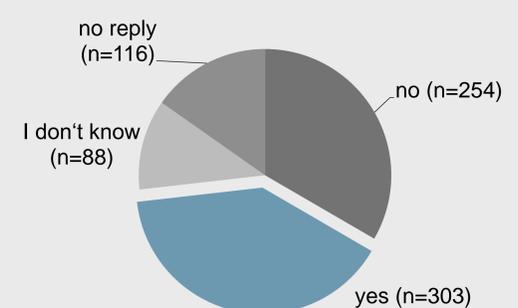


Fig. 2: Company integration management

Does your company offer workplace health promotion measures (n=761)?

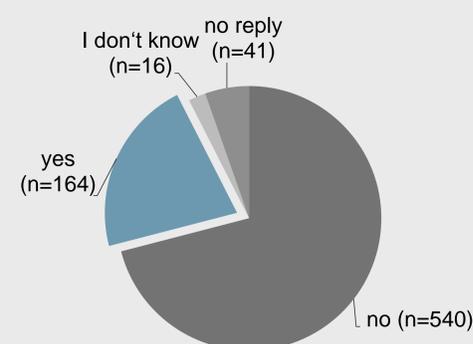


Fig. 3: Workplace health promotion

How well informed do you feel on topics of occupational health and safety (n=761)?

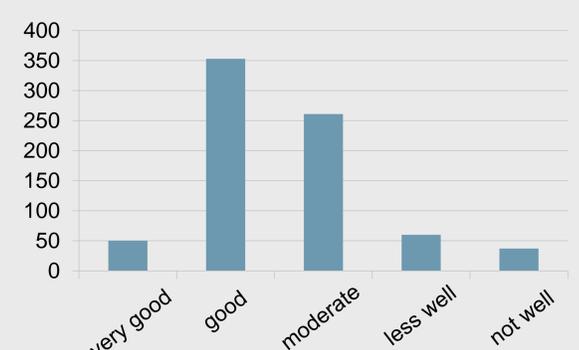


Fig. 4: Knowledge on the part of management

## References:

[1] N. Amler, W. Fischmann, C. Quittkat, S. Sedlaczek, T. Nessler, M. A. Rieger, S. Letzel, H. Drexler (2018): Befragung von Arbeitgebern in Thüringen im Rahmen des Projekts "Gesund arbeiten in Thüringen". DGAUM 58<sup>th</sup> annual conference, 9 March 2018, Munich, Germany