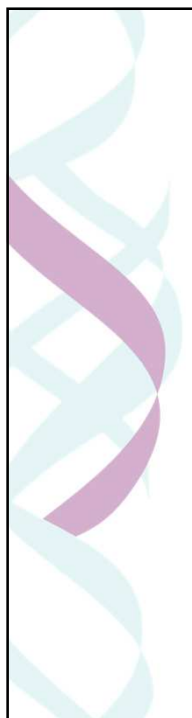




What is Fitness for Work ?

Helen Galindo
Fitness for Work Program Manager, SA Health
AAMHP Conference 24 May 2016



Session overview

- > Context- legislation and other drivers
- > Physical and psychological* dimensions of work
- > The SA Health Fitness for Work program

* Psychological / psycho-social

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What is Fitness for Work- your thoughts

> Fitness for Work is.....

> When is Fitness for Work relevant for a worker? (tick all you think apply)

- ☐ before she applies for a job
- ☐ when she applies for a job
- ☐ If she gets sick / has an accident at work
- ☐ If she gets sick / has an accident at not at work
- ☐ If she gets older
- ☐ Other (write in)

.....

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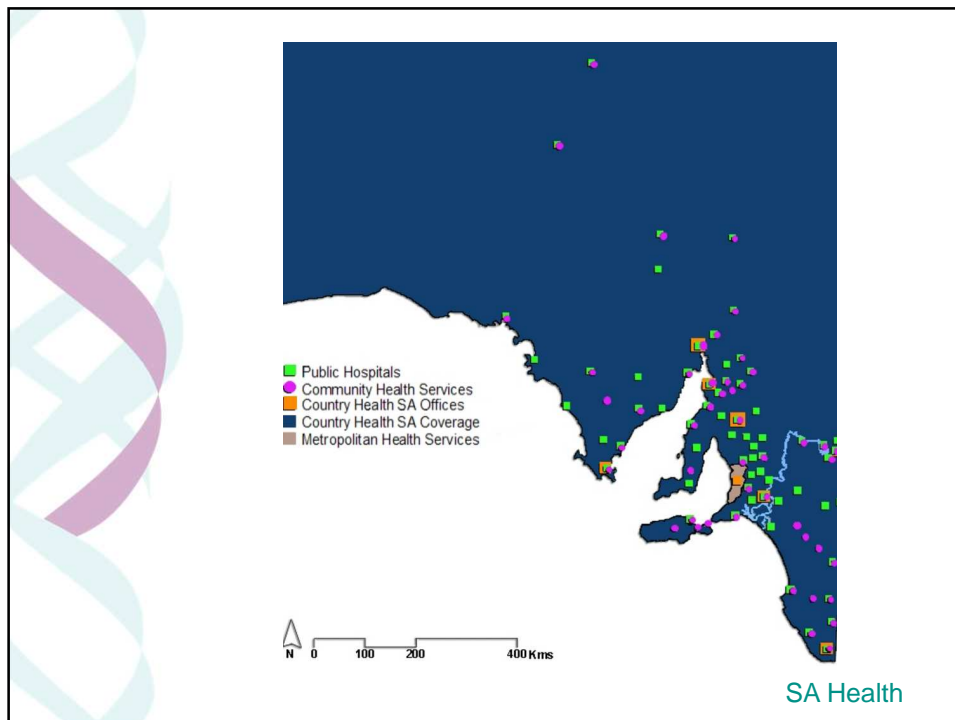
Some answers....

“fitness for work” means that a person is in a physical and psychological state which enables them to perform their **work** tasks competently and in a manner which does not threaten their safety, health or wellbeing, or that of others.

“... a worker’s physical and mental health and well-being to enable him or her to meet the work demands of the job. It describes the balance between individual resources and the demands of the job”

“...a state of physical and mental wellbeing a person needs to be able to perform safely in their work recognising that ability to work at a specific job can be affected by health and aging changes, by cumulative effects of past injuries, and reduced resilience caused by other life events”

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South Australian context and drivers

- > State Legislation:
 - Work Health and Safety Act 2012 (SA) and regulations
 - Return to Work Act 2014 and regulations (2015)
 - Equal Opportunity Act 1984 (SA)
- > Building Safety Excellence Framework 2015-20
- > South Australia Strategic Plan
 - Target 21: Greater Safety at Work
- > SA Health has
 - Strategic Plan 'Better Health for all South Australians'
 - single system for Work Health Safety and Injury Management since 2010
 - Immunisation for Healthcare workers policy guideline
- >  , perma + and Transforming Health

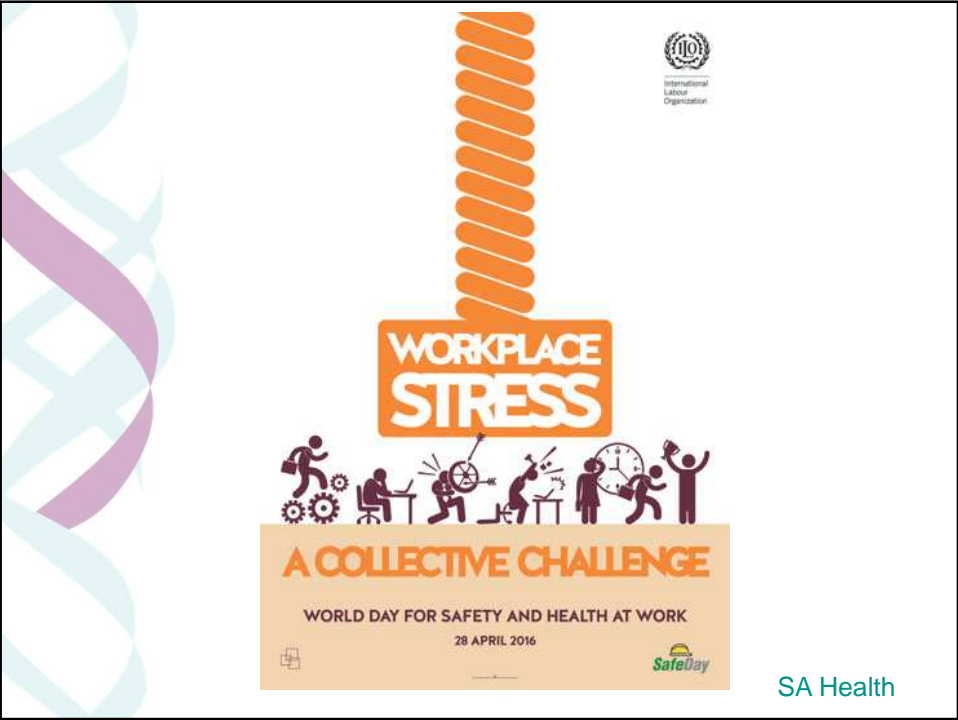
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National and International Drivers

- > National Legislation:
 - Disability Discrimination Act 1992
- > Australian Work Health and Safety Strategy 2012–2022 (Safe Work Australia)
- > Mental Healthy Workplaces
- > Work is good for you
 - Fit for Work Europe 2007, Global Alliance 2016
 - Australasian Faculty of Occupational Health Medicine statement 2011, 2015
- > Healthy Workers Healthy Futures
 - Federal PH Project 2011-14
 - State men's health strategy 2014-18

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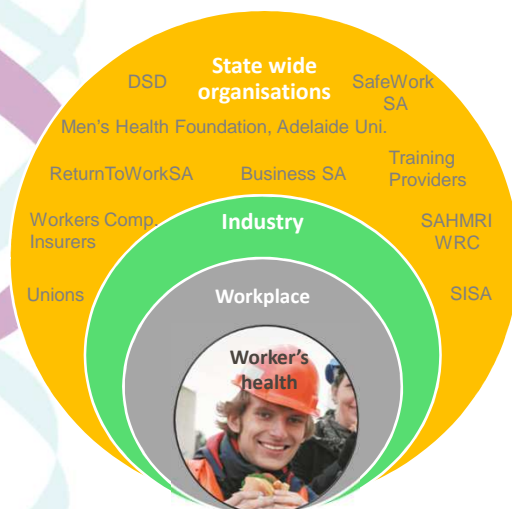


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Healthy Workers: capacity building across systems & levels



State capacity building:

- funded industry bodies
- reference committee
- key partnerships
- SafeWorkSA HSR training
- additional training
- tools & resources
- website & events

Fund peak industry bodies:

1. Workplace capacity building & consultancy
2. Industry-wide strategies

Workplaces:

1. Identify needs & gaps
2. Plan & implement multiple strategies

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SNAP factors

Health and wellbeing hazards



Workplace smoking



Poor food options



Lack of physical activity and movement



Alcohol & other drugs

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SNAPP

Health and wellbeing hazards



Bullying / harassment



Workplace stress



Fatigue

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Fitness for Work....

- > Focused on individuals and at many points in employment
- > Including psychological health determinants
- > Workplaces promoting health - not just maintaining safety

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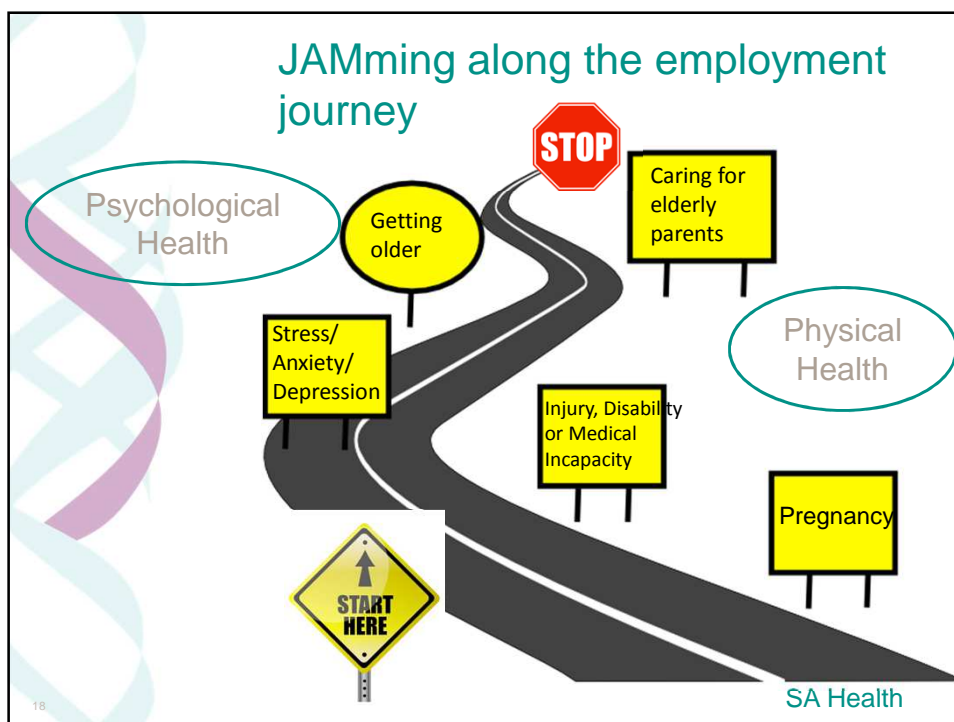
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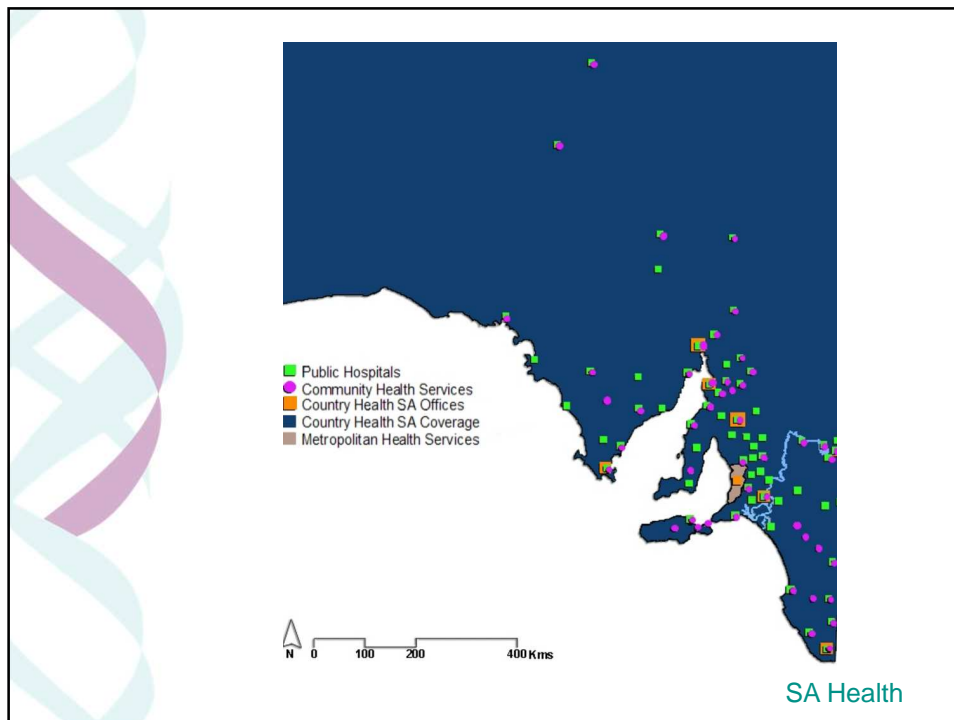
Psycho-social / psychological and physical demands

Cognitive
Thinking/reasoning
Concentration
Memory
Psychological
Critical decision making
Interpersonal contact
Alertness
Other (specify in section B)
Environmental
Exposure to heat / cold
Exposure to dust/fumes/odours
Exposure to chemicals (cytotoxic)
Exposure to radiation
Food Handling
Other (specify in section B)
Work arrangements
Shift attendance / duration
Consecutive shift attendance
Shift work
Overtime
Operating vehicle
Operating equipment
Working at heights
Other (specify in section B)

Dynamic Strength Activities
Floor to waist lift
Waist to eye level lift
Two handed carrying
One handed carrying
Pushing
Pulling
Position Tolerance Activities
Sitting
Standing
Work arms overhead – standing
Work bent over – standing/squatting
Work kneeling
Work bent over – sitting
Work squatting/crouching
Work arms overhead in supine
Mobility Activities
Repetitive squatting
Walking
Crawling
Climbing stairs
Climbing a Ladder
Repetitive trunk rotation – standing
Repetitive trunk rotation – sitting
Other Activities
Balance on level surfaces
Balance on uneven surfaces
Balance on a ladder
Manual Dexterity/Finger Dexterity
Grip Strength

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- > public hospital services in South Australia
- > metropolitan and country health services
- > environmental health, communicable diseases, epidemiology
- > health promotion and education
- > statewide pathology services
- > statewide drug and alcohol services
- > statewide emergency and ambulatory services
- > organ donation
- > plus many other services

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SA Health – workforce structure

Local Health Networks / Health Services	Headcount	FTE	% workforce (by FTE)
CALHN	14182	10804.4	35.2%
CHSALHN	8256	5453.6	17.8%
DHA	2448	2210.0	7.2%
NALHN	4119	3192.2	10.4%
SAAS	1392	1222.1	4.0%
SALHN	7210	5254.4	17.1%
WCHN	3614	2554.5	8.2%
SA HEALH	41321	30691.4	

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SA Health- workforce profile

OCCUPATIONAL GROUP	HEADCOUNT
Nurses / Midwives	17079
Administrative-Executive	7223
Medical Professionals	4614
Weekly Paid	4078
Allied Health Professionals	3612
Operational Services	1825
Scientific - Technical	1374
SA Ambulance	1175
Dental/Visiting Dental Officers	180
Professional Officers	158
SA Health Total	41321*

*Includes other:3

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Fitness for Work is...

“...more than just the prevention and management of injury, it encompasses all the system elements that support the health and wellbeing of the health workforce and provide them with safe work environments and processes”

“ ...facilitating workers to be healthy and work in a safe and sustainable manner incorporating support for healthy lifestyles, safe environments, tasks, job design and techniques”

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Fitness for Work is...

- > “...everything! A whole of person approach to staying healthy at work. Recognising that ‘A’ person is not just a body, not just their strength or endurance, not just a mind, not just anatomy and physiology...but all of this combined”

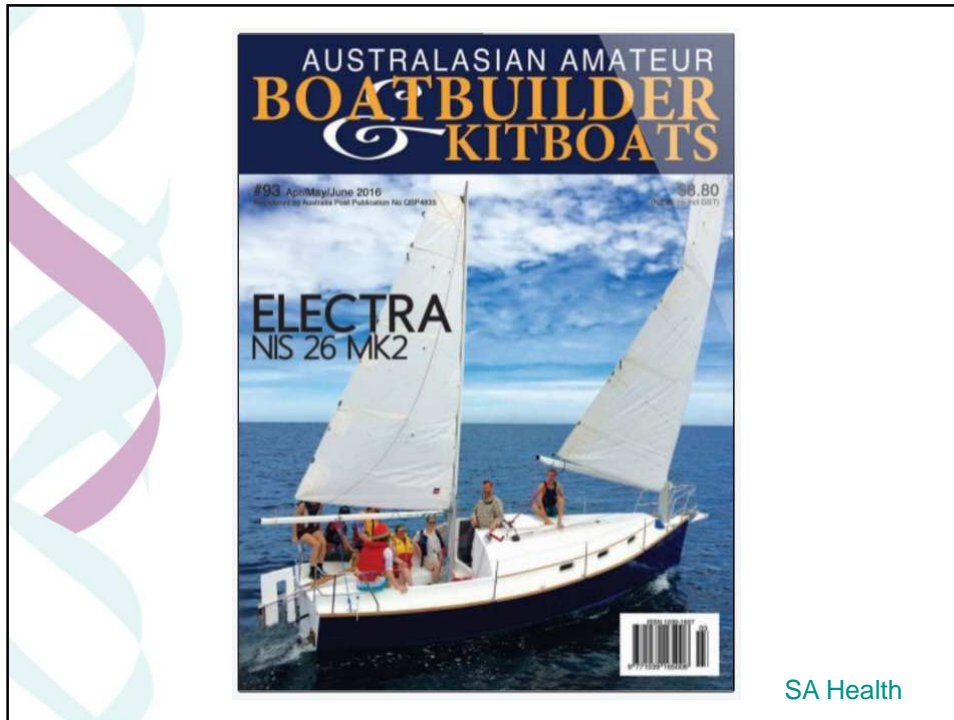
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Hot Topics

- > Job Analysis Management System
 - Psychological demands
- > Longer term changes to capacity
 - obesity
 - age
- > Short term changes to capacity
 - illness
 - fatigue

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References

- > PERMA+
<http://www.wellbeingandresilience.com/perma-plus-1/>
- > Mentally Healthy Workplace Alliance
<http://www.mentalhealthcommission.gov.au/our-work/mentally-healthy-workplace-alliance.aspx> (see literature review also)
- > Safe Work Australia strategy
<http://www.safeworkaustralia.gov.au/sites/swa/about/publications/pages/australian-work-health-and-safety-strategy-2012-2022>

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