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For Healthy Workplaces, Focus on Working Conditions

Friday, March 5, 2004 – Healthy workplaces benefit employees, first and foremost, contributing to their physical psychological and social well-being. But they have big pay-offs for employers as well – lower accident rates, reduced absenteeism and turnover, higher job satisfaction, higher productivity, to name a few.

It's a cause almost everyone in an organization can get behind and collaborate on. In fact, efforts to build a more healthy workplace are unlikely to succeed without that kind of cooperation from all levels. Traditional workplace health promotion programs are top-down and all too often focus on individual health behaviours, rather than organizational factors. As such, they rarely address root causes.

Research shows that reducing employee health risks demands more fundamental change – in job design, workplace culture, organizational systems and management practices. That's a much taller order, requiring what Graham Lowe calls "transformational change". The right strategy is essential.

Lowe, of the Graham Lowe Group, and Research Associate with CPRN's Work Network, has prepared a paper on the subject for Health Canada. In ***Healthy Workplace Strategies: Creating Change and Achieving Results***, Lowe answers the question, "*How can we design effective strategies to change workplaces so they become healthier and more productive?*"

Focusing on the organizational change processes, strategies and tactics required to bring about healthier working conditions, Lowe presents what amounts to an *action model* to act as a tool to that end.

You can access or download a copy of his paper by clicking here.

For more interesting literature in the same vein (all downloadable), and a Web log on high quality work that is updated regularly visit the Web site of the Graham Lowe Group at www.grahamlowe.ca

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