

ENETOSH Standard of Competence for Instructors and Trainers in Safety and Health

Field of competence: Workplace health promotion (WHP)

Level: 5

Credit:

Skills

Knowledge¹

Asks about participants' prior experience in field of workplace health promotion (WHP)

Examples from own experience in field of workplace health promotion (WHP)

Creates a common basic understanding of the topic of workplace health promotion

- Makes participants aware of importance of WHP
- Introduces definition of health drawn up by World Health Organization (WHO) as basis of WHP
- Works with participants to determine special importance of leadership with respect to WHP
- Analyses common features and differences between traditional OSH and WHP
- Backs up his/her statements with practical examples and own experiences in WHP in companies/organisations

- World Health Organization (WHO) definition of health - Ottawa Charter
- Basic knowledge of WHP
- Basic knowledge of changes in world of work (e.g. demographic change, new forms of employment and new or emerging risks)
- Knowledge of companies/organisations
- Knowledge based on own experience in world of work
- Basic knowledge of safety and health at work

Gives an introduction to the different approaches and terminology in WHP

- Presents holistic approach to WHP
- Explains behaviour-based WHP measures
- Shows what role individual measures play in holistic approach to WHP

- Basic knowledge of holistic approach to WHP
- Basic knowledge of most important behaviour-based WHP measures (e.g. nutritional advice and back-exercise classes)
- Knowledge of differences between terms "WHP", "workplace health management", "cooperative corporate culture", etc.

¹ The term "knowledge" includes both academic and empirical knowledge.

<p>Explains how WHP works</p> <ul style="list-style-type: none"> • Presents various WHP tools • Explains how the different WHP tools work in combination • Gives introduction to process of introducing WHP in companies/organisations • Describes prerequisites for optimum implementation of WHP in companies/organisations • Works with participants to identify persons at workplace who play a role in WHP and analyses their interests in WHP • Describes methods for involving all stakeholders, including executives • Makes participants aware of fact that introducing WHP is a long-term process • Shows how WHP works using examples of national and international good practice 	<ul style="list-style-type: none"> • Knowledge of most important WHP tools (analysis of data on cases of incapacity for work, employee surveys, goal-setting, “health circles” and “health reports”) • Experience in using WHP tools • Knowledge of statistics • Knowledge of process steps involved in introducing WHP (analysis, action plan, implementation and evaluation) • Knowledge of most important organisational elements of WHP (steering group, health circle, etc.) and their functions • Knowledge of wide range of examples of national and international good practice
<p>Works with participants to determine special importance of WHP in corporate/organisational culture</p> <ul style="list-style-type: none"> • Analyses relationship between leadership and WHP • Describes characteristics of corporate/organisational culture based on concept of partnership 	<ul style="list-style-type: none"> • Knowledge of corporate/organisational culture
<ul style="list-style-type: none"> • Informs participants of information sources and networks at national and international level 	<ul style="list-style-type: none"> • Knowledge of databases and networks (e.g. European Network for Workplace Health Promotion – ENWHP)
<p>Demonstrates personal competence</p> <ul style="list-style-type: none"> • Experience in facilitating WHP courses • Ability to work as part of a team • Has strategies at hand to ensure a healthy approach towards himself/herself and participants • Presents points in a convincing manner • Is a good networker 	

