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A Conceptual model to guide Total Worker Health® research and interventions

NIOSH's **Total Worker Health® (TWH) Initiative focuses on improving policies, programs, and practices that integrate protection from work-related safety and health hazards with promotion of injury and illness prevention efforts to advance worker well-being.** Growing evidence indicates the potential benefits of integrated approaches, although there remains an ongoing need for further evidence on the impact of integrated approaches. Such research would benefit from shared conceptual frameworks to structure ongoing inquiry.

This presentation describes a conceptual model to guide research on determinants of worker safety, health and wellbeing, and to inform the design, implementation and evaluation of integrated approaches. This model is rooted in multiple theories and the premise that the conditions of work are important determinants of worker safety and health outcomes, as well as outcomes important to enterprises such as absence and turnover. Integrated policies, programs and practices simultaneously address multiple conditions of work, including the physical work environment and the organization of work (e.g., psychosocial factors, job tasks and demands).

We will present data from hospital patient care workers to demonstrate evidence for the model following three themes: (1) Injury and health behaviors share diverse determinants within the work environment and vary by socioeconomic status of workers. (2) The psychosocial work environment shapes safety and health behaviors and health outcomes. (3) Health behaviors are partially rooted in conditions of work, suggesting that conditions of work need to be addressed if health-related behaviors are to improve.

This presentation will also describe a set of indicators of integration designed to operationalize this model, including: leadership commitment, supportive working conditions, collaboration, comprehensive strategies, participatory processes, compliance, and data-driven change.

In conclusion, this conceptual model provides a structure for research and interventions that underscores the central role of the conditions of work to worker safety, health and wellbeing.



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