

Total Worker Health (TWH) is a holistic approach to workplace health and safety that recognizes the interconnection between job-related factors and workers' overall well-being. The National Institute for Occupational Safety and Health (NIOSH), the American Psychological Association (APA), and the Office of the Surgeon General are all important resources for organizations looking to implement a TWH program. NIOSH is a federal agency responsible for conducting research and making recommendations to prevent work-related injuries and illnesses. NIOSH's TWH program focuses on improving the health and safety of workers by addressing workplace hazards and promoting healthy lifestyles. The agency provides resources and tools to help organizations integrate health protection and health promotion activities into their safety and health programs.

The APA is the largest scientific and professional organization representing psychology in the United States. The APA provides research and resources to promote psychological health and well-being in the workplace. The organization has developed guidelines for promoting mental health in the workplace, including recommendations for creating a supportive work environment, addressing workplace stressors, and providing resources for employees who may be experiencing mental health challenges.

The Office of the Surgeon General is a part of the U.S. Department of Health and Human Services and is responsible for promoting public health and wellness. The surgeon general has released several reports on the importance of workplace health and safety, including the report "Promoting Health and Preventing Disease and Injury Through Workplace Tobacco Policies" and the report "The Surgeon General's Call to Action to Promote Healthy Homes." These reports provide evidence-based recommendations for improving worker health and safety, including strategies for preventing chronic diseases, reducing workplace hazards, and promoting healthy lifestyles.

To implement a TWH program, organizations can use resources from these agencies to develop a comprehensive approach to workplace health and safety. This may include:

1. Conducting a comprehensive workplace assessment to identify hazards and risks that may affect workers' health and safety.
2. Creating a culture of health and safety that encourages employees to prioritize their health and well-being, including addressing issues such as stress, burnout, and mental health.
3. Developing policies and programs to reduce workplace hazards and promote healthy behaviors, such as offering wellness programs, promoting physical activity, and providing access to healthy foods.
4. Providing education and training to employees on workplace health and safety, including how to identify and prevent hazards and how to promote healthy behaviors.
5. Engaging employees in the development and implementation of workplace health and safety programs, to ensure that the programs meet their needs and are effective in promoting health and safety.

In summary, the path to Total Worker Health involves integrating health protection and health promotion activities into workplace safety and health programs. By using resources from NIOSH, the APA, and the Office of the Surgeon General, organizations can develop comprehensive TWH programs that promote employee health and well-being, prevent workplace injuries and illnesses, and improve overall organizational performance.

ADDITIONAL RESOURCES

Workers look for employers who provide mental health supports

<https://www.apa.org/news/press/releases/2022/07/workplaces-mental-health-supports>

Workers in high risk and high injury industries are less likely to be covered by employer health plans

<https://www.valuepenguin.com/workplace-injuries-insurance-study>

Surgeon General mental health framework

<https://www.hhs.gov/surgeongeneral/priorities/workplace-well-being/index.html>

