



Work in tune with life

Template Model of Good Practice 2

Work in tune with life **contact person (NCO):**

Name	Elfriede Kiesewetter
Organization	OÖ Gebietskrankenkasse – Forum Gesundheit
Telephone number(s)	+43 5 7807 103500
Email address	Elfriede.kiesewetter@oegkk.at

A. Identification and Motivation

General information about the MOGP company:

Name of organization	<i>fairwurzelt</i> (Women´s regional work initiative)
Address	Friesingerstraße 17
City	A-3110 Afing
Country	Austria
Contact person (name/function)	Erna Sieberer – Project leader <i>fairwurzelt</i>
Email address	office@fairwurzelt.at
Telephone number(s)	+432741/7033
Website	www.fairwurzelt.at
Sector	Nonprofit organisation
Number of employees	32

(When the company does not want to provide this information a reference to the NCO will be made, which will support the connection to the company if necessary)

**Motivation (max. 100 words)**

Why has this company been selected as MOGP?

What is special for this MOGP?

How many points the company scores on the on line assessment tool?

Max. 100 words:

The enterprise was chosen for the following reasons:

Good WHP structures have been set up in spite of the size of the company, and the employees experience a high level of appreciation.

The aim was to improve the mental health of the whole team and consider the different target groups (key workers, transit workers). Additionally, there is a focus on 'people with mental impairments'.

The health policy concentrates on mental, physical and social health, with the aim of enabling women to have barrier-free access at all levels, and also of setting up a network with psychosocial organisations in the area.

Points: Quality criteria: 99

Transferability: 100

B. Policy and Culture (max. 300 words)

Please explain how the **health policy** in the company is organized.

Clarify the approach and the reason why a health policy/initiative was initiated.

Indicate how **mental health is integrated/linked** to this general health policy: Conditions fulfilled concerning the integration; mental health part of mission statement; mental health incorporated in organizations' strategies; systems and processes; specific targets on mental health promotion; comprehensive approach of Workplace mental health promotion (WMHP); management involvement.

Max. 300 words:

A WHP project (Healthy Together 01/2006 -12/2007) was conducted in cooperation with 3 other work projects. During the project, and also during the regular work programme, the management of Outplacement, Personnel Development and Social Work developed a health policy focusing on mental, physical and social health especially for Fairwurzelt,. The aim was to enable women to have barrier-free access at all levels and also to establish a network with psychosocial institutions in the area (cooperation with advice and support, psychologists and supervisors).

Special emphasis is on

- dealing with a pool of employees which is constantly changing owing to a limited work period (transit year)
- strengthening self-confidence
- developing awareness on all levels

The health policy is communicated to all employees in person and in weekly meetings and workshops.

The mission statement also shows the basic values of the organisation: 'We give people work and recognition'; 'We promote openness and readiness for training'; 'We point out unfair practices towards the socially weak'.

By signing the WHP charter, the management has publicly shown its readiness to orientate company policy towards the basic values of WHP. The management shows its support for the health policy by providing a good example and employing staff who suffer or have suffered



from a mental illness. The active involvement of the employees is ensured by their participation in the regular meetings of the health circles, other meetings where they discuss their situation, and through various questionnaires (Impulse test, questionnaires after workshops or lectures, etc).

The holistic promotion of mental health is ensured by participation in the weekly reflection meeting, individual and group discussions and other regular measures implemented during working hours.

Health topics include:

Leadership, promotion, and guidance

Communication, self-value, feedback, time management, stress management,

Conflict management, supervision for individuals, groups and for special cases, one-to-one and group discussions, team meetings, team building, increasing self-worth

Nutrition, healthy snacks, diet advice

Exercise programme, self defence courses, therapy gardening (positive effects of gardening).

C. Organisation and Structure (max. 200 words)

Who is in charge of and/or involved in the organisation and support of the mental health promotion initiatives?

And are these persons acquainted with the mental health topic?: Specific work group; composition of the group; training on mental health; resources etc.

Max. 200 words:

The project team comprises members of the management, personnel development, outplacement, social work and business management departments and makes all decisions concerning mental health. The team establishes the needs, ensures regular, set meetings and organises various measures in the field of mental health.

The contact persons of the working groups and the topics worked on are presented in the weekly meetings to ensure the greatest possible transparency.

In addition to the set pool of topics, there is cooperation with other work groups and with external experts. Where there are common topics, contacts are found and content is discussed (for example, health and safety protection, counselling after meetings). A large network has been set up.

The members of the working groups are qualified to deal with mental health topics because of their professional training. There is also constant further training for the working groups (case management, leadership, promotion, guidance, stress management, moderator training for WHP, mental training, leadership by values, productive ageing, gender diversity, WHP conferences, etc)

A fixed budget is planned especially for the initiative for the promotion of mental health and the further training necessary for it.

Through the WHP policy, enough time resources have been made available to the working groups for the organisation and implementation of the measures planned.



D. Implementation and Strategy (max. 400 words)

How does the company handles the planning of the initiatives concerning mental health promotion? Who is involved in the planning and implementation of these initiatives? Is the planning linked to a needs assessment? Please explain.

Please describe the initiatives and measures on mental health promotion that were taken in the company: what kind of workplace mental health activities were carried out?

- Promotion of mental health
- Prevention of mental health problems
- Dealing with (workers with) mental health problems at work
- (Re) integration of workers with mental health problems

Max. 400 words:

In addition to the general concept there is also a definite concept for the field of mental health complete with a work plan.

During regular work: - case supervision, 'mood' meetings, networking with external experts

In the project Fairwurzelt: - one-to-one and group discussions, crisis intervention, individual and team supervision

As there is a great deal of active participation on the part of the employees (feedback, wishes, needs, suggestions, etc) there is also a high level of participation in the implementation of the measures.

The work plan is based on an employee survey (Impulse test) due to a particular case.

The needs are agreed on based on the topics of the 'mood' meetings, the fortnightly case discussion in the team and the Impulse test – the organisational, social and individual aspects are also taken into consideration.

The measures described above are intended to bring an improvement of mental health and to prevent illness. The target group is the whole team and the constantly changing pool of employees (approx. 60 persons a year).

Fairwurzelt also has a project within a project:-'Mosaic' for those with a mental impairment.

Mosaic contacts employees who become ill, supports and provides guidance. The hesitation to contact professional help is reduced, a confidential environment and security during mental illness is provided, and also the work can be adjusted to suit.

The team receives support in the form of individual or team supervision. There is constant training concerning mental impairments, as well as a team culture of openness.

The special needs of employees with mental health problems are met through individual and group work and intensive networking (Women's centre, doctors, psychologists, advice and support).

Examples of measures

- Adjustment of workload
- Extension of activities
- Organisation of work to allow for learning and personal development
- Promotion of a healthy lifestyle
- Improvement of the work-life balance
- Promotion of a confidential atmosphere at work
- Promotion of social support
- Avoidance of conflict or conflict solving (measures to prevent bullying)
- Removal or reduction of safety risks at work (lecture)
- Job/workplace adjustment for persons with mental health problems
- Confidential treatment of mental health problems, stress, violence and harassment (Violence protection centre)
- Individual advice for persons with mental health problems



- Return programmes
- Gardening

E. Evaluation and Lessons Learned (max. 300 words)

Please describe how the mental health promotion initiatives are being evaluated in your organization. Who is involved in the evaluation and how are the results communicated?

- What are the results?
- What are the lessons learned from the mental health activities: success factors; barriers and ways to overcome

Max. 300 words:

Measures carried out are evaluated after every workshop using a questionnaire and feedback during the 'mood' meeting. There is also an evaluation session in the health circle.

The employees participate in evaluation through completing a questionnaire, reflection after the further training sessions, team meetings and the 'mood' meetings. Results are presented to all the participants of the 'mood' meetings.

Through considering the feedback, suggestions and wishes of all the employees it is possible to prepare a programme targeting the employees' needs and this ensures a process of continuous improvement.

The results are communicated to those providing the funding – AMS, Land Lower Austria, and ESF - by means of an annual report.

As well as the many partial successes, the most important results of the health policy are certainly the possibility for the employees to participate and the improvement and structuring of processes. Another success factor is the sensitising of the core personnel for prevention in general, health promotion and particularly the promotion of mental health, especially the sensitising of women for their own personal mental health with the help of the health policy and the WHP, which requires a positive approach and the acceptance of help from experts.

Another success was the reduction of various stress factors through changes in the building. The most important success factors can be found in the improvement in communication and the positive feedback about the whole project from transit workers who were leaving.

In 2010, the project Fairwurzelt was awarded the WHP Quality Label.

One factor which causes difficulty is the fact that the transit workers only have a limited period of work in the company and are therefore constantly changing.