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### 1684a REVIEW OF REVIEWS ON THE EFFECTIVENESS OF WORKPLACE WELLBEING PROGRAMMES

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**Introduction** According to the world health organisation, workplace health programmes are one of the best ways to prevent and control chronic disease, and also to support mental health. There are over 2 million people employed in Ireland and this literature review informed the development of a national healthy workplace framework for Ireland.

**Method** The search strategy involved a keyword search of peer-reviewed databases of relevant subject areas (pubmed, econlit, psycinfo) and study type (cochrane library) supplemented by hand searches and selected citation searches. Included studies were systematic reviews or meta-analyses of a workplace intervention in the areas of nutrition and/or physical activity, mental health, smoking cessation and alcohol interventions, or health promotion. Evidence on outcomes across reviews was synthesised as 'strong' if the conclusion of at least two meta-analyses, 'moderate' if the conclusion of the one meta-analysis found, and 'some' if no pooled estimates, but the conclusion of the systematic review(s) found.

**Results** A range of measures of effect are used; they fall into the three broad categories of health behaviours, health outcomes, and economic or organisational outcomes. Most of the evidence from meta-analysis is on health outcomes, followed by organisational outcomes, and finally, health behaviours. In terms of health behaviours, there is strong evidence of a favourable impact on physical activity and fitness, and smoking cessation, while some evidence of a favourable effect on fruit and vegetable intake and dietary behaviour. With regard to health outcomes, there is strong evidence for a favourable impact on weight and BMI, stress/distress, anxiety and depression, and mental wellbeing. Examining organisational outcomes shows there is strong evidence of a favourable effect on work ability and sickness absences, while there is moderate evidence for task completion, supervisor's rating, job satisfaction, productivity, and work attendance.

**Conclusion** Overall, there is strong evidence of a favour effect of workplace programmes on health behaviours, health outcomes, and organisational outcomes.

<sup>^</sup> This presentation is based on a report, *Rapid Review of Evidence on Workplace Wellbeing Programmes: Effects, Costs and Benefits, Organisational Factors and Policy Mechanisms*, by Robert Murphy, Emma O'Donoghue, Claire Doyle, and Carol Taaffe, Department of Health, Ireland. All authors contributed to the content on which this abstract is based, and all authors agree to this abstract being published.

### 1684b LEARNING FROM THE CONSULTATION ON A HEALTHY WORKPLACE FRAMEWORK FOR IRELAND

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IPH designed, delivered and analysed the consultation process used to inform the development of a new national policy on healthy workplaces in Ireland. Pre-consultation workshops were used to inform the main consultation approach and prioritise consultation questions, alongside input from an expert Steering Group. An online consultation questionnaire was refined, and then launched by the Minister for Health Promotion alongside a communication and dissemination plan. 4 regional workshops were facilitated attracting 193 attendees over a 10 week consultation period. Responses to the online questionnaire were analysed using SPSS, alongside qualitative analysis of free text responses. 1602 valid responses were received (n=1521 submitted on a personal basis; 81 on behalf of an organisation). Over 60% of respondents were over 45 and over 70% were female. 87% were public sector workers and around half had line management responsibility. There was a high level of support for the proposed vision, aims and objectives of the framework. Respondents viewed culture change, communication, leadership and inclusion as the most important policy objectives. Training, guidance and case studies were the resources most commonly identified as useful tools to support implementation. Mental health was identified as a priority issue, followed by physical activity and healthy eating. Older workers and workers with existing chronic illness or disability were viewed as a priority group, in addition to low paid workers. A perspective analysis explored patterns of response based on respondent age, gender, chronic illness status and occupational characteristics. Core themes emerging from the qualitative analysis related to better use of plain English; concerns regarding implementation; better integration of work-life balance issues and a focus on culture change.

### 1684c DEVELOPMENT OF A POSTGRADUATE PROGRAMME IN WORKPLACE WELL BEING

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**Introduction** Public policy has focused recently on public sector workplaces, which account for 15% of the Irish workforce, in the form of a national workplace well-being bill. The aim of this policy initiative is to ensure that each public sector employer develops a 'healthy workplace initiative'. In order to develop healthy workplace initiatives consistent with good health promotion practice, capacity building, in the form of workforce development is required. The Healthy Workplaces Framework, a key element of both the Department of Health Strategy 2016–2019 and the Healthy Ireland agenda, contains a commitment to develop a post-graduate programme in workplace well-being, in order to address workforce development, and the process by which this has taken place is the subject of this paper.

**Methods** The Discipline of Health Promotion in NUI Galway offer a suite of programmes (Certificates in Health Promotion) for the 'wider workforce'; those interested in developing the skills to implement health promotion initiatives in their work setting or with particular populations. Certificates have been developed to date in Cardiovascular Health/Diabetes Prevention, Oral Health and Youth Health, comprising three modules delivered over one academic year;

1. Core Principles of Health Promotion,
2. the specialist knowledge appropriate to the topic or setting, and