

Chapter 4 : Feedback on self-assessment exercises

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The correct answers are:

Question 1: Here, you can answer in according with your observations and experience, available data that you can obtain about those problems in your university.

Mental health and especially depression are emerging problems for EU workers, today. They can affect young population, too, and are recognized like work-related, especially in Western countries.

Tobacco smoke is supposed to be in the top of the list.

Obesity and unhealthy eating behaviour can be finding in young persons, too.

Alcohol use or abuse is rare at your age, comparing with adults, but for some colleagues, it can be a real problem.

Question 2: All are useful, so correct answer is a, b, c, d. We are very content if you opened all the indicated internet links. Now you know where specific statistical data can be find:

- a) Eurostat (<http://epp.eurostat.ec.europa.eu/portal/page/portal/eurostat/home/>) is the official statistics agency for the European Union.
- b) World Health Organisation (WHO: <http://www.who.int/>) publishes a range of statistics and information that comes mainly from a public health perspective.
- c) European Foundation for the Improvement of Living and Working Conditions (Eurofound: <http://www.eurofound.europa.eu/>) is an EU agency whose role is to collect information on current and emerging issues and to advise the Commission of the policy implications of their research findings.
- d) European Agency for Occupational Safety and Health (EU-OSHA: <http://osha.europa.eu/en>) relates to the exchange of information rather than to conducting research. Through its membership providing national level information, the Agency collects, synthesizes and disseminates information throughout all of the Member States

Question 3:

Answer: a, b, c - absenteeism information, workplace accidents records, company health reports are internal sources of information that allows a better assessment of needs to be undertaken.

The volume of production (d) depends on organisational, financial, technological, social factors. It can be influenced by the health status of the working team, but there is not a strong, direct link with their health.

Question 4:

Yes, it seems that for all the workers can be evidenced a sum of problems that impose a reaction. In Fag hospital there were reported some work related health problems like stress, arterial hypertension, low back pain, other MSD, chronic fatigue, small accidents, depression, hepatitis B, tuberculosis. There are financial and organisational problems in Fag hospital, a lot of administrative deficiencies, not proper working conditions (including the crisis of protective equipment) the structure of the institution (different buildings), the decreasing number of personnel, the lack of funds, the salary rate, the risk of unemployment, volume of work, low union implication, lack of dialog between management and employers, etc.

In actual circumstances, a workplace health promotion program, based on needs analysis, can be useful in Fag Hospital.

Question 5:

- All of them can and must be principal actors in the WHP implementation process:
- The management team have the main role to initiate and sustain a WHP program
- The local administration can assure funding and supporting WHP.
- The trade union participation is essential for all the steps needed in the WHP program.
- Workers representatives' participation is crucial, especially in assessing needs, implementing the plan and consolidating the initiative
- Each worker is part and beneficiary of the WHP program.

Question 6:

Enabling factors	Constraining factors
Internal factors	Internal factors
Health policy (saved hospital) Occupational health service Safety responsible Quality management practices Trained personnel Good professional relations atmosphere in the sections Workers motivated to maintain their workplaces Older workers Stable workers	Negative professional relations atmosphere between different sections (workers of different sections) Structure of hospital (multiple, old buildings and their quality) Un-cooperating management (management-workers 'representatives "competition") WHP Policy vacuum Lack of trained personnel
External factors	External factors
Multiplier/intermediary organisations National/regional health and WHP policy Active involvement of Insurers	Narrowly defined Occupational Health Services WHP Policy vacuum Lack of trained personnel Low collaboration of local administration

Exercise 1:

A:

- general socio-economic, cultural and environmental conditions: politicians, public health agencies, health promotion agencies, mass media
- community: local policy makers and administration, local organisations, insurers, health institutions, health promotion agencies, mass media, local partners, local networks, sanitary inspection, environment agencies
- workplace: management, human resources management, occupational health staff, health and safety representatives, trade union representatives, training departments, workers' representatives
- individual: each person (lifestyle, eating habits)

B:

WHP projects, better working conditions, proper protective equipment, occupational health services, safety services, training and education,

C:

See questions' 5 answer.