



**Welcome to the latest edition of our newsletter. It contains the latest news about the network and the projects we are involved in. There is exciting news about the new Workplace Health Promotion Accreditation scheme, contributions from members and news about new Board Members. We hope you will enjoy reading it.**



## **ENWHP Workplace Standard**

**Can you help us to road test the new European Workplace Health Promotion Standard? Help us, and be first in line to achieve the award upon launch.**

The ENWHP has been developing an accreditation scheme for workplace health promotion over the past few months. We have now reached the stage where we are ready to begin testing the tools that will be used to assess the quality and range of health promotion activities in workplaces. The accreditation scheme is divided into 3 levels of award: bronze, silver and gold. Currently we are assessing the materials for the bronze level award.

We are looking for your help. If you are willing to provide us with feedback on the materials that we have developed so far, that would be very helpful to us in finalising the package.

If you are interested in helping, please contact Steve Bell at: [steve@enwhp.net](mailto:steve@enwhp.net)

# New Perspectives on Workplace Interventions

**Marit Christenson of the Norwegian University of Science and Technology and ENWHP member, who was co-author with Johan Simonsen Abildgaard and Susanne Tafvelin, summarised their recent article in the Scandinavian Journal of Work and Organisational Psychology.**



The aim of the special issue is to promote and foster development, debate, and knowledge of workplace Interventions. Scandinavian work and organizational psychologists have since the late 1990's been at the forefront of the development of research into organizational interventions, for example by promoting a focus on not only effect, but also on process evaluation. The special issue contains a range of intervention approaches and methodological approaches. The papers each present different areas and approaches in advancing our knowledge about interventions, including both conceptual papers on evaluation and new forms of intervention as well as evaluations of interventions expanding our methodological toolbox.

Bauer and Jenny (2023) discuss how digital interventions and design theory are linked and form potential venues in which new intervention methods can be developed and refined. Tafvelin et al 2023 are showing how using information technology to boost intervention effects. Roodbari et al. 2023 presents an integrated realist evaluation showing how the Context-Mechanism-Outcome (CMO) configuration approach can expand our knowledge of 'what works, for whom, and under which conditions' to increase the chances of succeeding with organizational intervention processes. Kosenkranius et al (2023) presents results related to complexities of workplace and outside workplace interventions.

You can read the full article here: [Special Issue Editorial: New Perspectives on Workplace Interventions - Scandinavian Journal of Work and Organizational Psychology \(sjwop.com\)](#)

## ENWHP Project Update – April 2024

ENWHP is an active participant in a number of projects funded through the Horizon 2020 and Erasmus Plus programmes. Two of these, [DigiWorkWell](#) and [H-Work](#) have recently drawn to a close and their outputs are available for use. A third, [Click2Move](#) is mid-way through its three year life and a fourth, [Shift2Health](#) has only recently commenced. We are also actively working in the development of new projects.



In this edition of the newsletter we will briefly look at the DigiWorkWell Project on which ENWHP has been working with partners in Denmark, Finland, Ireland, Poland and Spain.

The aim of DigiWorkwell has been to design, develop and implement a new approach to help SME managers and business adviser throughout Europe to protect and improve the mental and physical wellbeing of digital workers and enhance workplace productivity. There have been three main outputs, all of which are freely available for ENWHP members to use:

The DigiWorkWell Guide – sets out the business case for focusing on digital wellbeing, the resource is filled with useful tips and information about setting up your own interventions.

The Workplace Check-up Tool - is an interactive online tool enabling SME managers to evaluate their strengths and weaknesses in relation to employee digital wellbeing. It generates a report aimed at helping to determine a suitable pathway through the subsequent learning materials.

DigiWorkWell Training - contains a complete set of learning objectives, training materials and case studies aimed at supporting business advisers and SME managers to gain the knowledge, skills and confidence required to implement their own programmes.

The resources are available in English, Finnish, Italian, Polish, Spanish and are all available on the project website at <https://digiworkwell.eu>

Projects such as these are an important way to develop and disseminate new learning and good practice and is an important part of the work of ENWHP. As a member there are many ways in which you can participate – by sharing your experience, testing and evaluating outputs and disseminating findings, or as a project partner.

## Welcome on Board

**ENWHP is delighted to welcome two new members to its Board. Both have been long term collaborators with ENWHP and bring a wealth of experience in Workplace Health Promotion**

### **Carmen Mucientes de la Peña.**

Carmen is a Technician in Occupational Risk Prevention in the Spanish National Institute for Safety and Health at Work ([INSST](#)).

She works for the Occupational Health Promotion and Epidemiology department and has a particular focus on knowledge dissemination and awareness events through training, web seminars and national conferences; investigation projects around issues such as mental health and impact of COVID-19; tools to evaluate the quality of the governance of health promotion programmes at company level and return of investment; and evaluation of health



promotion programs, recognizing good practices, advanced sustainable programmes, and specific interventions in both in mental health and cardiovascular health at work.

She coordinates the [Spanish Network of Healthy Companies \(REES\)](#), launched in 2013 and inspired by the model developed and defined by the ENWHP, whose objective is to recognize the work of companies in the field of improving the health and wellbeing of their workers, as well as promoting innovative ways of coping worker's total health at company level, the culture of health, and the exchange of experiences.

## Paul Baart

Its not so much a case of welcome to Paul, but welcome back! Paul Baart MA, is director of the Center for Work Health (CWG) in the Netherlands, a knowledge centre for Work and Health.



He is an early member and contact person of the European Network for Workplace Health Promotion (ENWHP). The Center GBW was the National Contact Office for this network. In his successive positions, he and his organisations are involved in the network in research and projects. From the establishment of ENWHP as a foundation on, until 2018 he was secretary of the board.

## Good Practice in WHP

**New Board member Carmen Mucientes de la Peña tells us about the award for the best actions in Workplace Health Promotion within the Spanish Network of Healthy Companies.**

The Spanish National Institute Safety and Health at Work (INSST) annually recognized **a specific intervention on a workplace**

**health promotion (WHP) program**; a remarkable action either due to the results obtained, its originality, its adherence degree, satisfaction among workers, etc.

The actions are aligned with the objectives of the [Spanish Occupational Safety and Health Strategy 2023-2027](#).

Some of the awarded WHP actions focused on **cardiovascular health** have been: individual coaching intervention on a healthy lifestyle program; encourage physical activity through sports instructors or special challenges; waist circumference measurement and sensibilization; detection of asymptomatic cardiovascular disease; assessment of genetic determinants of ischaemic cardiopathy.

WHP actions related to **mental health** have also been recognised: mental scout as a key person to promote the mental health of workers; whatsapp group in a SME as a communication tool about mental health resources; emotional management training providing competencies and skills.

Actions are assessed by the Technical Verification Committee of the Spanish Network of Healthy Companies, collaborating with an specialized organizations: Fundación Española del Corazón (WHP actions on cardiovascular health) and Fundación Española de Psiquiatría y Salud Mental (WHP actions on mental health).

You can access the description of the awarded actions through the following [link](#).

**Do you have a WHP Best practice example you would like to share? Please get in touch if you do.**

## **Keeping in Touch**

The easiest way to reach us is by email at [info@enwhp.net](mailto:info@enwhp.net). You can also follow us on LinkedIn and Twitter.

We really want to hear what you think about Workplace Health Promotion, how the ENWHP is best able to support you, and how you can contribute to the network.



If you would like to unsubscribe from the newsletter please email [info@enwhp.net](mailto:info@enwhp.net) and type “Unsubscribe” in the subject box.

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