## Vital@Work

## **Luuk Bouwens**

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### STUDY BACKGROUND





## VITAL@WORK IN 2 WORK PACKAGES

## Work package 1: Prevention

Aimed at	Departments
Involved:	Employees Participatory work group:
Participants	1668 participants: Intervention group = 834 Control group = 834

# Work package 2: Reintegration & treatment

Aimed at	Workers on sick leave
Involved:	Workers on sick leave and their manager(s) Health and safety service Occupational physician Occupational health and safety professional Researcher Vital@Work
Participants	208 participants: Intervention group = 104 Control group = 104

## **WORK PACKAGE 1: PREVENTION**

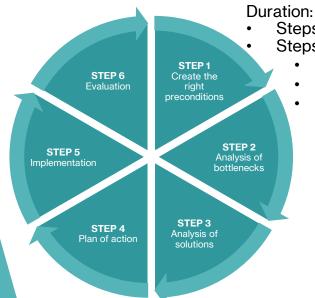
#### GOAL

Develop and evaluate an approach aimed at prevention of work stress, psychosocial workload, burnout and psychological complaints.

#### **METHOD**

We will work on deploying a combination of effective interventions in such a way that you as an organization will be able to do this yourself after the project. We do this using the Participatory Approach (PA) at the department or team level.

#### PARTICIPATORY APPROACH



- Steps 1 4: ~ 6 months
  - Steps 5 and 6:
    - Short-term implementations < 3 months
    - Long-term implementations > 3 months
    - Duration of the entire implementation period is 12 months





Participants: intervention and control group

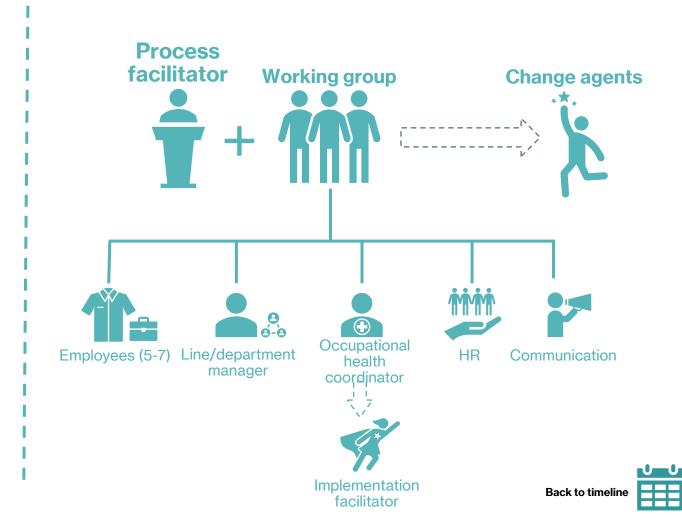
## STAKEHOLDERS WP PREVENTION 4

### **General information**

#### **VITAL@WORK PROJECT**



#### **PARTICIPATORY APPROACH**



## LOGIC MODEL OF CHANGE

Long-term outcome

intermediate Outcome Short-term
Outcome

Input

Reduced sick leave

Improved mental health

Improvements in psychosocial work environment

Intervention activities

Shared mental models

Output

Intervention (Participatory approach)

Main outcome

Stress

Secundary outcome

Work ability

Work-related psychosocial risk factors

- job demands
- supervisor support
- co-worker support
- Autonomy

Psychosocial safety climate

Personal attitudes & perceptions

Readiness to change

- Emotional
- Cognitive
- Intentional

Contextual factors

Level of participation

Level of implementation

## LOGIC MODEL OF CHANGE

Improvements in psychosocial Improved mental health Intervention activities Reduced sick leave work environment Intervention (Participatory approach) Shared mental models Work-related psychosocial risk factors Main outcome iob demands Stress supervisor support Personal attitudes & co-worker support Secundary outcome perceptions Autonomy Work ability Readiness to change **Psychosocial safety**  Emotional climate Cognitive Intentional

WHAT DO YOU THINK?

Level of participation

Level of implementation

## **QUESTIONS**







