The following section include slides to brief leadership and supervisors/managers about the Safety, Health and Improvement Program (SHIP)
Safety and Health Improvement Program (SHIP)

Leadership Briefing Slides
What is SHIP?

Goal: To promote employee health, safety, work-life balance, and team effectiveness

Positive impacts for the organization and individual include:

• Reduced stress and work-life conflict for employees
• Improved employee health and safety practices
• Increased job performance and team effectiveness
The National Institute for Occupational Safety and Health (NIOSH) recommends a *Total Worker Health*® approach for integrating prevention of worker injury and illness with promotion of health and well-being\(^1\)

SHIP, an evidence-based program\(^2\) funded by NIOSH and developed by Oregon Healthy Workforce Center, has been adapted for use across industries.

Workplace interventions that focus on increasing supervisor support for work-life balance and safety communication have proven effective for improving the health and safety of workers\(^3,4\)
Research\textsuperscript{5} has found that employees who experience conflict between their work and family/personal lives may experience:

**Increased**
- Work stress & burnout
- Physical & mental health problems
- Intentions to quit

**Decreased**
- Family, marital, job, and life satisfaction
- Commitment to the organization
- Job performance
Organizational Impact of Unsafe Practices

Over 3 million workplace injuries/illnesses occur annually

Cost to employers:
$1 billion per week in workers compensation

Plus:
- Medical expenses
- Legal services
- Training replacement employees
- Accident investigation
- Lost productivity
- Implementation of corrective measures
- Other costs associated with fatal accidents and injuries/illnesses not filed through workers compensation
Supervisors Need to be Supportive of Work-Life Balance

Demonstrating Work-Life Support

- Recognize the pressures and demands that personal/family responsibilities can have
- Communicate genuine concern and understanding about employees' work-life conflicts
- Be knowledgeable about work-life programs, resources and policies in your organization
- Share how you, the supervisor/manager, balance your own work-life responsibilities
Supervisors Need to be Committed to Safety

Demonstrating Commitment to Safety

- Understand and communicate your organization's safety expectations
- Train workers in safe practices and behaviors
- Encourage workers to speak up
- Ask for suggestions and encourage creative solutions
- Assign duties so they can be completed safely and demonstrate concern for the welfare of team members
- Instruct team members on how to recognize risk
- Teach, model, and reinforce safe and effective work procedures and practices
- Take action when unsafe behaviors or conditions occur
SHIP Components

1. Managers/Supervisor Online Training (1-hour)
2. Managers/Supervisor Supportive Behavior Tracking
3. Follow-up Sessions
1. Manager/Supervisor Online Training

The 1-hour online training describes the key role of supervisors in influencing employees’ well-being, work-life balance, stress, turnover, engagement, productivity, safety, team building and goal setting. Short quizzes are incorporated before and after each module.

The online training includes information on:

- Improving work-like balance and safety
- Family Supportive Supervisor Behaviors (FSSB)
- Safety Supportive Supervisor Behaviors (SSSB)
- Tracking your Supportive supervisor Behaviors
- Follow-up and check-ins with your team
2. Supervisor Behavior Tracking

Supervisors track their use of the supportive behaviors learned in the training (2 weeks):

— 3 x 5 notecard and lanyard tracking templates are provided

- Evidence-based strategy for improving the transfer of skills in the workplace
- Builds on lessons learned in the online training
- Supervisors are motivated to achieve self-set goals
3. Follow-up Sessions

Supervisors conduct structured team discussions across 2 to 4 meetings:

- Improve work practices and processes to address inefficiencies, sources of stress, and work-life conflict
- Improve teamwork, communication, morale and efficiency in day-to-day work
- Foster a work environment of safety, well-being, collaboration and support for work-life effectiveness
4. Regular Check-ins

It is essential to check-in with staff 30, 60, 90 days and beyond SHIP Follow-up Sessions to ensure lasting success

- Supervisors continue to monitor their behaviors
  - The *Definitions of Support and Examples of Supportive Behaviors* will help supervisors remember the behaviors that should be practiced

- Check-ins occur as part of regular team meetings
  - *The Check-in Discussion Guide* assists supervisors in planning and leading check-in discussions
  - Includes an *Action Plan Template* and *Impacts Template* to help track the success of the program within teams and the organization
Expected Results

Evidence-based results following SHIP implementation:

**Greater**
- Physical health
  - Including lowered blood pressure & BMI (body mass index)
- Quantity and quality of sleep
- Physical activity
- Commitment to the organization
- Use of family/non-work supportive behaviors
- Team effectiveness

**Decreased**
- Interruptions at work
- Time spent on low value tasks
- Desire to find new employment
Ensuring Success

These essential elements are key to the success of SHIP in improving both employee and organizational outcomes.

The SHIP training takes commitment
- Organization should identify a SHIP Champion to coordinate/facilitate the program
- Champion and senior leaders should promote SHIP with teams, managers, supervisors, and employees

The SHIP training is based on communication and feedback
- Senior leaders and supervisors should follow through on the feedback received as part of the training on systematic issues and barriers

The SHIP training takes time
- Staff must be provided the time and materials to complete each program component
SHIP Intervention Studies:


SHIP Correlational Studies:


SHIP Correlational Studies Continued:


1 Retrieved from http://www.cdc.gov/niosh/twh/


