

TAPIOLA

Workplace Health Promotion

Wellness at Work Services

www.tapiola.fi



Success through Workplace Health Promotion

An engaged personnel is motivated and thrives at work. The promotion of workplace health decreases staff turnover, sickness absences, disability for work and prevents early retirement. All this comes into effect also in the economic result of the company.

In addition, personnel care makes the company attractive for eventual new employees. A continuous development and education of personnel is about to become very decisive in the competition of competent labour.

We are here to help you in this work!

The goal for Tapiola Wellness at Work Services is to create success for our customers subject to the Employees' Pensions Act by means of workplace health promotion. This is a common task, but the customer carries the biggest responsibility, and the company management plays the key role. Tapiola's mission is to help the company to find the essential factors and support in launching the activities. The entire programme is planned together.

This figure shows the responsibilities of employer in workplace health promotion (on light green) and single employee's responsibilities (on dark green).

Our goals are

- Help companies to identify factors for wellness at work as well as create methods for workplace health promotion
- Lower the costs caused by disability for work and prevent early retirement
- Support positive atmosphere in customer companies

Dimensions of Workplace Health

Mental Wellness

- Values and self-knowledge
- Social relationships and recreations

- Flexibility in different life situations
- Balance between work and leisure
- Meaningful and rewarding work

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Competence

- Master of work
- Development of work
- Adjustment of changes

- Life-long learning
- Open-mindedness and motivation

Company's Needs as Starting Point

The needs and development phases vary from company to company. Therefore, Tapiola Wellness at Work Services are applied to meet the needs of the customer company – not the other way around. This is how the process creates more concrete benefits and additional value to your company.

Tapiola Specialist Services for Workplace Health Promotion

- Customer specific specialist counselling in workplace health issues
- Education of workplace health groups
- Counselling and creation in connection with company's workplace health plan
- Workplace health material (e.g. eTyky programme) with instructions and guidance
- Specialist counselling in launching workplace health projects, follow-up and evaluation together with the customer
- Recommendations on instructors and lecturers for corporate events
- Articles for customer company magazines
- Seminars on workplace health promotion and other theme events arranged by Tapiola

The purpose of all services and tools is to help the customer company to promote workplace health.

Physical wellness

- Manner of living
- Taking care of health

- Promotion of health
- Work ergonomics
- Safety at work

Working community and management

- Management and supervisory
- Division of labour and processes
- Social working community

- Attitudes
- Interaction skills

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For more information on
Tapiola Wellness at Work Services,
please contact your contact person or
visit www.tapiola.fi/elake (in Finnish).

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