# The path to becoming a workplace that promotes good health within Värmland County Council

## Before

Acceptance as a workplace that promotes good health is achieved via an application of interest on a specified form signed by the manager and representative of the employees.

The basic requirement is effective, systematic work on the working environment (SAM) in accordance with the County Council’s guidelines.

The workplace starts by:

* All employees at the workplace being introduced to the concept of work on health promotion.
* The employees working together to identify health factors on something called a health sheet.
* At least two employees at the workplace being designated as health promoters.

## During

The following activities and courses are carried out at the workplace:

* Training of health promoters in collaboration with the “Landstingshälsan” occupational healthcare service.
* Health screening of all employees wishing to avail themselves of the service via Landstingshälsan.
* Suggested improvements resulting from work on improvement (LEAN) are analysed from a health promotion perspective.
* Manager and health promoters are offered an opportunity to attend network meetings four times a year on skills development and the sharing of experiences with other workplaces that promote good health within the County Council.
* Presentations in this area are offered once a year.
* Physical activity with a focus on the needs and opportunities of the job in question.
* The County Council’s employee training is available to all employees.

## Afterwards

Conditions for certification:

1. Two years’ work as a workplace that promotes good health.
2. Assessment form completed with an average score of over 4 for each area and a response rate of at least 70 per cent.
3. Fulfils the objectives for a workplace that promotes good health in follow-up discussions.

The certification group within the County Council comprises the Director of the County Council, the trade union council and a representative of the workforce. The certificate is valid for three years and is issued by the Director of the County Council at the suggestion of the certification group. Every year, certified workplaces can take part in a challenge to find the best workplace within Värmland County Council, with a prize of SEK 250 for every employee, to be used for the purpose of health promotion. Recertification takes place every three years.