TRANSIT WORKPLACE
HEALTH PROTECTION
AND PROMOTION

TCRP F-17 DEVELOPING BEST-PRACTICE
GUIDELINES FOR IMPROVING BUS
OPERATOR HEALTH AND RETENTION
A HEALTHY WORKPLACE

Addressing the health and safety concerns in the physical work environment

Meeting the health, safety and well-being concerns in the psychosocial work environment including organization of work and the workplace culture

Allowing access to personal health resources in the workplace

Providing opportunities for participating in the community to improve the health of workers, their families and others

- World Health Organization, 2010
BUS OPERATORS ARE AT RISK WORLD-WIDE

- Increased prevalence
- Hypertension
- Diabetes
- Cardiovascular disease
- Stroke
- Related conditions
- Sleep disturbance
- Overweight
- Limited physical activity
In-depth background literature review
Survey sent to 238 agencies and unions
Responses from 93 different agencies
  • 68 employers: 52 US and 15 Canadian
  • 44 local unions: 36 US and 8 Canadian
Interviews with 40 informants from 26 agencies
5 detailed case studies
Subject matter experts from transit agencies and unions
Research team including health promotion, occupational health and safety, epidemiology, economics
WHAT MATTERS IN THE TRANSIT WORKPLACE

- Chronic Diseases (HBP, diabetes, CVD, lung, reflux): Agency 75%, Union 67%
- Musculoskeletal problems (back pain, tendonitis, other pain): Agency 69%, Union 59%
- Achieving desired physical activity, diet, and/or tobacco use status: Agency 55%, Union 41%
- Wellness (including stress and fatigue): Agency 48%, Union 49%
- Work environment (accidents, work-related injuries or illnesses, assaults): Agency 20%, Union 39%
- Other: Colds/flu; mental illness; cancer: Agency 6%, Union 13%
Operator health is a universal concern
The work environment is important in health
Bus operator participation in program activities is low
Schedule demands makes participation harder
Family is important in prevention
There is a need to consider and address multiple factors
The industry is looking for transit-specific programs
All stakeholders have something to contribute
IMPACT

What the environment is and does

What people do

What people are

Outcomes
METABOLIC SYNDROME

- Schedule stress
  - Diesel (CVD)
  - Work at night
- Toilet access
  - Sleep disturbance
- Sedentary habits
  - Food choice
- Access to food on the road
  - Eating at night
- Gender, race, age, genetics
- Healthy worker
  - Other selection
- Commercial Driver’s License
  - Health plan costs
  - Vehicle safety?
RESOURCES PROVIDED BY TCRP F-17

Workplace Health Protection and Promotion Practitioner’s Guide

- For a transit-specific program
- Extensive ideas and examples
- Materials from transit agencies

Planning, Evaluation and Return on Investment Spreadsheet

Background and literature review in final report
TRANSIT AGENCY GOOD PRACTICE CASES

Preparing the Organization and Making the Commitment

• United Transportation Workers (UTU) and Los Angeles County Metropolitan Transit Authority (LACMTA) – Los Angeles, CA

Building the Workplace Health Promotion Team

• Dallas Area Rapid Transit (DART) Dallas, TX

Setting Targets in Transit Health Protection and Promotion

• Edmonton Transit System, Edmonton, AB

Implementing & Integrating an Effective Transit Workplace Health Protection and Promotion Program

• Orange County Transportation Authority (OCTA), Orange County, CA

Evaluation, Return on Investment, and Ongoing Improvement

• Capital Metro, Austin, TX

Maintaining Effectiveness with Growth

• UTU and LACMTA
Preparing the Organization and Making the Commitment
- Culture of health and safety
- Organizational needs assessment
- Organizational resources
- Meeting needs with resources

Building the Team
- Taking the lead
- Putting the team together
- Management support
- Labor support
- WHPP support
- Champions and ambassadors
- Vendor Integration

Setting Targets in Transit Health Protection and Promotion
- Setting priorities
- A comprehensive health risk focus
- Effective components
- Transit-specific programming

Implementing and Integrating an Effective Transit Program
- An inclusive range
- Transit-specific implementation
- Effective communications
- Training supports the program
- Equitable incentives

Evaluation, Return on Investment, and Ongoing Improvement
- Evaluation framework
- Integrated data management
- Process measures
- Impact and outcome measures
- Cost-benefits and return on investment
- Data-driven ongoing improvement

Maintaining Effectiveness with Growth
- Maintaining
- Growing
- A Realistic Perspective
CURRENT CONCERNS AND COSTS
[THIS ORGANIZATION’S] CURRENT WHPP STATUS
WHAT WHPP COULD MEAN FOR US
WHY WORKSITE HEALTH PROTECTION AND PROMOTION

More effective method for addressing operator health problems

Increases credibility of prevention efforts

Joins existing initiatives
  • Health promotion
  • Health culture
  • Safety and health

Brings together all stakeholders
  • Management
  • Union
  • Health care providers