

Presentation Title	Place in Schedule
The Small+Safe+ Well (SSWell) Study: A NIOSH Center of Excellence small business TWH intervention study	Poster Session <i>Day 2 – Wednesday – May 9th, 2018 8:30am-9:30am</i>
Description of Presentation	Presenter Name(s) And Credentials
<p>Half of working Americans are employed in small organizations (<500 employees), many of whom have not been reached by traditional occupational safety and health preventive services, let alone ones that focuses on Total Worker Health® (TWH). Upon designation as a Center for Excellence in TWH, the Center for Health, Work & Environment initiated a prospective, small business TWH intervention study called The Small+Safe+ Well (SSWell) Study. The SSWell study theorizes that TWH interventions impact worker health, safety and well-being through attention to both the multilevel influences of workplace health and safety and the transformational and transactional changes organizations undergo. We draw from two strains of organizational theory in our model, mainly Burke and Signal’s multi-level model for safety and Burke and Litwin’s causal model of organizational performance and change. Both of these theories highlight the importance of the community in addition to organizational and individual influences. The SSWell study will also utilize the RE-AIM intervention evaluation framework to ensure broad public health impact. The SSWell study involves five steps. On an annual basis, information on a business’s TWH programming is collected via the Health Links Business Assessment, which scores their TWH programming in six benchmark areas: organizational supports, workplace assessments, health promotion policies and programs, safety programs and policies, engagement, and evaluation. Businesses then meet with a trained Health Links advisor to understand their assessment score, make a plan, and take action to achieve their TWH goals. Health and safety climates surveys are administered to all employees, gauging organizational, safety, and health climates at work. Levels of TWH dose vary by randomizing businesses to receive leadership training, in which one senior leader per business completes a 10-hour</p>	Erin Shore, MPH <i>Center for Health, Work & Environment</i>
	Natalie Schwatka, PhD <i>Center for Health, Work & Environment</i>
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TWH leadership course.

The SSWell study utilizes a TWH intervention to assess how interventions at the organizational level affect TWH practices, safety climate, and health climate among small enterprises. The specific aims of this study include: 1) Determine association between small business TWH programming and organizational climates related to safety, organization of work/benefits, and health, prior to TWH intervention, 2) Determine how different doses of a TWH intervention result in improvement and maintenance of TWH programming and organizational climates for safety and health, and 3) Assess the effectiveness of organizational change in improving workers' health, safety, and well-being. This presentation will describe SSWell's theoretical framework, intervention, and study design.