

# Vital working on Health Care Waterland Hospital Netherlands

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# Outline of presentation

- Introduction of Waterland Hospital
- Background and short history of Waterland Hospital Vitality programme
- Philosophy and Model of Waterland Hospital vitality program
- Activities and results
- Questions?

## Waterland Hospital Purmerend

- Total of 351 bed
- 13.185 hospitalizations a year
- 102.047 poly clinical visits a year
- 1212 employees on the pay roll
- Two locations: Purmerend and Volendam



# History Health management Waterland Hospital

## ➤ Projects:

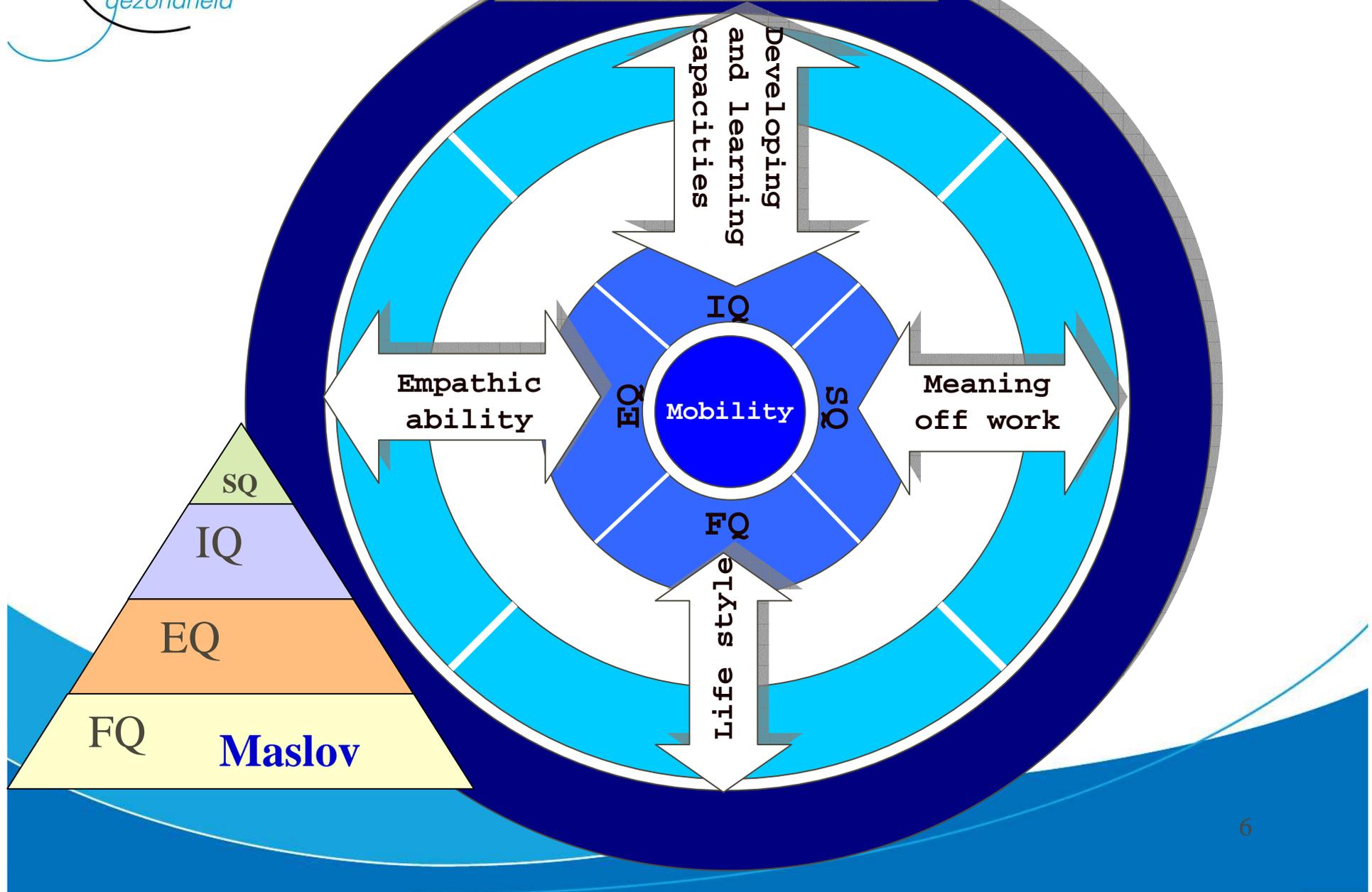
- “Healthy working in Health Care”
- “Enterprising working in Health Care”
- “Integrated Health Care Management” (IGM)
- “Vital working in Health Care”



## Fundamental principles

- What we promise to our customers on the outside (patients and relations) must be made possible by investments on our employees on the inside.
- Patients  $\leftrightarrow$  employees
- Health management goals which are attached to the Strategic Goals of the hospital

# Waterland Hospital



# Phases in occupational Health

Illness	Prevention	Health	Vitality
Patient	Risk group	To population	Out of population
Sick leave	Prevention off illness	Health management	Health, pleasure and happiness
Re active	Active	Pro-active	Future perspective
Extern protocols	Sick leave policy	Health policy management contracts	Strategic goals

## Instruments on lifestyle

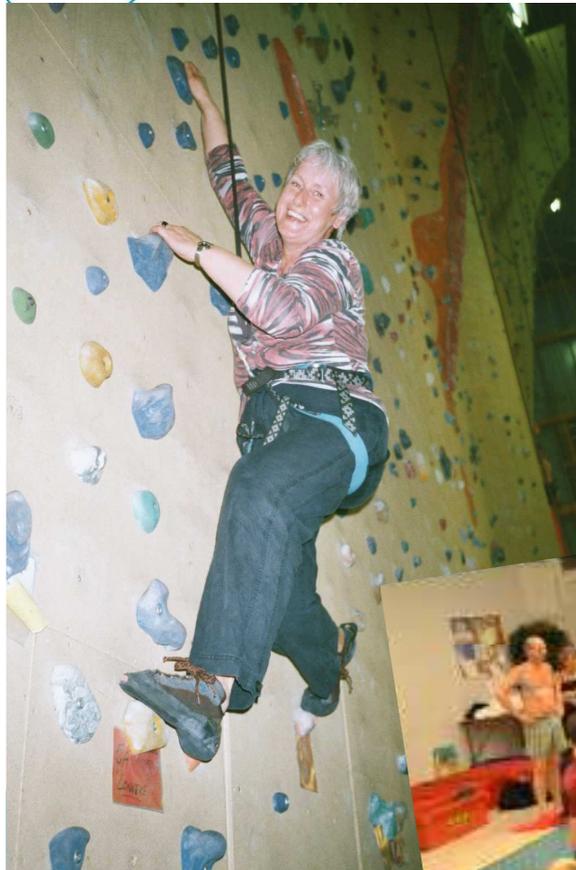
- “BRAVO” issues
- Keep on Moving
- Prevention and intervention network
- Inventories on work related risk
- Absence by sickness policy
- Safety and risk management

# Keep on Moving

1. Weekly program of sport activities in groups
2. Ongoing sport activities
3. One day events
4. Sport clinics

## Weekly sport program

- 4 à 5 groups a week
- For employees by employees
- Easy to join
- In private time
- On your own level
- Fit and health checks



# Programme Organization

- Project group
  - Service Level Agreement
  - Participation of employee's club
  - Ambassadors and enthusiastic employees
  - Flexibility and keep listening to employees needs
- Mixture of what is sport about!
    1. Endurance
    2. Creativity
    3. Team player
    4. Feeling for the bal (organisation)
    5. Pleasure in sport and organising sport events

# Vitality week

- Large scale intervention
- On the first 3 domain, lifestyle, empathic ability and developing/learning
- Workshops, activities, healthy food etc.





# Goal of the vitality weeks



- Information about the vitality program
- “what’s in it for me”
- Awareness
- Let employees take their responsibility



## Results so far

- Participation
- Reduce sickness leave
- Productivity
- Employee satisfaction (Great place to work)
- Social Cohesion
- Conviction that we only can work with passion on our patients/clients if we also work on our own vitality

# Questions?

Thank you for your attention

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