

WFP Wellness Strategy

Annual Session of the Executive Board

26 May 2015



World Food Programme

Agenda

- 1. Why Wellness at WFP: a corporate definition**
- 2. What Wellness at WFP: a corporate strategy**
 - A. OneWellness: shift the focus*
 - B. A corporate culture of health*
 - C. An enabling and supportive workplace*
- 3. How Wellness at WFP: a preliminary roadmap**
- 4. Q & A**

1. Why Wellness at WFP: a corporate definition

1.2 Why Wellness at WFP: a corporate definition

The progressively demanding operational requirements create the need to enhance WFP employees' resilience, engagement and commitment by supporting their wellness as:

“a positive state in which the individual is able to function at or near their optimal level, whether defined and measured in terms of physical, mental, emotional and/or social functioning [...]” (Nuffield Health, 2012).

“A state of complete physical, mental and social wellbeing, and not merely the absence of disease”.
(WHO, 1949)



2. What Wellness at WFP: a corporate strategy

2.1 What Wellness at WFP: a Corporate Strategy

- The Wellness Strategy is a call for the whole Organization at governing bodies, managerial and employee levels,
- A living document taking care of a living asset
- Risk based
- Stemming from WFP People Strategy
- Emerging from the WFP Occupational Safety and Health Policy



2.2 What Wellness at WFP: a Corporate Strategy

WFP's Wellness Strategy will achieve impact through three Goals:

Goal 1 – *OneWellness: shift the focus.*

Goal 2 – *Promoting a corporate culture of health*

Goal 3 – *Creating an enabling and supportive workplace*



2.3 Wellness Strategy: **GOAL 1: *OneWellness: shift the focus***

WFP enhances the access to medical, mental and psychosocial health services, for the whole workforce, especially national employees (82% of the workforce) in health critical countries

The country level and national staff become the focus of WFP wellness efforts.

OBJECTIVES (expected outputs):

- 1. Central digitalization***
- 2. Decentralization and outreach***
- 3. Access to services***



2.4 Wellness Strategy: GOAL 1: *OneWellness: shift the focus*

GOAL 1:
OneWellness: shift the focus

Objectives	Pillar 1 Medical and Mental Health	Pillar 2 Psychosocial health
<p>Central digitalization (e.g. MEDGATE)</p> <p>Decentralization and Outreach</p> <p>Access to Medical and Psychosocial Services</p>	<ul style="list-style-type: none"> • Prevention (e.g. Country Office vaccine campaigns, Cancer screenings in RB's and CO's) • Promotion (e.g. Health and Fitness campaigns) • Protection (e.g. First Aid courses, assessment of medical fitness for deployment to emergencies) • Wellness network (Regional Medical Officers) 	<ul style="list-style-type: none"> • Prevention (e.g. Standards for Staff Psychosocial Wellness) • Promotion (e.g. Prepare staff deploying to emergency/hardship duty station, online stress management) • Protection (e.g. assessment of psychosocial fitness for deployment to emergencies) • Wellness Network (e.g. Regional Staff Counsellors, PSV's)

2.5 Wellness Strategy: **GOAL 2: *Promoting a corporate culture of health***

- Focus on prevention: proactive prevention at primary care level versus passive care at tertiary one
- Actually reducing the economic burden of risk and illness versus shifting them to retirement
- Wellness Paradigm: the individual decides the best preventive care approach, with support provided by Wellness experts

OBJECTIVES:

- 1. *Risk Stratification***
- 2. *Self-assessment***
- 3. *Customer directed care***



2.8 Wellness Strategy: **GOAL 2: Promoting a corporate culture of health**

GOAL 2:
Promoting a corporate culture of health

Objectives	Pillar 1 Medical and Mental Health	Pillar 2 Psychosocial health
Risk stratification	Know your health	Know your health
Self-assessment	Improve your health	Improve your health
Customer directed care	Measure Wellness	Measure Wellness



2.9 Wellness Strategy: **GOAL 3: *Creating an enabling and supportive workplace***

WFP employee wellness depends not only on individual health, but also on career arrangements, working and living conditions, and work-life balance

Whole Organization approach to address a top-down responsibility with multiple stake-holders (divisional and operational)



Photo: WFP/Zoie Jones

OBJECTIVES (output):
OSH policy implementation
Internal partnership
External partnership



Photo: WFP/Chaliss McDonough



Photo: WFP/Rein Skullerud

2.10 Wellness Strategy: GOAL 3: *Creating an enabling and supportive workplace*

GOAL 3: <i>Creating an enabling and supportive workplace</i>	Objectives	Pillar 1 Medical and Mental Health	Pillar 2 Psychosocial health
	OSH policy implementation	Implementation of OSH Standards to mitigate work related stress, injuries, illnesses	
	External partnership	UNMDWG, UNSSCG, UNDSS, WHO, FAO, UNHCR, WB, DFS/DPKO, Outsourced Care Providers	
	Internal partnership	RMMI – RMMA – RMQ—RMMH—RMB—RMT—HR—ACOSH—Regional Bureaux—OSE—PGM	

Acronyms

External Partnerships

UNMDWG = UN Medical Directors Working Group; **UNSSCG** = UN System Staff Counselling Group; **UNDSS** = UN Department of Safety and Security; **WHO** = World Health Organization; **FAO** = Food and Agricultural Organization; **UNHCR** = UN High Commission on Refugees, **WB** = World Bank, **DFS/DPKO** = Department of Field Support/ Department for Peacekeeping Operations

Internal Partnerships

RMMI = Facilities Management; **RMMA** = Administrative Services; **RMQ** = Field Security; **RMMH** = HQ Security; **RMB** = Budget & Programming; **RMT** = Information Technology; **HR** = Human Resources; **ACOSH** = Advisory Committee on Occupational Safety and Health; **OSE** = Emergency Preparedness & Support Response; **PGM** = Communications



Thank you!

Workplace Wellness

Keeping our Employees
Safe, Happy & Healthy

