

**A publication from the Danish National Healthy Cities Network:
“How to organize and implement health in all plans”**

The Danish Healthy Cities Network has throughout 2011 been working on uncovering ways of how to organize and implement health in all plans in the Danish municipalities/cities. This is a summary of the publication “How to organize and implement health in all plans” which was published in January 2012 by Sund By Netværket. Five municipalities/cities; Aalborg, Ikast-Brande, Gladsaxe, Slagelse and Odense have through interviews with employees uncovered how they have organized and implemented health in all plans at a local governmental level. The publication shows both successful ways to do it, but also when and why it is difficult – and how to work with these issues.

One single model of how to organize and implement health in all plans was not to be found! Despite this, it is possible. It requires among other things patience, hard work and the fact that the people working with health is speaking the same language as their colleagues in other parts of the municipality. For example the health of schoolchildren can also be called wellbeing and creating good conditions for learning. Likewise, if spatial planners are creating a city that invites people be physical active, then we do not need to call it health. The outcome is the same.

The five municipalities are all organized differently and each tell in their own chapter, how they do it. The last chapter captures commonalities and points that the five municipalities experience in the work of organizing and implementing health in all plans. In general intersectoral teamwork can be a constructive way to health promotion and prevention. The issue is that the implementation requires good planning and anchoring in the intersectoral management. This is not possible without political and managerial leadership, attention and priority.

The publication also uncovers the Danish literature on this field that shows that if a municipality wants to implement health so every sector takes responsibility, the organization of health needs to be visible and have a rather big unit of employees and its own management. The professionalism among the employees needs to be powerful and innovative. They need to have an understanding for their colleagues' interests, resources and practice and to be good networkers.

The next step for the National Danish Healthy City Network is to continue working on how to organize and implement health locally in all plans by implementing the knowledge and experiences from this publication. We hope to have the possibility to support the local work on this field in projects in 2012, depending though on funding.

Our hope is that this publication can raise a discussion not only in Denmark, but also in the Healthy Cities Network in Europe. Likewise we hope that the publication can inspire others in their work on getting health on the everyday agenda.

Best regards *Christina Krog*

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