

Workplace Health and Wellness: The Next Step in Workplace Productivity

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<http://hwhp.ca>

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Overview

Stress in the workplace: The Big Picture

Workplace Health in Alberta

Strengths and Challenges

Actions and Strategies

Risks to Health and Wellness

Knowledge-based economy and practice: changes in service delivery models

Information technology: demands on individual workers

Workforce demographics: diversity in all sectors

Economic trends: recessions and layoffs

Costs of Workplace Stress in Canada

Lost productivity over next 30 years	\$198 Billion
Number 1 cause of disability claims in Canada	"mental health"
Portion of all disability claims attributable to mental health problems	30.4%
People who say their current job expectations are too demanding	67%
People who report high work-related stress	28.4%



Source: <http://www.mentalhealthworks.ca/>

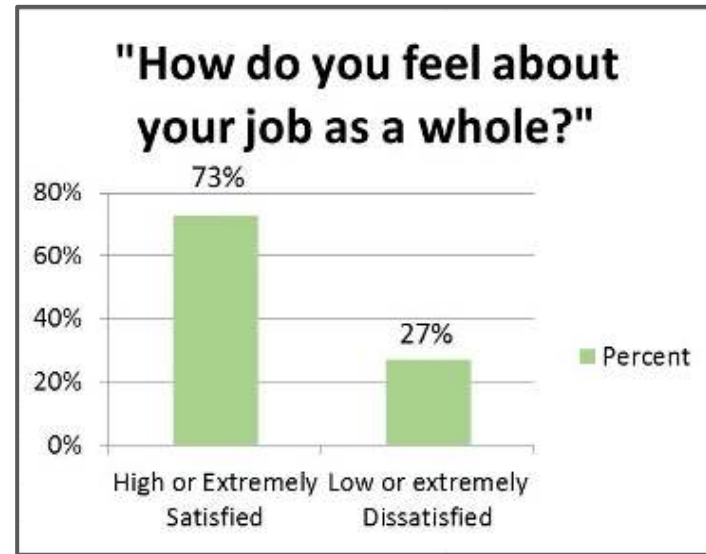
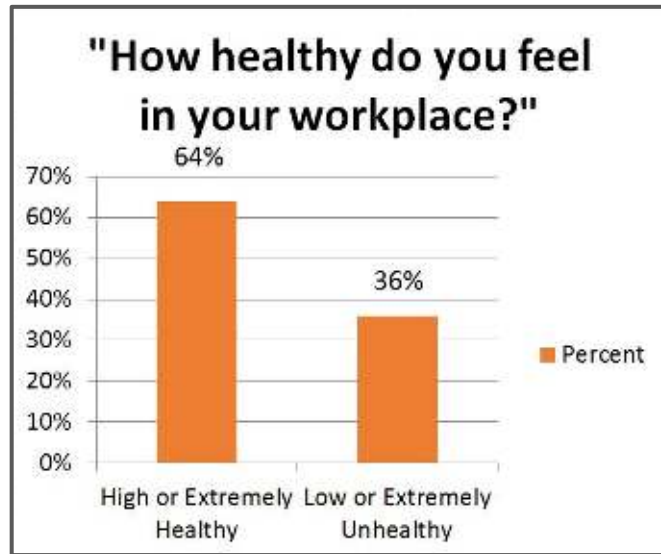
Benefits of Reduction of Unhealthy Stress

- 18% reduction in absenteeism
- 32% reduction in grievances
- 52% reduction in disability time
- 7% improvement in productivity
- 13% improvement in service quality

CANADIAN INSTITUTE OF STRESS

See more at: <http://www.mentalhealthcommission.ca/English/discussion/22076/mental-health-workplace-cost-stigma#sthash.vWy5MyWk.dpuf>

Trends in **Workplace Health** and **Job Satisfaction** in Child and Family Workers in Alberta



Source: Healthy Workplaces Project, *Workplace Health Survey*, 2015

Trends in Stress Levels in Child and Family Workers in Alberta



Source: Healthy Workplaces Project, *Workplace Health Survey*, 2015

Trends in solutions in Child and Family Workers in Alberta

4. Indicate which of the following factors are available in your current workplace and that you think contribute to your health and wellness.

Source: Healthy Workplaces Project, *Workplace Health Survey*, 2015

Response	Chart	Percentage	Count
Opportunities and support for self-care		62.4%	164
A Health and Safety Committee that addresses workplace health		41.4%	109
Routine assessment of workplace health		20.9%	55
Reporting processes for health threats		37.3%	98
Work-life balance initiatives		42.2%	111
Access to employee assistance programs		49.8%	131
Organizational support, recognition, rewards		52.9%	139
Flexible work arrangements		77.2%	203
Open communication about health issues		53.2%	140
Job supervision that is reflective and relevant		57.0%	150
Control is given to me to do my job		74.9%	197
Financial incentives for fitness programs		23.2%	61
Culture of formal and informal health supports		21.7%	57
Time is given at work for reading and staying informed about best practices		45.2%	119
Other:		8.0%	21
Total Responses			263

Strengths of the Community Services Sector

Strength in health and wellness

Strong community ties

Positive approach to workplace issues

Collaborative approach to partnerships and relationships

Willingness to evolve and grow to face new challenges

Practice Innovations in Community Services

Signs of Safety (2008)

Supports for Permanency (2008)

Alberta Response Model (2001/2004)

Child, Youth, Family Enhancement Act
(2004)

Casework Practice Model (2006)

Circle of Courage

OBSD (2008)

National Outcomes Matrix

Relational Practice

Citizen Centered Integrated Service
Prevention and Early Intervention
Framework

Family Violence Hurts Everyone: A
Framework to End Family Violence

Children First Act (2014)

Child Intervention Practice Framework

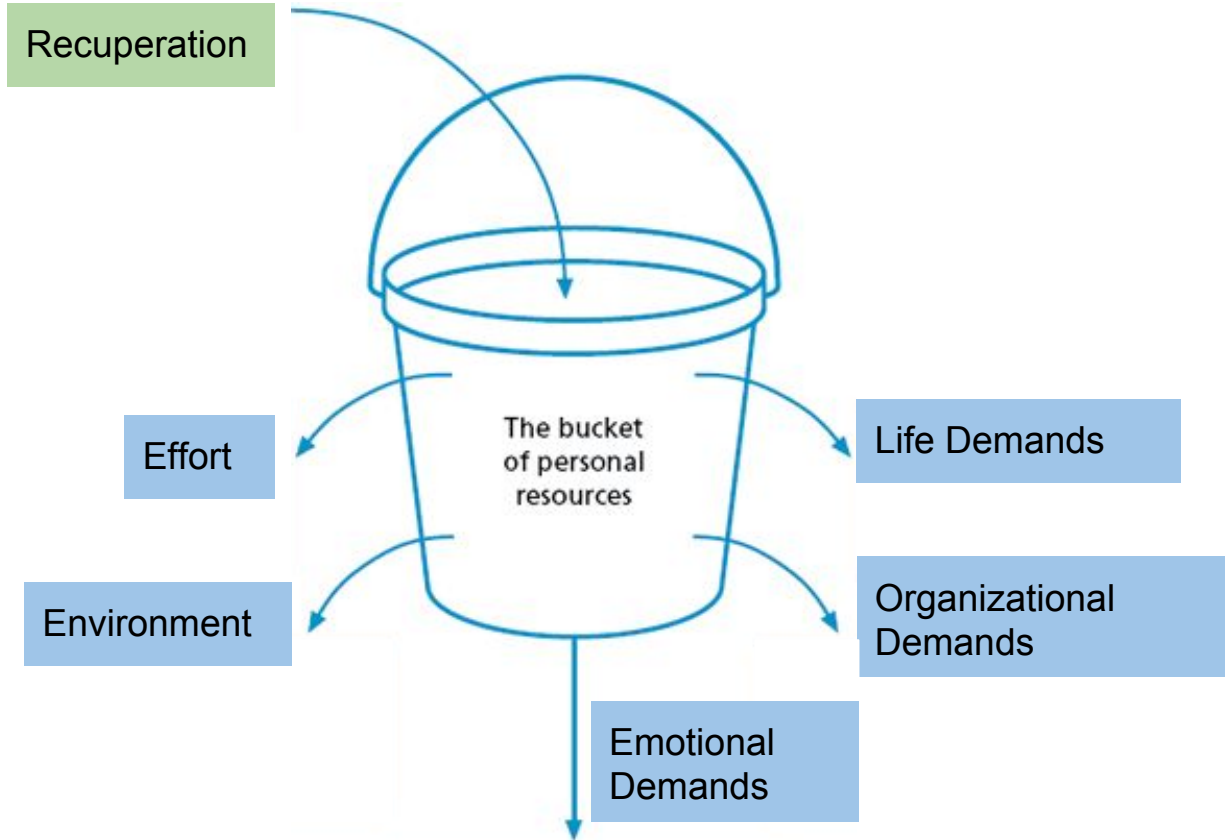
Family Group Conferencing

Talking Circles

Omanitew

Trauma Influenced Practice

Reducing Workplace Stress



Standards for Wellness Management

HR Standards for Non-Profits

Standard 4.1

The organization provides a safe work environment.

Standard 4.2

The organization supports employee work/life balance.



National Standard of Canada for Psychological Health and Safety in the Workplace

Adopting the Standard Can Help Your Organization With:

- Productivity
- Financial performance
- Risk management
- Organizational recruitment
- Employee retention



Trends in Health and Wellness

Workplace Wellness Success stories



Work Safe Alberta Awards



1. innovation
2. leadership
3. individual achievement

Dynamics of Health and Wellness Programs

Assessing risks and opportunities

Using industry “best practices” for assessment

Survey methods

Participatory methods

Developing shared goals and visions

Resources to Strengthen Wellness Programs

Workplace Wellness Toolkit

hrcouncil.ca

Action Guide for Employers

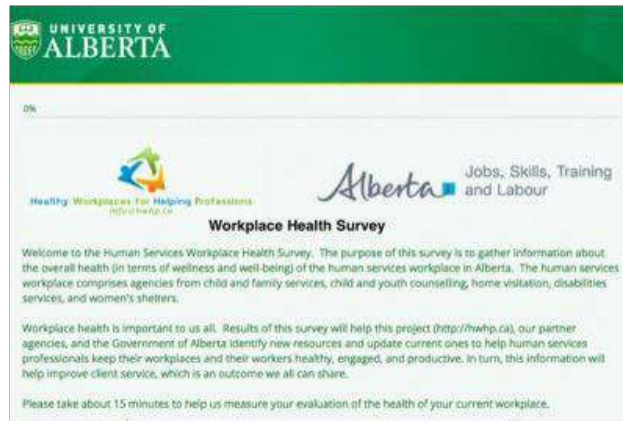


Healthy Workplaces *Research Partnership Program*



Thank you for your time!

<http://hwhp.ca/take-our-survey.html>



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