

PURPOSE

The City of Pitt Meadows is committed to providing a healthy work environment for our employees and acknowledges that a healthy workplace leads to improved satisfaction and morale, which contributes to a more effective organization. The City considers the mental and physical health and psychological safety of its employees to be as important as other aspects of health and safety and is committed to supporting a physically and mentally healthy workplace through appropriate policies, programs and services. The City will attempt to:

- Provide the funding and support for a healthy workplace to the;
 - Human Resources Department
 - Health and Safety Committee
 - Health and Wellness Committee
- Provide a healthy and safe physical work environment;
- Facilitate employees' own efforts to make improvements in their health practices;
- Provide a social environment supportive of employee well-being;
- Develop the personal resources (knowledge, skill and ability) of employees to help them cope & deal with the social and work aspects of their lives;

Participation

A healthy workplace requires organization wide participation. Employee participation can include developing, implementing and reviewing health actions and policies, involvement in planning lifestyle health promotion programs at work, identifying problems, devising solutions and then implementing and evaluating these solutions. Employees are encouraged to participate in any or all programs that are made available to them.

Definition of Wellness:

1. The quality or state of being healthy in body and mind, especially as the result of deliberate effort.
2. An approach to health that emphasizes preventing illness and enhancing quality of life.

POLICY

The overall plan is designed to address three major components of employee wellness:

1. Mental wellness – The World Health Organization defines mental health as "a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community".
2. Physical wellness - Physical Wellness means respecting and taking care of your body. It is applying your knowledge, motivation, and skills toward enhancing personal fitness and health

3. Emotional wellness - Emotional Wellness is striving to meet emotional needs constructively. It is the ability to respond resiliently to emotional states and the flow of life events

As what each individual requires to maintain a state of wellness varies from individual to individual this policy attempts to address initiatives that can have broad ranging benefits for most employees.

Following are some elements of our wellness program:

Employee Wellness Committee

Facilitated by Human Resources, this group of employee volunteers will provide input into this program and related wellness initiatives. They will be encouraged to solicit feedback from their fellow employees on such things as the corporate fitness program and wellness initiatives. Ideally, in their role as wellness ambassadors, they will provide support to the program by promoting its benefits to other staff and encouraging participation in it.

Free Employee Fitness Memberships

As part of the city's belief that physical fitness is closely aligned with emotional and mental well-being, the city commits to offering free memberships to the Pitt Meadows Family Recreation Centre for all regular staff. With access to a variety of gyms, weight rooms and drop in fitness activities, employees are encouraged to take advantage of the many opportunities that this conveniently located facility offers.

Employee Assistance Program

As part of the City's benefit programs, all employees and members of their families have access to free, confidential counselling and support over the telephone, in person, online and through a variety of self-guided resources to support them dealing with everyday challenges. Support could include, for example, relationship and family issues, legal advice, financial guidance, workplace challenges, addiction problems, and health issues. Brochures with contact information are available from Payroll, Human Resources, on bulletin boards and in lunch rooms. This service is available 24 hours per day and all contact with the service is strictly private and confidential.

Other Initiatives

Regular educational and activity-based initiatives will be offered as available. An Employee Wellness Calendar will be published yearly offering regular lunch and learn sessions on a variety of health and wellness topics, sessions on emergency preparedness for home and office, opportunities for participation in community events and regular gatherings to network and socialize with coworkers in a relaxed environment. All employees are encouraged to take advantage of these opportunities by joining in activities with their colleagues across the organization.