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Tackling Wellness Head On

Building Municipal Health in a Changing Workforce

November 4, 2022



Mental Wellness – It starts with **you.**

“Please put your oxygen mask on before assisting others.”



PHYSICAL
MENTAL
WORKPLACE
FINANCIAL
SOCIAL

Vision

Striving for a healthy workplace environment with engaged **employees** and **elected officials**.

Mission

We are committed to supporting and working with Municipalities to ensure they have the resources available to help their **employees** and **elected officials** thrive in their wellness journeys and achieve their personal health goals.

The mental health toolbox



- Take this self assessment to help you determine where you are on the mental health continuum
- Find resources that aligns with your current mental state
- Released in partnership between NSFM, AMANS and the Municipal Wellness Program

Mental Health Resources

ARE YOU IN A CRISIS?

Mental Health and Addictions
Helpline open 24/7: 1.888.429.8167

[Visit online](#)

Suicide Prevention Service
Helpline open 24/7: 1.833.456.4566

[Visit online](#)

Hope for Wellness Indigenous Helpline
Helpline open 24/7: 1.855.242.3310

[Visit online](#)

Take this self assessment to help you determine where you are on the mental health continuum.



The resources that will help you the most depend on your current mental health state.

HEALTHY

Feeling mentally healthy. Physically and socially active. Able to take things in stride and adapt.

[Resources to help you stay mentally healthy](#)

REACTING

Trouble sleeping, low energy or decreased social activity. Feel overwhelmed, nervous, irritable, sad or forgetful. Recently experienced a traumatic event.

[Start your recovery here](#)



**The world has
changed.**

Evolution of wellness to well-being in the workplace



Then

One-size-fits-all system

Once per year event

Fitness and physical health

Just a job

Absence management supports employees off work

Wellness is an HR responsibility

Program: Providing information only



Now

Mass customization

365/24/7

Total health

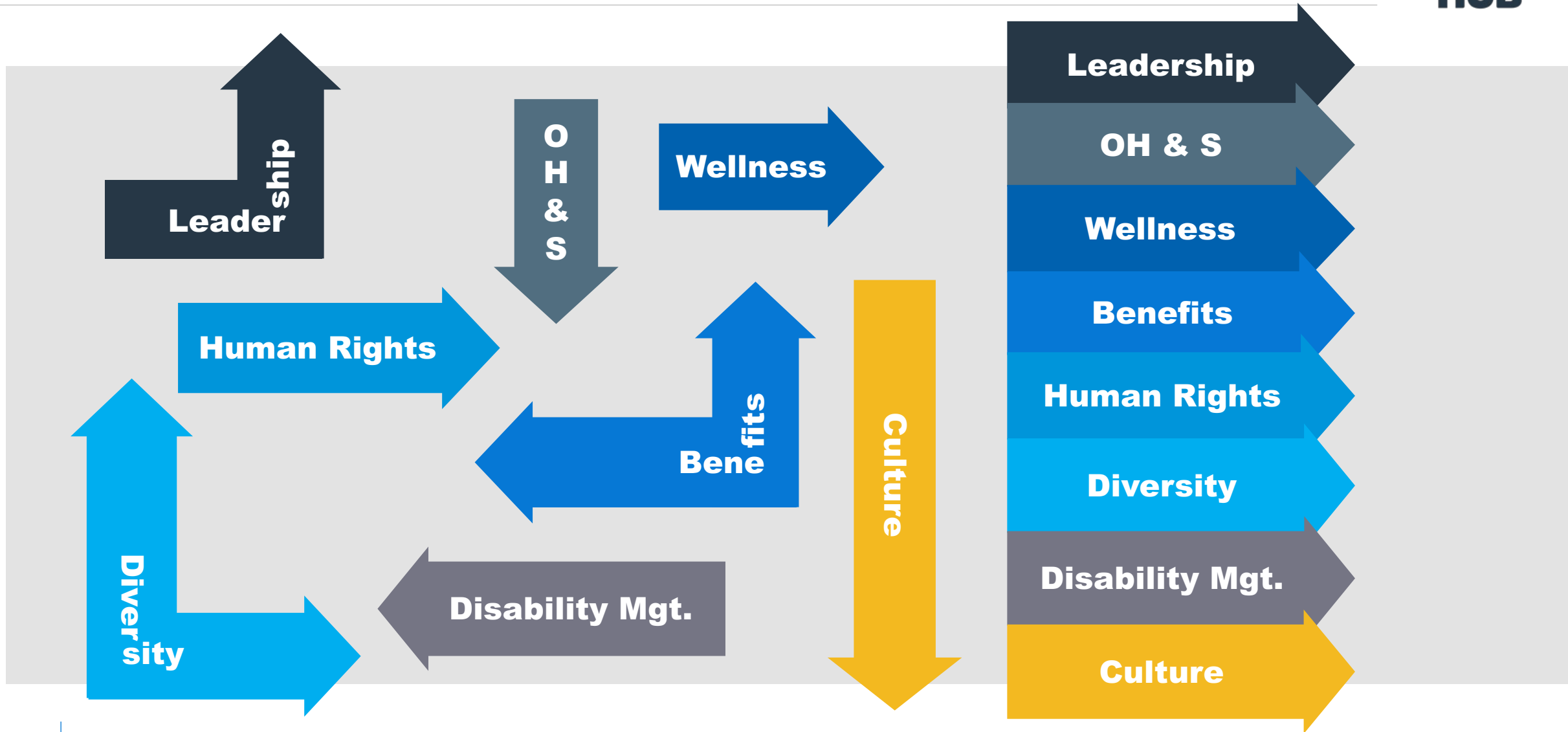
Feeling valued, connected, motivated

Absence management includes prevention and recovery

Psychological safety is a joint responsibility

Strategy: Connecting to objectives and goals, building a wellness culture

Building a total health strategy



How to build a well-being culture



Individual Health

Workplace responsibility to **provide resources, tools, training and campaigns** that meet the employees needs and support their total health (mental, physical, financial, social, etc.)

Organizational Health

Workplace responsibility to **address psychological safety**

A system is in place that protects employees from psychological illness or injury, **within the control, responsibility, or influence of the workplace**

This is a shared responsibility – everybody has a role to play to help enable the organization to build a culture of well-being

Employee Engagement

Individual Health

- **Communications**
(Education & Awareness)
- **Learning Sessions**
(Webinars & Training)
- **Behaviour Modification Programs**
- **Screening Clinics**
- **Employee Feedback**
(surveys, focus groups, testimonials)
- **Health & well-being partners**
(EFAP, benefits, etc.)
- **Health Challenges**
- **Apps**
(sleep, meditation, etc.)

Organizational Health

- **Strategy, Commitment, Objectives**
- **Leadership**
- **Culture & Environment**
- **Training & Communication**
- **Governance & Process**
- **Data Analytics & Metrics**
- **Psychological Safety**
- **Policies & Procedures**



Don't plow ahead without a **strategy.**

Workforce well-being should not be left to chance,
nor be a reactionary response to a crisis

Organizational Health



Employee Health



The role of leadership



- **Education / Coaching / Training**
- **Commitment / Participation**
- **Role Modelling**
- **Performance Management**



 This is for both leadership and managers

Allocating resources to support organizational health



Wellness Champions

Wellness Committee Members

Aspirational Goal

Dedicated full time employee that is focused on Wellness in each Municipality

Key takeaways



- 1** Accept that the world has changed and adapt to a **workforce without walls**
- 2** **Strategy first**, then tactics
- 3** **Leadership skills** are required
- 4** **Employee** experience is everything
- 5** **One size fits none**

Thank You

HUB's Health Consulting team can work with you to design and implement strategies and targeted programs that will help improve organizational and employee health.