

WORKPLACE HEALTH MAKES CENTS

...tools for health promotion in the workplace

The workplace can impact our health – either positively or negatively. Supports in the workplace that encourage employees to practice healthy lifestyle behaviours can result in healthier, happier, and more productive employees.

Ten small Chatham-Kent businesses (less than 50 people) are being offered \$200.00 ‘seed’ funding to assist employers in providing supports to create a healthy work environment. This opportunity is also extended to local not-for-profit organizations.

Please complete this brief funding application and return it to the address listed in the top right hand corner, by May 13, 2011. Your application will be reviewed by members of the Workplace Health Team. The Chatham-Kent Public Health Unit will contact you to offer an on-site consultation at a time convenient to you.

SEED FUNDING APPLICATION

Organization Name: _____

Primary Contact Person: _____ Title: _____

Address: _____

Phone: _____

Email: _____

Website: _____

1. Briefly describe your organization/business:

2. How many employees do you have? _____

3. Do you currently have any type of workplace health programming in place? **Yes** ___ **No**___

If yes, briefly describe:

4. Briefly describe how your organization plans to use this \$200.00 ‘seed’ funding to support a healthy work environment. Feel free to select an idea from the attached ‘Suggestions to Support a Healthy Workplace’ list or create your own idea. Note: Your healthy workplace plans will be shared with local organizations and you will receive public recognition through local media channels.

Suggestions to Support a Healthy Workplace

Help your employees make healthy choices more often. Here is a list of ideas to get you started in creating a healthy workplace environment.

Encourage Healthy Eating in the Workplace

- Purchase kitchen items to increase access to healthy choices such as a microwave, toaster, small refrigerator, etc.
- Offer healthy food choices in your vending machine/snack boxes and consider decreasing the costs of healthy choices
- Offer healthy food choices at meetings, workplace events, etc.
- Provide a picnic table to enjoy healthy meals outdoors
- Purchase and circulate magazines such as Nutrition Action, Weight Watchers, etc.
- Participate in activities to promote Nutrition Month (March)
- Initiate a healthy snack recipe exchange

Encourage Active Living in the Workplace

- Encourage walking breaks in place of sitting/coffee breaks
- Display 'stretching' posters at the photocopying machine, staff room, etc.
- Become a bicycle-friendly workplace by installing a bicycle rack in a safe, well-lit area, promote bike to work week, etc.
- Provide fitness equipment to share such as handheld dumbbells, resistance bands, skipping ropes, instructional CD's, etc.
- Make stairways accessible and attractive to encourage regular use
www.phac-aspc.gc.ca/sth-evs/english/index-eng.php
- Provide step-counters to share within your organization
- Subsidize employee fitness assessments
- Offer flexible work arrangements to encourage participation in physical activity
- Offer space for exercising during work breaks
- Offer ergonomic assessments of workstations
- Encourage a workplace challenge www.healthyworkplacemonth.ca
- Install signage to indicate "Healthy Parking Area" (furthest spaces from the building entrance)
- Hire a certified personal trainer to provide instruction for an 'at-home exercise program'

Discourage Tobacco Use and Exposure in the Workplace

- Discourage smoking outside of building entrances by installing signage
- Offer an on-site stop smoking program
- Create a lending library - purchase self-help books to share such as stress management CD's, etc.
- Encourage participation in Driven to Quit www.driventoquit.ca

Help Manage Workplace Stress

- Encourage employees to take regularly scheduled breaks
- Implement an employee recognition program (formal or informal)
- Provide a list of social services available in Chatham-Kent
- Create a lending library of self-help books, relaxation CD's, etc.
- Offer employees an opportunity for 'personal growth' by providing information sessions on financial fitness, goal-setting, time management, relaxation, etc.
- Distribute a wellness newsletter (monthly electronic copies of Body Bulletin available at no cost)
- Offer flexible work hours
- Offer opportunity to exchange overtime hours for time off
- Engage employees by listening – offer lifestyle assessments, suggestion box, health screening, etc.
- Set clear expectations around tobacco use, seatbelt use, cell phone use, alcohol and other drugs, disaster and emergency measures, etc.
- Identify a workplace safety issue to improve upon by contacting your Health & Safety Representative for assistance

General Wellness

- Develop a 'Wellness Corner' or bulletin board and post upcoming community events such as flu clinics, car-seat clinics, supermarket tours, community fitness challenges, etc.
- Offer fun workshops such as birdhouse building, scrapbooking, pumpkin carving, etc.

Refer to the “Guide to Health Promotion in the Workplace” resource found at www.chatham-kent.ca/health for more ideas!