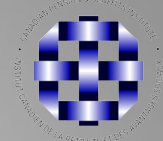




“Wellness Strategies That Work”

Unhealthy Employees...



...file \$3,000
More in
Health
Claims



...take 5
Additional
Sick Days



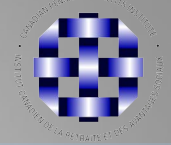
...are 12%
Less
Productive



...are 4x
More
Likely to
Quit

Sources: Milken Institute, Journal of Health Economics, British Journal of Sports Medicine, Nasa, Manpower Group

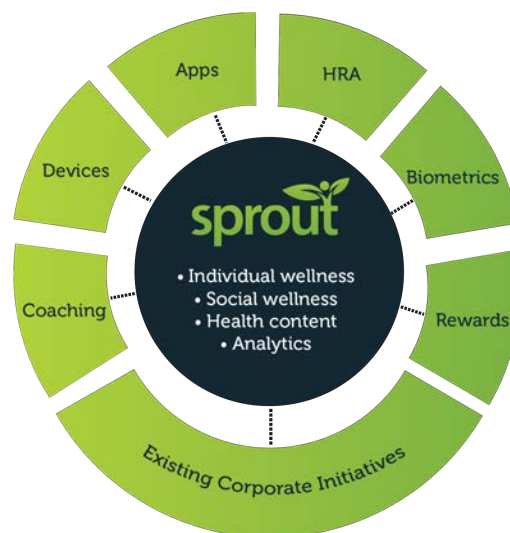
Wellness Programs that Work





Link to Company Strategy



- As many Interventions as possible
- Get Started: Trial and Error
- Top Down and Bottom Up: Leadership & Champions
- Incentives
- Holistic
- Technology
- Scalable
- Sustainable

A One-Stop Wellness Hub



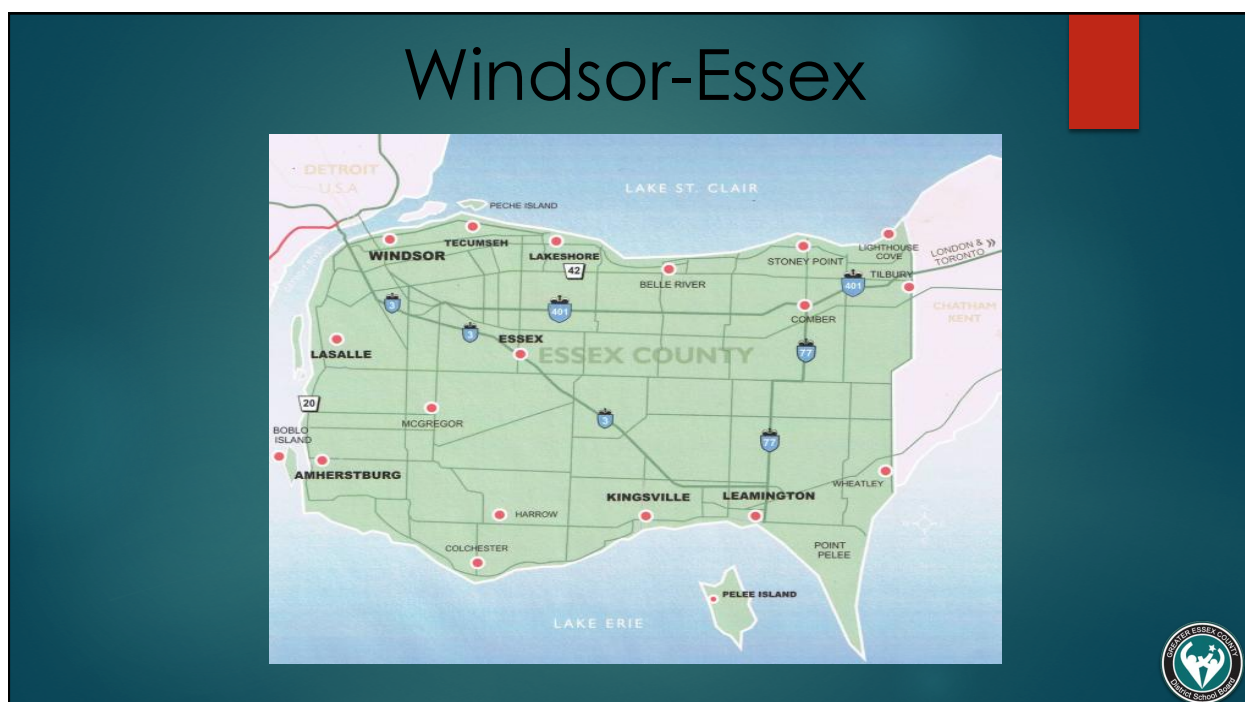


Tom Blake
t.blake@sproutatwork.com
(416) 436.2181



Greater Essex County District School Board of
Education
**Joint Employee Assistance Program & Wellness
Education Centre**

RENU KHOSLA, JEAP CO-ORDINATOR



Diversity in Windsor-Essex

Windsor-Essex County is one of the most diverse communities in Canada!

Our Mosaic

A Snapshot of Diversity in Windsor-Essex

Our Diversity



1 in 4 people in Windsor-Essex are an immigrant

27% of the total population of the City of Windsor are newcomers.

15% of the County of Essex are newcomers.

21% is the **TOTAL** newcomer population of all of **Windsor-Essex**.

Between 2006 and 2011 **10,140** newcomers settled in Windsor-Essex



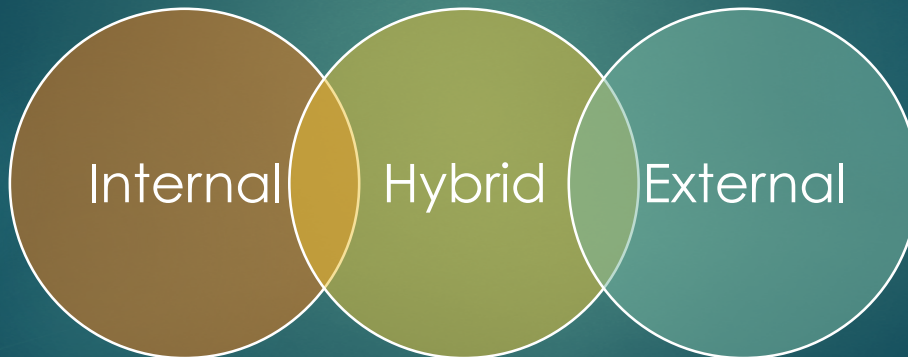
GECD SB Overview

Culture of Care

- 56 Elementary Schools
- 16 High Schools
- 3 Agency Schools
- Approximately 35,500 students
- **4,700** employees



EAP Models



Joint Employee Assistance Program

- Is available to all employees, family members, and retirees.
- Has been providing support for 28 years.
- Funded by the GECDsB and its employee groups.
- Reports to an Advisory Committee.
- 3 Components--*Counselling, Wellness and Work-Life*
- JEAP Staff: 2 Co-Ordinators, .5 Assistant, Reg. Dietitian and Nurse Practitioner (contract)
- Our Team: Human Resources, Health & Safety and Mental Health Leads

CULTURE OF CARE

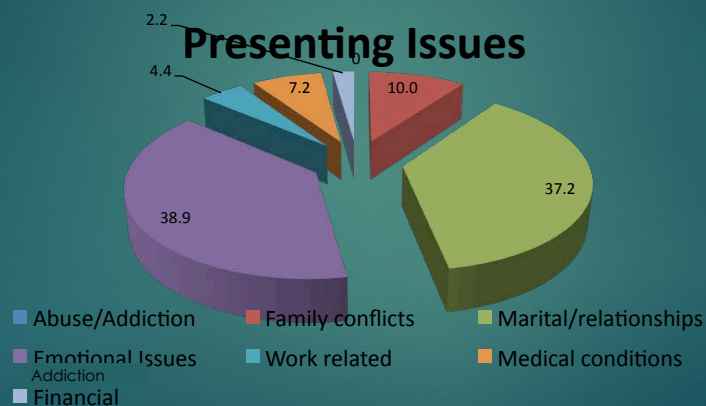


Counselling Services

- Assessment
- Solution focused counselling (no session limits)
- Individual, couples, and family
- City and county locations
- Referrals, Follow Up and Care
- Supervisory Consults and Training
- **Voluntary and Confidential**



Counselling Services





Wellness Services

- Wellness Clinics
- Lunch and Learn Seminars
- On-Site Health Fairs
- Health Screenings
- Resources/prof library
- Financial Literacy
- Physical activity classes
- Discounted gym memberships
- JEAP Monthly Health & Wellness Bulletin
- Electronic well being communications



Work-Life Services

- ❖ Dispute Resolution
- ❖ Mediation
- ❖ Coaching
- ❖ On-site crisis response
- ❖ Referrals to community resources
- ❖ Consults with our Reg. Dietitian
- ❖ Consults with our Nurse Practitioner
- ❖ Long Term Disability and Return to Work Support



Best Practices

- ▶ 1) *Recognized and trusted EAP team.*
- ▶ 2) *Proven track re: confidentiality and response.*
- ▶ 3) *Understanding of organizational culture and unique dynamics.*
- ▶ 4) *Strategic approach to wellness*
- ▶ 5) JEAP Champions at each of our locations.
- ▶ 6) Visibility.
- ▶ 7) Prompt interventions for high visibility situations (e.g. critical incidents).
- ▶ 8) Partnerships with employee groups, benefits administrators and community resources.



Top 5 Challenges

- *Integrating technology for counselling and well-being program requests.*
- Diverse locations with own culture.
- JEAP staff complement.
- Management training.
- Utilization by family members.



Business Value: 3 Key Areas

Workplace Performance Value: cost savings from improvements in employee productivity, absence and other areas after employees use the EAP

Benefit Cost Value: cost savings from reduced claims costs in health care, disability, and employee benefits after individuals use the EAP .

Organizational Value: cost savings from safety and risk management, critical incidents, management consultations, and improved organizational development.

Source: EASNA



Impact and Value

Many investigations have demonstrated that EAPs have a positive impact on organizational resources, staff time, worker absence, presenteeism , and employee benefit costs in general.

► The typical level of financial return on investment (ROI) is **\$3.00 or more in return for each \$1.00 invested in the EAP.**

(Ref: EASNA)



Impact and Value

Our value to the GECDSB is measured through:

- ❖ **Testimonials**
- ❖ Program utilization and repeat registrations
- ❖ Requests for new programs/resources
- ❖ Integral member of Board teams
- ❖ Feedback to the organization
- ❖ Survival in turbulent times



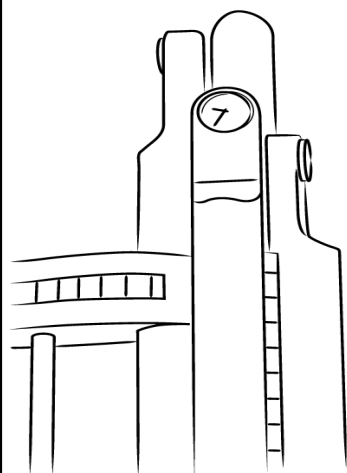
Awards

For the last 7 years, the GECDSB and its JEAP has been the recipient of the Windsor-Essex County Health Unit's award of distinction honouring workplaces that model Comprehensive Workplace Wellness.





York Region at a Glance



- One of six Regional governments
- Cross-boundary services (ex. police, water)
- “Upper Tier Municipality”
- Approximately 4300 employees

The Regional Municipality of York

Core Services

Court Services
 Economic Development
 Family and Children's Services
 Forestry
 Housing
 Long Term Care
 Paramedic Services
 Planning
 Police Services
 Public Health
 Regional Roads
 Social Assistance
 Solid Waste Management
 Transit
 Water and Wastewater

Our Vision

Creating **Strong, Caring**
and **Safe** Communities

Our Mission Statement

York Region is committed to providing cost effective, quality services that respond to the needs of our rapidly growing communities.

Our Corporate Values

Integrity
Commitment
Accountability
Respect
Excellence



Workplace Health, Safety and Wellness Policy

The Regional Municipality of York values the safety, health and well-being of every individual, and is committed to creating a healthy workplace through the integration of leadership, organizational culture, health and safety and personal health practices. This commitment will enhance employee health and job satisfaction and support our corporate values, enabling employees to provide excellent customer service to clients.

Senior Management is committed to provide leadership in:

- Supporting a healthy workplace culture and programs that promote healthy lifestyle choices
- Establishing and maintaining occupational health and safety programs that ensure compliance with the Occupational Health and Safety Act

York Region's safe and healthy workplace commitment also includes:

- Cooperating with the Canadian Union of Public Employees (CUPE Local 905) and the Ontario Nurses' Association (ONA Local 16) to prevent workplace incidents and illnesses
- Promoting joint responsibility among all employees to sustain a safe and healthy work environment
- Encouraging and modeling healthy lifestyle practices to support improvements in workplace health and in all aspects of our work, including business planning and service delivery
- Implementing innovative leading practices in health, safety, wellness and return to work

The Senior Management Team will:

- Support the effective administration of occupational health, safety and wellness programs and initiatives
- Provide leadership by creating, supporting and sustaining a psychologically safe and healthy workplace
- Integrate healthy workplace culture into daily activities

Directors/Managers/Supervisors will:

- Support and implement psychologically healthy and safe workplace policies and practices for employees in their area
- Provide employees with equipment and materials that protect employees from workplace hazards, as well as instruction, training and supervision required to work safely

Employees will:

- Follow all established policies, procedures and practices relating to health and safety, and report any concerns and/or incidents and illnesses immediately to their supervisor
- Recognize personal health is the responsibility of each individual, and participate actively whenever possible in wellness programs
- Contribute to a supportive, respectful and psychologically healthy and safe work environment

HR Services Branch will:

- Act as the chief resource relating to occupational health and safety matters
- Administer the corporate workplace wellness program

[Signatures and Titles]

BRUCE MACGREGOR, Chief Administrative Officer

ADELINA ORSAGGI, Commissioner
Community and Health Services


DINO BASSO, Commissioner
Corporate Services

ERIN HATONEY, Commissioner
Environmental Services

BILL HUGHES, Commissioner
Public and Social Services

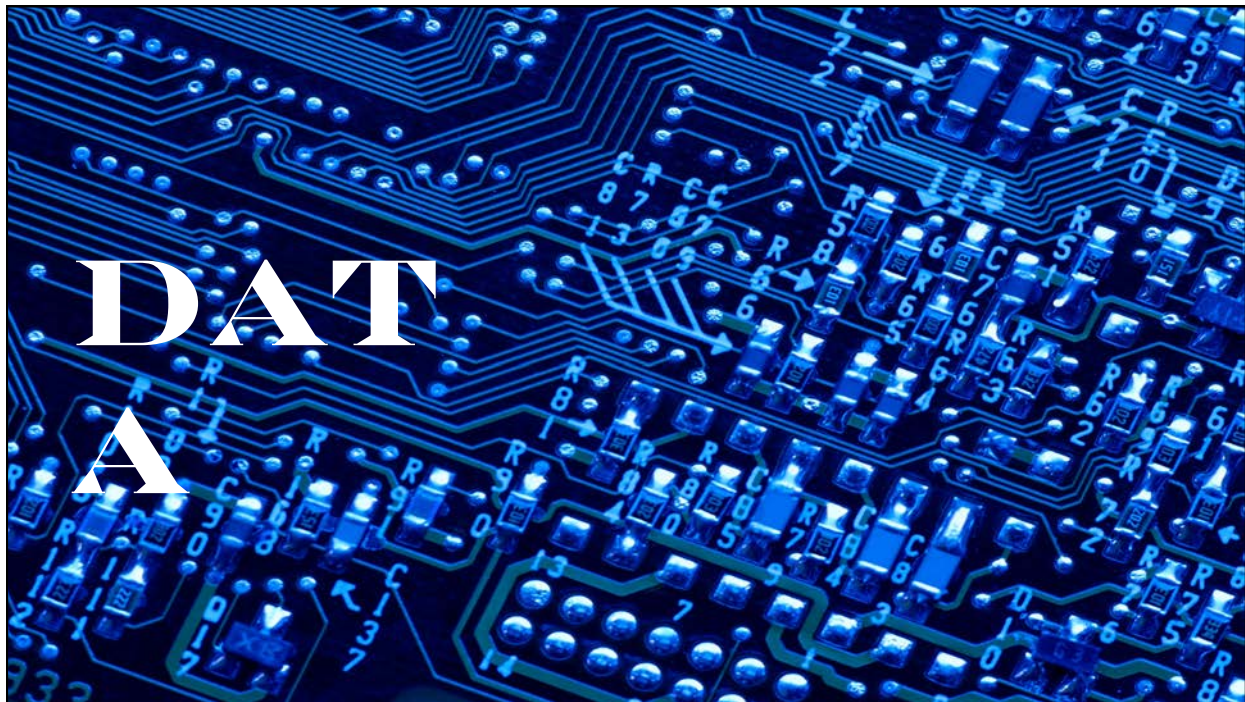
DANIEL KOSTOPOULOS, Commissioner
Transportation and Community Planning Services

10 Nov. 2014
Date

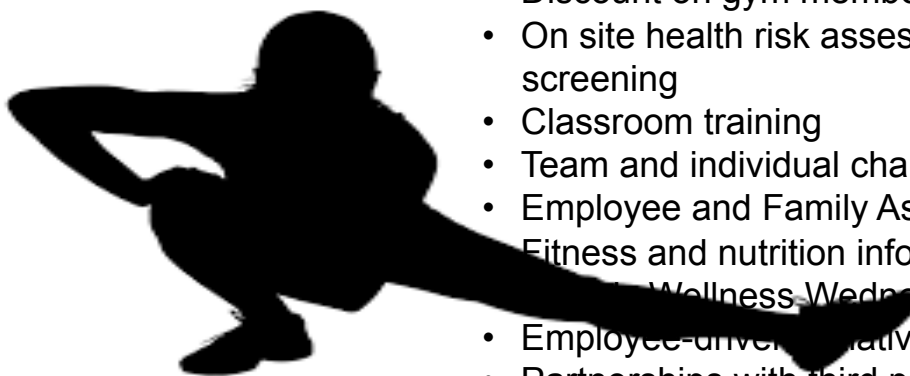




**Wellness Program was born
from employee feedback**



Wellness Program Highlights



- Leadership and employee engagement
- On site fitness classes
- Discount on gym memberships
- On site health risk assessments and screening
- Classroom training
- Team and individual challenges
- Employee and Family Assistance Program
- Fitness and nutrition information
- Wellness Wednesdays
- Employee-driven initiatives
- Partnerships with third party providers

York Region

Our psychological health and well-being is a vital part of who we are

The Regional Municipality of York considers the mental and psychological well-being of our employees an important aspect of overall health. We are committed to promoting and supporting a psychologically-healthy workplace through appropriate policies, programs and services.

In 2013, the [Psychological Health and Safety in the Workplace Standard](#) was made available in Canada. This new Canadian Standards Association model is a voluntary set of guidelines, tools and resources focused on promoting employees' psychological health and preventing psychological harm due to workplace factors. York Region is proud to be one of 43 workplaces taking part in the Mental Health Commission of Canada's three-year [Case Study Research Project](#) that will showcase industry leaders as we adopt the standard.

In doing so, we will obtain a comprehensive framework, allowing us to assess what we already have in place so we can continue to build an organization where employees feel safe to come to work.

Every one of us has a part to play in making our workplace healthy and safe. I encourage you to take part in upcoming opportunities. Please stay tuned for more information on how you can contribute to our psychologically-healthy workplace.



Bruce Macgregor
Chief Administrative Officer
The Regional Municipality of York



31



Our "Top 10" ways
wellness builds culture

#10

People actually come out.

#9

We like to have fun...
really.

#8

We try new stuff.

#7

We get results.

#6

We get help.

#5

We reach out.

#4

We make it our own.

#3

We constantly seek out
feedback.

#2

We have great people.

#1

Our leaders “show up”.

1. Objectives
2. Strategy
3. Engagement
4. Measure



www.EWSNetwork.com

Objectives

Sit back and look at the story to decide what you're trying to achieve.



www.EWSNetwork.com



Strategic Plan

- ▶ Quarterly themes
- ▶ Consistency
- ▶ Intersperse “fun” initiatives

First, where do you want to go, second how will you get there, third what will you do.



Outreach



www.EWSNetwork.com



Measuring Impact

www.EWSNetwork.com



Metrics Report

	2015	2018	Total Change	% Change
Benefit Consultant				
Benefit Consultant Company				
Benefit Consultant Phone				
Benefit Consultant Email				
-60 Days Renewal Date				
Number of Employees	52	48	4	8.3%
Avg Health Claim Cost/Employee/Yr	\$568.73	\$624.83	\$76.10	15.4%
Average Salary	\$63000.00	\$75000.00	\$8,000.00	14.5%
Absenteeism Rate: (days/year/employee)		10	-2	-20.0%
Paid Sick Days Allowed		2	-1	-50.0%
Unpaid Days Allowed	3	3	0	0.0%
Vacation Allowance	5	5	0	0.0%
Personal Allowance	2	2	0	0.0%
Total Benefit Premium/Employee/Yr	\$75146.48	\$34284.20	\$40,862.28	119.2%
Total EAP Premium/Employee/Yr	\$4698.00	\$5642.00	\$-944.00	-16.7%
Average # of EAP Claims/Employees/Yr	254	265	-11	-4.2%
Extended Health/Employee/Yr	\$13264.00	\$12654.00	\$610.00	
Avg WSIB Claim/Employee/Yr	\$12985.00	\$13021.00	\$-36.00	
Paramedical Cost/Employee/Yr	\$18183.00	\$13461.00	\$4,722.00	35.1%





Core purpose of wellness is to reach
the uninterested, the unconverted and
the unmotivated.

How are you going to do that?

www.EWSNetwork.com

