

HUM-001-004

Strathcona County  
Municipal Policy Handbook

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## Comprehensive Workplace Health

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**Date of Approval by Council:** 09/12/00**Resolution No:** 573/2000**Lead Role:** Chief Commissioner**Replaces:** n/a**Last Review Date:** November 17, 2006**Next Review Date:** 11/2009**Administrative Responsibility:** Human Resources

### Policy Statement

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This policy supports the municipal goal of maximizing the potential of available human resources to achieve organizational objectives.

Strathcona County recognizes the importance of healthy employees in order to enhance their quality of life and to achieve their personal work goals. Strathcona County is committed to optimizing the health of all employees by promoting healthy behaviours, providing education and addressing the factors that influence health in the workplace.

Organizations that adopt this approach to workplace health are more productive, provide a greater quality of service and have lower costs than organizations that do not.

### Definitions

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Health is more than the absence of disease: it is a combination of physical, mental and social well-being. Health is influenced by factors from work and home; all factors that influence health are highly interconnected. Factors that influence workplace health include:

#### 1. Environment

Physical environment: factors such as noise levels, toxic substances, air quality, light levels, and the design of workspace.

Psychosocial environment: factors such as reasonableness of deadlines, organization and design of work, opportunities to influence how tasks are done, relations with co-workers, quality of communication, adequacy of training, and the interplay of home and work responsibilities.

#### 2. Personal Resources

Factors such as: individual sense of control and influence over one's work and personal health, the sense of competence about one's work, and having access to support from at least one person in times of distress.

### 3. Personal Health Practices

Individual practices that affect health are physical activity, eating habits, sleep habits, safety practices, and smoking, alcohol and drug use.

#### Guidelines

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1. Strathcona County, to the extent possible, will work to create a health-supportive environment by:
  - providing a clean and safe physical work environment;
  - reducing negative stress caused by aspects of the psychosocial environment;
  - facilitating employees' own efforts to make improvements in their health practices; and,
  - enhancing employee sense of control over their work and health.
2. All efforts to promote employee health will take a comprehensive, integrated approach that addresses as many of the factors that affect health as possible.
3. Strathcona County will provide opportunities for employees (on an individual/group basis) to improve their health through wellness and health promotion activities, health and safety actions and disability prevention initiatives.

#### Procedures

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1. Strathcona County's Employee and Family Assistance Program, its Occupational Health and Safety Unit, Wellness Committee and various Health and Safety Committee(s) will work to optimize employee health and safety.
2. Their activities encompass the following:
  - developing policies and programs with an integrated approach to health;
  - reviewing all workplace policies to consider the effect on workplace health;
  - promoting healthy behaviours;
  - addressing the factors that influence health in the workplace;
  - communicating with all employees on health promotion programs;
  - conducting workplace health assessments;
  - planning, implementing and evaluating health promotion activities and education; and,
  - monitoring the effectiveness of any workplace policies, programs and activities that will have a direct or indirect effect on workplace health factors.