

Workplace Wellness Bootcamp/Edmonton - Added Value Document

Workplace Wellness Programming Ideas

Events:

- Wellness Day - full of activities and talks
- Travelling Wellness Fair/Roadshow
- Sneaker Day
- Team Building events
- Team Building - that also touch on other wellness topics
- Wellness Fairs
- Pay It Forward Day
- Family Day
- Picnic in the Park (Involving management and including activities is positive.)
- Retreats
- Personal Training Days - at the on-site weight room
- Movie Afternoon
- Weight Room Promotion Days
- On-Site Massage Day
- Fitness Friday (instead of casual Friday)
- Colleague Cooking Classes
- Fishing Derby
- Sports Day - sporty tasks to complete

Challenges:

- Bring a Healthy Lunch Day
- Daily Challenges - Monday is day, Tuesday is day etc.
- Step Challenge
- Stair Usage Challenge
- Total Weight Lifted Challenge
- Race Across Canada
- Kindness Challenge
- Wii Olympics
- Carpool Day
- Passport to Wellness
 - Attendance
 - Participation
 - Organization

Policy:

- Policy and procedure on how to deal with reported/recognized fatigue
- Required lunch and breaks
- Required taking of holiday days
- Flex time and other flexible schedule options
- Quiet time until 10am in the office
- No work related cell phone use after work
- Zero tolerance for harassment
- Vacation usage system
- Sick leave
- Stay home when sick
- Overtime policy- limited to prevent burn out
- No eating at desk during lunch
- Wellness as part of performance agreements
- Napping policy - to allow for safe napping in a nap room when approved

Awareness/Training and Prevention:

- Wellness workshops
- Shift work wellness and safety workshops
- Fatigue workshops
- Awareness campaigns
- Online programs
- Biometric testing
- Wellness bulletin boards with health info on them
- Wellness success story campaign
- Wellness newsletters
- Lunch and learn workshops on wellness related topics
- Posting health and wellness stats
- Include wellness training in orientation
- TV screens and posters to communicate positive health messages
- Circulating inspirational health videos with staff
- Info nights
- Health risk assessments
- Mental health assessments
- Movember - Prostate health awareness

Linked to Employee Benefits:

- Gym membership discounts
- Health benefit packages
- Access to healthy food options
- Healthy food supplied at work
- Promotion of benefits like massage and acupuncture
- Health spending accounts (needs spending guidelines)
- Ergonomically correct work stations
- Individual wellness counselling
- Smoking cessation programs

- Employee assistance programs (counselling)
- Flu shot clinics

Infrastructure/Supplies:

- Bike racks
- Fitness facility on-site
- Stairwell decorations to promote usage
- Quiet room
- Sleep room/Nap room
- Building that promotes health (lots of sunlight, living wall etc.)
- Cardio equipment available at switchboard etc.
- Standing desks
- Ball to sit on at desk

Programs/Initiatives:

- Monthly Themes
- Healthy recipe exchanges
- Decorate your door for the identified theme
- Stretching
- Team building moments at meetings
- Skill improvement classes- ex. Teach typing skills

Activities:

- On-site fitness classes
- Facilitation of lunch time walking groups/shift shinny hockey groups etc.

Compiled by Vitalize Initiatives Inc. after the Winter 2015 Workplace Wellness Bootcamp in Edmonton. www.vitalizeinitiatives.com