

Workplace Health and Wellness: The Next Step in Workplace Productivity

Tom Barker, Healthy Workplaces Program
<http://hwphp.ca>

ALIGN Chapter Meeting, Calgary, 2016



Overview

Stress in the workplace: The Big Picture

Workplace Health in Alberta

Strengths and Challenges

Actions and Strategies



Risks to Health and Wellness

Knowledge-based economy and practice: changes in service delivery models

Information technology: demands on individual workers

Workforce demographics: diversity in all sectors

Economic trends: recessions and layoffs



Costs of Workplace Stress in Canada

Lost productivity over next 30 years	\$198 Billion
Number 1 cause of disability claims in Canada	"mental health"
Portion of all disability claims attributable to mental health problems	30.4%
People who say their current job expectations are too demanding	67%
People who report high work-related stress	28.4%



Source: <http://www.mentalhealthworks.ca/>



Benefits of Reduction of Unhealthy Stress

18% reduction in absenteeism

32% reduction in grievances

52% reduction in disability time

7% improvement in productivity

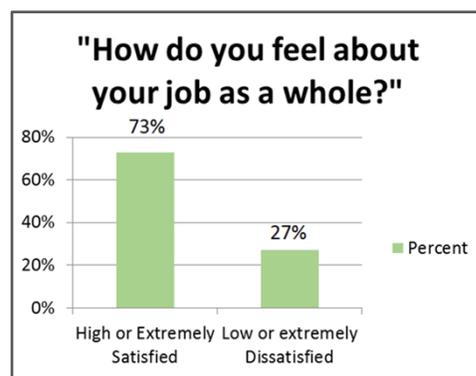
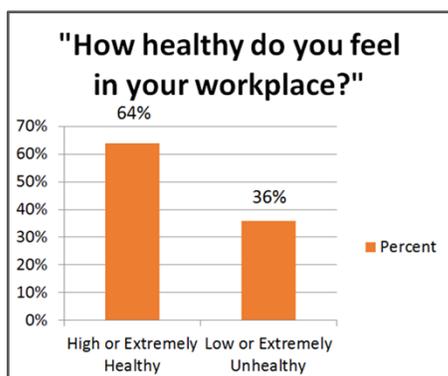
13% improvement in service quality

CANADIAN INSTITUTE OF STRESS

See more at: <http://www.mentalhealthcommission.ca/English/discussion/22076/mental-health-workplace-cost-stigma#sthash.vWy5MyWk.dpuf>



Trends in Workplace Health and Job Satisfaction in Child and Family Workers in Alberta



Source: Healthy Workplaces Project, *Workplace Health Survey, 2015*



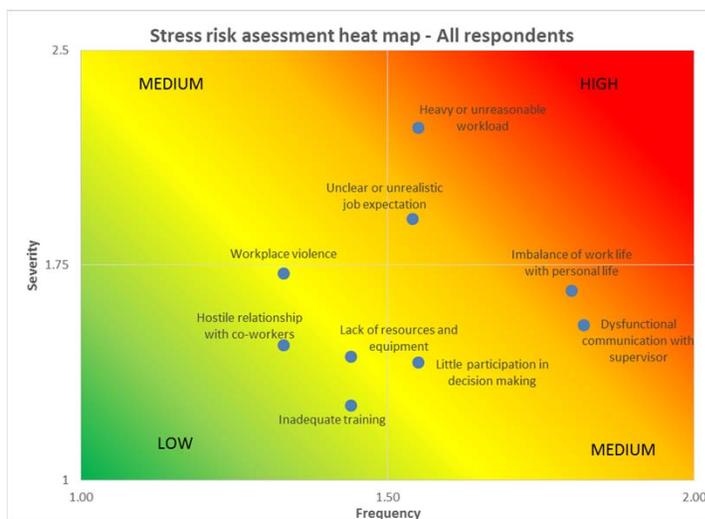
Trends in Stress Levels in Child and Family Workers in Alberta



Source: Healthy Workplaces Project, *Workplace Health Survey, 2015*



Wellness Risks in Child and Family Workers in Alberta



Source: Healthy Workplaces Project, *Workplace Health Survey, 2015*



Strengths and Challenges

Strengths of the Community Services Sector

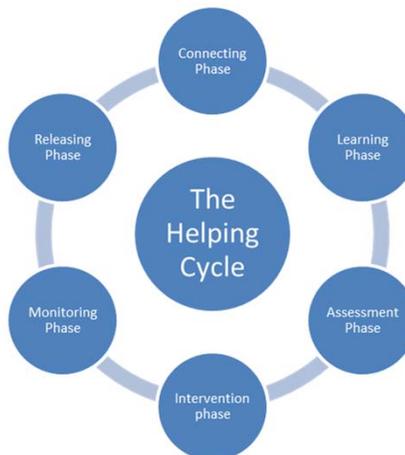
Strength in health and wellness

Strong community ties

Positive approach to workplace issues

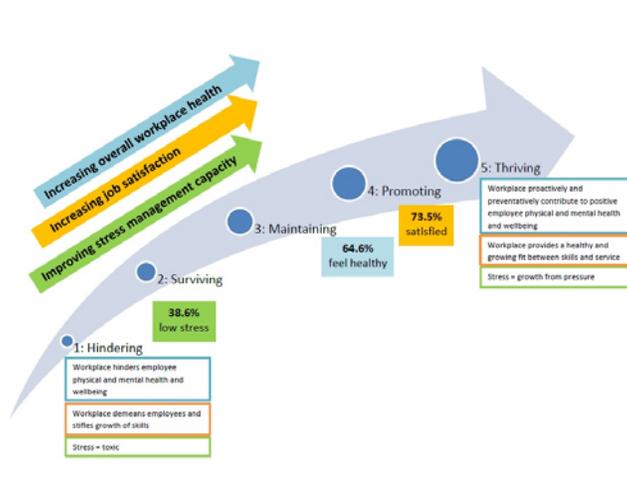
Collaborative approach to partnerships and relationships

Willingness to evolve and grow to face new challenges



Workplace Health in Alberta

Trends in Wellness Capacity in Child and Family Workers in Alberta



Source: Healthy Workplaces Project, *Workplace Health Survey*, 2015



Strengths and Challenges

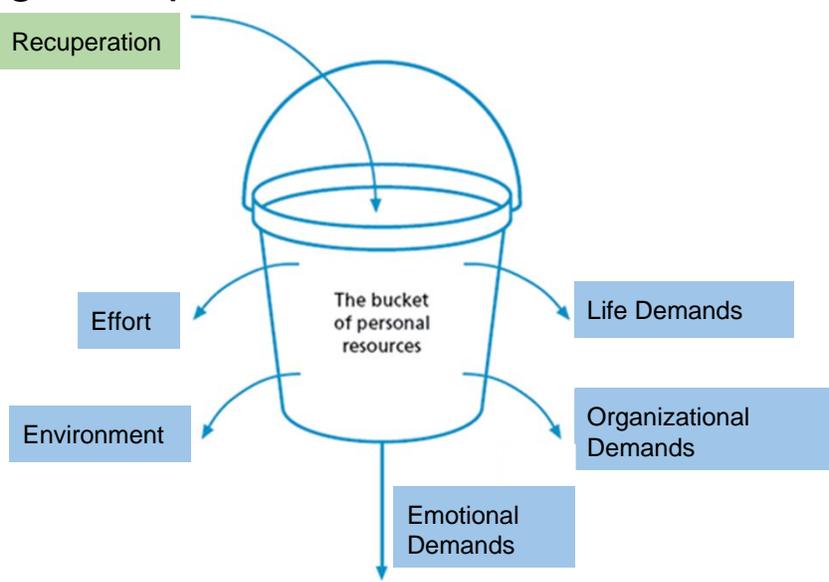
Practice Innovations in Community Services

<p>Signs of Safety (2008) Supports for Permanency (2008) Alberta Response Model (2001/2004) Child, Youth, Family Enhancement Act (2004) Casework Practice Model (2006) Circle of Courage OBSD (2008) National Outcomes Matrix Relational Practice</p>	<p>Citizen Centered Integrated Service Prevention and Early Intervention Framework Family Violence Hurts Everyone: A Framework to End Family Violence Children First Act (2014) Child Intervention Practice Framework Family Group Conferencing Talking Circles Omaniwew Trauma Influenced Practice</p>
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Strengths and Challenges

Reducing Workplace Stress



Strengths and Challenges

Standards for Wellness Management

HR Standards for Non-Profits

Standard 4.1

The organization provides a safe work environment.

Standard 4.2

The organization supports employee work/life balance.



National Standard of Canada for Psychological Health and Safety in the Workplace

Adopting the Standard Can Help Your Organization With:

- Productivity
- Financial performance
- Risk management
- Organizational recruitment
- Employee retention



Actions and Strategies

Trends in Health and Wellness

Workplace Wellness Success stories



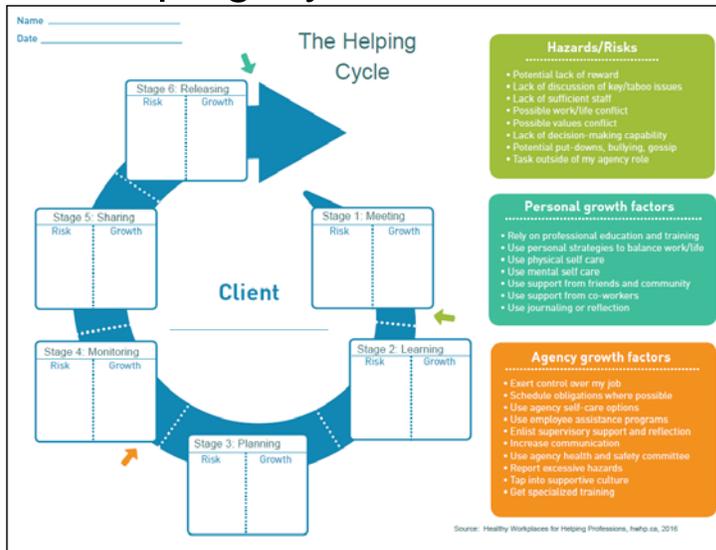
Work Safe Alberta Awards

1. innovation
2. leadership
3. individual achievement



Actions and Strategies

Growing the Helping Cycle



Healthy Workplaces for Helping Professions, *Workplace Wellness Survey, 2016*

Actions and Strategies

Resources to Strengthen Wellness Programs

Workplace Wellness Toolkit



Action Guide for Employers

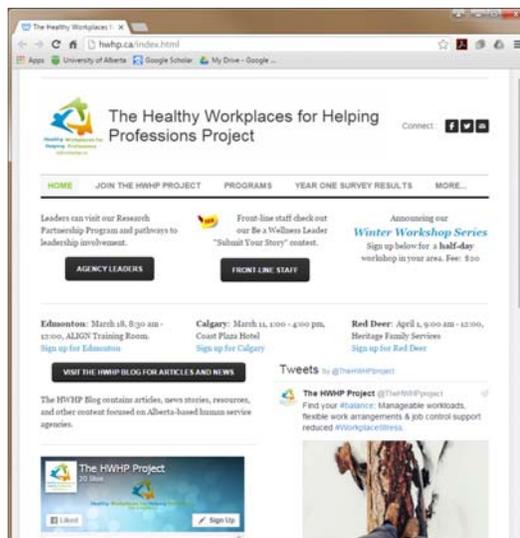


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