

MARPAC Supports a Healthy Workplace!

What is a healthy workplace
and what does it look like?



look like?

Over the past several decades, the definition of a "healthy workplace" has shifted from an almost exclusive focus on the physical work environment, including traditional occupational health and safety concerns such as physical, chemical, biological and ergonomic hazards, to one that has broadened to include the psychological, social, and cultural aspects of health. We spend the majority of our time in the workplace and often find ourselves sliding down the Mental Health Continuum from the green to the red when things start to get stressful, deadlines get closer, and work begins to pile up. However, with the support of a healthy workplace we are able to overcome these challenges and continue on a successful and healthy trajectory.

Here are a few examples of what we believe a healthy workplace looks like:

Social health

- Social support from co-workers
- Mutual respect and appreciation among colleagues
- Sense of belonging to a meaningful and supportive work group
- Opportunities to participate and be part of the community
- Organizational culture of trust, honesty and fairness
- Having conflict resolution practices in place

Mental health

- Sense of confidence and self-worth
- Coworkers and supervisors are supportive of employees' psychological and mental health concerns and respond appropriately as needed
- Encouragement and support in the development of interpersonal, emotional, and job skills
- Recognition and appropriate acknowledgement of efforts
- Psychological safety is a priority
- Balance between work, family and personal life
- Work tasks and responsibilities can be accomplished successfully within the time available
- Employees have control and autonomy over their work
- Feel empowered
- Flexibility at work

Physical health

- Appropriate action is taken by the organization to protect employee's physical safety
- Promotion and support of physical activity and fitness
- Available and accessible health resources
- Supportive and accommodating environment to all workers, including those with chronic diseases or disabilities
- Available time and resources to engage in physical activity and fitness

Financial health

- Fair and equitable income
- Job protection and social benefits
- Available financial resources, education, and support
- Compensation for sick time

Spiritual health

- Acceptance and support for all spiritual practices and beliefs
- Opportunities to engage in spiritual practices
- Access to spiritual support or guidance

Mental Health at Work:

Let's Talk

at CFB Esquimalt

Who: Everyone welcome!
No registration required

What: Canada School of Public Service webinar on mental health at work, with guest speaker Dr. Oren Amitay followed by a group discussion on workplace wellness

Where: Rainbow Room at C&PO's

When: Wednesday, 31 January, 2018
9:45am to 12:30pm

Why: To create positive mental health at work

Units unable to attend are encouraged to hold their own, small group discussions and webinar viewing. The webinar link can be accessed through registration on the Canada School of Public Service website (<http://bit.ly/CSPSlink>)

Keep your eye out for speech bubble posters around the Formation to facilitate further dialogue on healthy workplaces. Take a minute to think about what a healthy workplace means to you and write it down on the posters! When you're done...share it with your Twitter followers and Facebook friends using the hashtag #MARPACLetstalk so we can get everyone talking about workplace wellness! And don't forget to tag MARPAC (@MARPAC_FMARP) and CFB Esquimalt Health Promotion (@HP_CFB_ESQ) in the conversation!



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GREEN

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