



A Healthy Investment

Canadians spend more than half of their waking hours at work.

Creating a healthy workplace is a smart investment:

Healthy workplaces = better organizational outcomes.

Whether your organization is large or small, public or private, promoting workplace health is just good business.

Healthy workplaces help organizations and businesses:

- Reduce the number of injury and illness claims.
- Foster creativity, quality and customer service.
- Encourage employees to be fully productive.
- Maintain a competitive edge.
- Keep absenteeism rates down.
- Recruit and retain employees.
- Increase job satisfaction.

What is HealthWorks?

HealthWorks is an on-line and Health Educator based support program for workplaces in the Kenora and Rainy-River District interested in workplace health.

What can HealthWorks do for you?

The HealthWorks program of the Northwestern Health Unit can provide workplaces in our region with the following free-of-charge services:

- Access to our online and hard-copy resources for your health at work and your health at home (through the online workplace wellness resource system).
- A step-by-step package to get you started.
- Support of a local Health Educator.
- Access to program contests and events such as SummerActive and the Quit and Win contest.



8 Key Steps to a Healthy Workplace

Research shows that successful workplace health promotion programs follow 8 steps:

1. Selecting someone to take the lead at your workplace
2. Holding program development meetings with your lead group
3. Getting management approval and involvement
4. Looking at what your workplace is already doing
5. Finding out what your co-worker's think about workplace health, and their own health
6. Determining what issues are most important to staff
7. Developing a plan for workplace health promotion
8. Getting started!

HealthWorks: www.nwohealthworks.org

Online Resources



- www.canadian-health-network.ca (Workplace Health)
- <http://www.thcu.ca/workplace/workplace.html>
(The Health Communication Unit Workplace Health Promotion Project)
- <http://www.ccohs.ca> (The Canadian Centre for Occupational Health and Safety)

How to Succeed

The following factors are critical to the success of a workplace health promotion project:

- Senior management involvement.
- Participation from employees from all levels.
- A focus on employees' needs.
- Use of on-site resources (personnel, specialists).
- Including workplace health in your organization's vision, mission and values.
- Recognizing that health is determined by many factors of the environment and lifestyle.
- Tailoring to the needs of each unique workplace.
- Evaluation.
- Long-term commitment.

Within the first few months you may see positive changes in your workplace – such as employees engaging in healthy activities during work hours.

Within one year you may see evidence of increased job satisfaction, commitment to work and improved productivity.

It will be at least 3 years before you see any quantitative improvements in health-related costs.

Success Stories

Many organizations are starting to recognize the relationship between health leadership, employee and customer satisfaction, and productivity and profit.

Sears, Roebuck and Company was one of the first to recognize this relationship. By increasing employee satisfaction they were able to increase revenues by over \$200 million in 12 months.

Workplace health promotion is a way of doing better business – whether you're large or small.

Imagine the possibilities for your organization!

Contact Us

For more information, contact your local Northwestern Health Unit or visit www.nwhu.on.ca



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