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WORKPLACE WELLNESS PROGRAM

PURPOSE

1. The Government of Nunavut is committed to assisting employees to achieve and maintain a healthy and respectful workplace through the delivery of a comprehensive Workplace Wellness Program. Through this Program, employees mental and physical health will be supported, retention rates will be maximized and attendance rates will be high, enabling the delivery of high quality government programs and services to Nunavummiut.

APPLICATION


2. These guidelines apply to all Government of Nunavut employees and their families.

DEFINITIONS

3. **Employee** means an employee of the Government of Nunavut (GN).
4. **Family Member** means any member of the family of an employee of the GN.
5. **Short Term Counseling** means professional and confidential, short term counseling for personal and professional issues available to employees and family members.

PROVISIONS


6. The current Workplace Wellness Program of the Government of Nunavut consists of three elements:
 1. Promotional Materials
 - To assist employees and to help educate them on a variety of concerns and issues, the Program provides a variety of information pamphlets and newsletters with a wide circulation. The Program is advertised through the distribution of these materials as well as through personal recommendations of those the Program has helped.
 2. Training Opportunities

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- Training needs are identified through consultation with departments and agencies, regional offices of the Department of Human Resources and through feedback from participants at workshops;
 - Training opportunities in a variety of areas responding to the needs for healthy employees in a healthy workplace, include but are not limited to workshops, short courses of 2-3 days and teleconferences.
3. Employee Assistance Program (EAP)
- This Program provides short term confidential professional counseling for personal and workplace issues to help employees and their families find solutions to problems. This program is supported by Management and Union;
 - Counseling services are accessed through a toll free telephone number (1-866-229-2204) where services are immediately available in English and French. At the present time, Inuktitut and Innuinaqtun are available through interpreter services;
 - Clients of the EAP are initially eligible for eight sessions. Additional sessions can be arranged upon request;
 - Counseling can be provided by telephone, in person in Iqaluit or through the Telehealth system;
 - Referrals for more intensive and rigorous counseling will be made by counselors in the EAP.

AUTHORITIES

7. Main Collective Agreement with the NEU
Article 38, Safety and Health
8. Collective Agreement with the NTA
Article 22, Responsibilities for a Safe Working Environment

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CONTACTS

9. For clarification or further information, please contact:

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