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# FIT TO FLY

### NAV CANADA's Wellness Programs

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# **ORGANIZATIONAL HEALTH**

Supporting a healthy, safe and productive workforce and healthy work environment.



#### **Physical Well-Being**

Enhance the physical health of employees which will lead to higher employee job satisfaction and increased productivity



#### **Mental Well-Being**

Promote and support a psychologically healthy and safe workplace through appropriate policies, programs and services



### **Occupational Well-Being**

Build positive employee/employer relationships where employees want to come to work and create an engaged workforce that is motivated to succeed



#### Relationship & Financial Well-Being Prepare employees to plan and handle and cope with personal life events

Provide integrated and comprehensive health and wellness programs and services to support a healthy, safe and productive workforce and healthy work environment

### **MENTAL WELL-BEING**

Promote and support a psychologically healthy and safe workplace through appropriate policies, programs and services

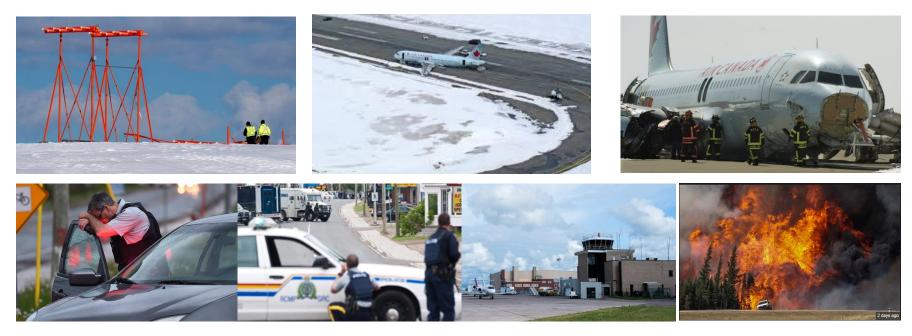
Mental Health Awareness, Education & Training	Chemical Dependency Education and Rehabilitation Program (CDERP) – Substance Abuse Peer Support Critical Incident Stress Management Program	Light the Way – Peer Support for Healthy Minds Thrive – Mentoring and Support for Training	Employee Assistance Program Best Doctors CAREPath
AWARENESS	INTERNAL SUPPORT		EXTERNAL RESOURCES

# CHEMICAL DEPENDENCY EDUCATION AND RÉHABILITATION PROGRAM (CDERP)

The program is available for any employee with a chemical dependency problem who agrees to participate in the mutually accepted conditions of this structured chemical dependency rehabilitation program.



### **CRITICAL INCIDENT STRESS MANAGEMENT PROGRAM (CISM)**



Peers are trained to « normalize » an abnormal situation where an incident has sufficient emotional power to cause an employee a strong and sometimes overwhelming reaction.

## LIGHT THE WAY – PEER SUPPORT FOR HEALTHY MINDS

Those who look to *Light the Way* for help are tapping into the support and understanding of people who have experienced a similar mental health challenge – either personally or through a loved one.



## **SUMMARY**

- > Measured success since implementation of mental health strategy in 2010
- > Important to continue our efforts in the well-being of our employees
- > Strategy to focus on total health of employees

# **QUESTIONS ?**

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