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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

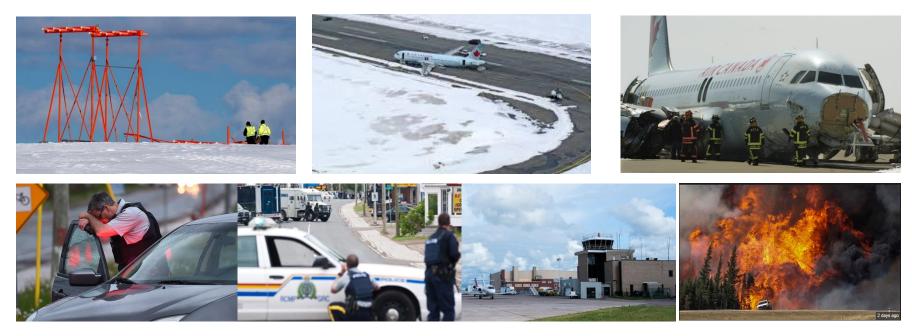
Mental Health Awareness, Education & Training	Chemical Dependency Education and Rehabilitation Program (CDERP) – Substance Abuse Peer Support Critical Incident Stress Management Program	Light the Way – Peer Support for Healthy Minds Thrive – Mentoring and Support for Training	Employee Assistance Program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