

Discovering Workplace Health and Wellness on the Web

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CCOHS' Free Webinar During
Canada's Healthy Workplace Week Oct. 23-29, 2006

What we'll look at...

1. What is workplace health?
2. Who needs the information?
3. Tour of reliable Websites!
4. Evaluating what you've found

Share your favourite websites with us!



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What is workplace health?

Workplace health is a “philosophy, theory and practice of enhancing the overall well-being of the workforce through policies, programs and other initiatives based on a broad understanding of how health is shaped and influenced by individuals, groups and their environment.”

Martin Shain, 1998

Goal to improve the health of the *worker* and the *organization*.



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Many approaches...

- Occupational health and safety programs (OHS)
- Health promotion programs
- Employee Assistance Programs (EAP)
- Organizational factors



Who needs workplace health info?

Organizations:

- “how-to” info e.g. business case, assessment tools, surveys, sample programs and policies, guides
- research supporting or evaluating workplace health initiatives e.g. effectiveness studies, survey and trend data, case studies
- health & wellness info to use in employee programs

Workers:

health & wellness info and advice to support healthy living
e.g. health promotion & disease prevention info, tips
& resources



Topics you may look for...

Healthy Living at Work:

- ▶ Active living/fitness
- ▶ Healthy eating/nutrition;
- ▶ Heart health
- ▶ Mental health
- ▶ Substance use/addictions
- ▶ Smoking cessation, etc.

Work-Family-Life Issues:

- ▶ Work-life balance
- ▶ Flexible work arrangements
- ▶ EAPs
- ▶ Childcare, eldercare
- ▶ Retirement (workforce transition), etc.
- ▶ Family-friendly workplace policies



Topics you may look for...

Organizational Culture Issues:

- ▶ Violence prevention
- ▶ Harassment (e.g. bullying, anger)
- ▶ Conflict resolution
- ▶ Employment relationships
- ▶ Job design, etc.

Health & Safety:

- ▶ Hazards - chemical, biological, physical, safety
- ▶ Injury prevention
- ▶ Ergonomics
- ▶ Young workers
- ▶ Work-related diseases, disorders, illnesses, etc.



Tour of Websites

- Canadian Health Network - Workplace Health section
- Work-Life Balance in Canadian Workplaces, HRSDC
- Workplace Health publications, Health Canada
- National Quality Institute
- Healthyworkplaceweek.ca
- CCOHS's OSH Answers & Bringing Health to Work
- Canadian Policy Research Networks & JobQuality.ca
- The Health Communication Unit, Workplace Health Promotion Project & database
- Mental Health Works



Canadian Health Network (CHN)

The screenshot shows a web browser window displaying the Canadian Health Network website. The browser's address bar shows the URL <http://www.canadian-health-network.ca>. The website header includes the Canadian flag and the text "Public Health Agency of Canada" and "Agence de santé publique du Canada". The main heading is "Canadian Health Network" with the tagline "Health info for every body". Below the header is a navigation menu with links for "Français", "Contact Us", "Help", "Search", "Home", "About Us", "FAQs", "Media Room", "Site Map", and "A-Z Index". The date "October 23, 2006" is displayed. The left sidebar contains "Groups" (Children, Youth, Seniors, Aboriginal Peoples, Women, Men) and "Topics" (Active Living, Complementary and Alternative Health, Environment and Health, Health Promotion, Health System, Healthy Eating, Injury Prevention, Living with Disabilities, Mental Health, Sexuality / Reproductive Health, Substance Use / Addictions, Tobacco). The main content area features a "This month..." section with articles: "Working and thriving with a disability" (An interview with MP Steven Fletcher... [Read more]), "Mental health at work – managing stress is essential!" (When work is overly stressful, it can harm our mental health... [Read more]), and "Coming next..." (The big risk of diabetes: heart disease, Healthy living can prevent disease). There are also promotional boxes for "SUBSCRIBE TO OUR Healthlink NEWSLETTER", "Healthy bytes" (Preparing for your performance review at work), and "PUBLIC HEALTH AGENCY of CANADA" (How to find the most trustworthy health information on the Internet).

www.canadian-health-network.ca



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CHN offers...

- Links to thousands quality-assured e-health resources (English and French)
- 27 key health topics and groups
- Over 500 FAQs & answers
- Feature health articles, facts & tips, headlines
- Free, *Healthlink* e-newsletter
- Information on national health events
- A Health Information Request (HIR) Service
- An online guide to evaluating e-health information



CHN Home Page

Public Health Agency of Canada / Agence de santé publique du Canada

Canadian Health Network

Health info for every body

Brought to you by the Public Health Agency of Canada and major health organizations across the country.

October 23, 2006

Search

Print-friendly version

Working and thriving with a disability
An interview with MP Steven Fletcher...
[\[Read more\]](#)

Mental health at work – managing stress is essential!
When work is overly stressful, it can harm our mental health...
[\[Read more\]](#)

Preparing for your performance review at work
Seven ways to reduce the anxiety...
[\[Read more\]](#)

Read more articles

Coming next...

- The big risk of diabetes: heart disease
- Healthy living can prevent disease



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CHN Topics & Groups

Canadian Health Network Health info for every body
Brought to you by the Public Health Agency of Canada and major health organizations across the country.

Français	Contact Us	Help	Search	Home
About Us	FAQs	Media Room	Site Map	A-Z Index

October 23, 2006 **Search**

[Increase text size](#) [Print-friendly version](#)

Groups

- ▶ [Children](#)
- ▶ [Youth](#)
- ▶ [Seniors](#)
- ▶ [Aboriginal Peoples](#)
- ▶ [Women](#)
- ▶ [Men](#)

Topics

- ▶ [Active Living](#)
- ▶ [Complementary and Alternative Health](#)
- ▶ [Environment and Health](#)
- ▶ [Health Promotion](#)
- ▶ [Health System](#)
- ▶ [Healthy Eating](#)
- ▶ [Injury Prevention](#)
- ▶ [Living with Disabilities](#)
- ▶ [Mental Health](#)

This month...

Working and thriving with a disability
An interview with MP Steven Fletcher...
[\[Read more\]](#)

Mental health at work – managing stress is essential!
When work is overly stressful, it can harm our mental health...
[\[Read more\]](#)

[Read more articles](#)

Coming next...

- ▶ The big risk of diabetes: heart disease

SUBSCRIBE TO OUR Healthlink NEWSLETTER

Healthy bytes

Preparing for your performance review at work
Seven ways to reduce the anxiety...
[\[Read more\]](#)

PUBLIC HEALTH AGENCY of CANADA



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Workplace Health Collection

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Français	Contact Us	Help	Search	Home
About Us	FAQs	Media Room	Site Map	A-Z Index

Search

Home - Workplace Health

[Increase text size](#) [Print-friendly version](#)

Workplace Health

Work can greatly affect our health and well-being. In this section, you can find information to help you:

- Work safely,
- Manage stress,
- Prevent injuries,
- Balance work and family,
- Promote workplace wellness
- And much more...

See also sections on [Injury Prevention](#), [Environment and Health](#), and [Mental Health](#).

Workplace Health Survey

[Take our survey](#) and win a CHN water bottle!
Please take 5 minutes to share your feedback on the Workplace Health



SUBSCRIBE TO OUR Healthlink NEWSLETTER

Groups

- ▶ [Children](#)
- ▶ [Youth](#)
- ▶ [Seniors](#)
- ▶ [Aboriginal Peoples](#)
- ▶ [Women](#)
- ▶ [Men](#)

Topics

- ▶ [Active Living](#)
- ▶ [Complementary and Alternative Health](#)
- ▶ [Environment and Health](#)
- ▶ [Health Promotion](#)
- ▶ [Health System](#)
- ▶ [Healthy Eating](#)
- ▶ [Injury Prevention](#)
- ▶ [Living with Disabilities](#)
- ▶ [Mental Health](#)
- ▶ [Sexuality / Reproductive Health](#)
- ▶ [Substance Use / Addictions](#)
- ▶ [Tobacco](#)
- ▶ [Violence Prevention](#)



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Quick Searches

The screenshot displays the CCOHS website's search functionality. On the left, a navigation menu lists categories such as Prevention, Cancer, Cardiovascular Disease and Stroke, Diabetes, HIV/AIDS, and Respiratory Diseases. A red arrow points from this menu to the search results. The main content area features a search bar and a section titled 'Search "Workplace Health"'. Below this, there are options for 'Guided search' and 'Quick searches'. The 'Quick searches' dropdown menu is open, listing various topics like 'Active living at work', 'Aging workers', 'Business case for workplace health', 'Chemical hazards in the workplace', 'Discussion Groups', 'Ergonomics', 'Farm safety', 'Newsstand', 'Pandemic influenza planning for work', 'Phone Lines', 'Pregnancy and work', 'Promoting health in the workplace', 'Shift work and health', 'Stress at work', 'Videos', 'Violence and the workplace', 'Work-life balance', 'Workplace health research', 'Workplace programs', and 'Young workers' health and safety'. Each item has a 'GO' button next to it. At the bottom of the page, there are links for 'FRANÇAIS', 'CONTACT US', 'HELP', 'SEARCH', 'HOME', 'ABOUT US', 'FAQS', 'MEDIA ROOM', 'SITE MAP', 'A-Z INDEX', 'QUALITY ASSURANCE', 'PRIVACY POLICY', and 'DISCLAIMER'. A small box on the right side of the page contains a question mark icon and the text 'Answers to frequently asked questions about workplace health.'



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Workplace Health FAQs

FAQs - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Canadian Health Network

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Home | A-Z Index | Search | Site Map

Groups and Topics

Home | Workplace Health | FAQs

Ergonomics

- How can I keep from injuring my back while lifting?
- How can we set up a computer workstation so there's no strain?
- What is a good sitting position for working at my desk?
- What should I know about manual materials handling?
- How can lighting affect you at the workplace?
- What are some stretches I can do at my workstation?
- Can work in a standing position cause health problems?

Health and Safety Hazards

- How can my job affect my health?
- What information is available in my workplace to help me stay safe?
- How can shiftwork affect my health?
- How much noise is safe for my hearing?
- How do I know if there is poor indoor air quality in my workplace?
- Can workplace chemicals or materials be carried home?
- I work by myself a lot. What can I do to stay safe?
- Why is it important to wash our hands?
- What are some of the risks associated with working in a confined space?
- I travel a lot for work. How can I stay safe?
- What should I know about sleepiness or fatigue when driving?
- What are drug-resistant organisms?

How can shiftwork affect my health? - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Public Health Agency of Canada Agence de santé publique du Canada

Canadian Health Network

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Home | A-Z Index | Search | Site Map | About Us

Groups and Topics

Home | Workplace Health | FAQs | Question

How can shiftwork affect my health?

Shiftwork can mean work done during the day, or at another time, or done at another time. This has been linked with some harmful health effects.

How it affects body and well-being

For example, shift workers often:

- Feel fatigued and disoriented.
- Sleep less than they should, and don't sleep well. They may have trouble falling asleep.
- Have poor eating habits and are less active.
- Have gastrointestinal (stomach) disorders, and problems with their digestive system.
- Suffer from anxiety and are dissatisfied with their job.

Shiftwork itself is not directly linked with cardiovascular disease.



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Key International Resources



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Français	Contact Us	Help	Search	Home
About Us	FAQs	Media Room	Site Map	A-Z Index

Groups and Topics Search
Aboriginal Peoples

▸ [Home](#) ▸ [Workplace Health](#) ▸ Key International resources

[Increase text size](#)

Key International resources

Looking for international resources on Workplace Health? Have a look at these resources selected by CHN:

Note: Links from this page open in a separate browser window. If it looks as if the system is not responding, see [Technical Help](#).

[Canada & European Union cooperation on workplace safety and health](#)
Promotes sharing of occupational safety and health (OSH) information between the European Union community and Canada. Features links to Canadian government agencies that have OSH responsibilities. Includes news, legislation, good practice resources, training and research.
Source: [Canadian Centre for Occupational Health and Safety \(CCOHS\)](#)

[European Agency for Health and Safety at Work](#)
Provides occupational safety and health information to the European Union community. Web site includes news and events; legislation, standards, and guidelines; on-line forums; research and statistics; programs and training; and, publications. Information is available in several languages.
Source: [European Agency for Health and Safety at Work](#) From: International resource

[Finnish Institute of Occupational Health](#)
Promotes occupational health and safety in Finland, conducts research, trains



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Guided Search

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Français	Contact Us	Help	Search	Home
About Us	FAQs	Media Room	Site Map	A-Z Index

Groups and Topics
Aboriginal Peoples Search

▸ [Home](#) ▾ Guided Search
 [Increase text size](#)

Workplace Health: Guided Search

Items found: 1038 (1-10) [Next](#)
Sort: • [Alphabetically](#) • [By organization](#) • [By date](#)
Filter: • [All Resources](#) • [Canadian Resources only](#)

[Preparing for your performance review at work](#)
Reports on an interview with an experienced human resources manager. Recommends seven steps an employee can take in order to help decrease anxiety and to ensure that the performance review acts as useful tool in their career development. Created for the CHN with input from the Workplace Health Affiliate.
Source: [Canadian Health Network \(CHN\)](#) From: [Magazine feature of the month archives](#)

[Diabetes and employment](#)
Answers questions that employees with diabetes may have including discrimination in the workplace, dealing with employers, disclosure, employee rights, shift work and workplace accommodation.
Source: [Canadian Diabetes Association \(CDA\)](#)

[Did you know...](#)
Offers a poster for workplaces on flu and pandemic prevention information. Highlights flu busting techniques for employees. Link requires PDF reader.
Source: [Workplace Safety and Insurance Board \(WSIB\)](#) From: [Learn about the flu and pandemic planning](#)

Narrow your search by clicking on one of the Topics, Groups, Resource Types or Provinces / Territories listed below. [Tips](#)

Topic:

- [Active Living](#)
- [Cancer](#)
- [Cardiovascular Disease and Stroke](#)
- [Complementary and Alternative Health](#)
- [Diabetes](#)
- [Environment and Health](#)
- [Health Promotion](#)
- [Health System](#)
- [Healthy Eating](#)
- [HIV/AIDS](#)
- [Injury Prevention](#)
- [Living with](#)



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Link to Resource

The screenshot shows a Microsoft Internet Explorer browser window displaying the Canadian Diabetes Association website. The browser's address bar shows the URL: http://www.diabetes.ca/Section_Advocacy/diabetes_employr. The page content includes a navigation menu with options like 'About Diabetes', 'Professionals', 'Programs & Services', and 'Regional'. A sidebar on the left lists 'Workplace Health' resources, with 'Diabetes and employment' highlighted. A red arrow points from this link to the 'Diabetes and Employment' section on the main page, which contains a list of frequently asked questions such as 'I have diabetes. What kinds of discrimination might I face?' and 'Do I need to tell my employer I have diabetes?'. A secondary sidebar on the right lists other health topics like 'Cancer', 'Cardiovascular Disease and Stroke', and 'Diabetes'.



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CHN provides...

Comprehensive, credible & Canadian health promotion and disease and injury prevention information

Features the **Workplace Health** section of resources for workers, organizations & practitioners

- ▶ Covers all topics - healthy living info; organizational culture; work-life issues; health and safety topics



Health Canada

The screenshot shows the Health Canada website interface. At the top, there are logos for Health Canada and Santé Canada, and the word 'Canada' with a small Canadian flag. Below these are navigation links: 'Français', 'Contact us', 'Help', 'Search', and 'Canada Site'. Under 'Contact us' are 'A-Z Index', 'Consultations', and 'Media Room'. Under 'Search' is 'It's Your Health'. Under 'Canada Site' is 'Home'. The main content area features a banner for 'Environmental & Workplace Health' with a photo of people. Below the banner is a left-hand navigation menu with categories like 'About Health Canada', 'Consumer Product Safety', 'Diseases & Conditions', 'Drugs & Health Products', 'Emergencies & Disasters', 'Environmental & Workplace Health', 'Air Quality', 'Climate Change & Health', 'Contaminated Sites', 'Environmental Contaminants', 'Environmental Health Assessment', 'Noise', 'Occupational Health & Safety', 'Radiation', 'Water Quality', 'Legislation & Guidelines', and 'Reports &'. The main text area is titled 'Workplace Health' and contains introductory text about the importance of creating healthier work environments, followed by a paragraph about research findings and a link to 'Workplace Health Strategies'.

http://www.hc-sc.gc.ca/ewh-semt/occup-travail/work-travail/index_e.html



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Workplace Health Documents



The screenshot shows the Health Canada website interface. At the top, there are logos for Health Canada and Santé Canada, and the word "Canada" with a small flag icon. Below these are navigation buttons for "Français", "Contact us", "Help", "Search", and "Canada Site". Underneath are more specific buttons: "A-Z Index", "Consultations", "Media Room", "It's Your Health", and "Home". The main content area features a banner for "Environmental & Workplace Health" with a photo of people. Below the banner is a breadcrumb trail: "Home > Environmental & Workplace Health > Reports & Publications > Occupational Health & Safety > Workplace Health". The "Workplace Health" section is titled "Documents:" and lists several links:

- [Best Advice on Stress Risk Management in the Workplace - Part 1](#)
- [Best Advice on Stress Risk Management in the Workplace - Part 2](#)
- [Corporate Health Model](#)
- [Corporate Health Model - A Guide To Developing And Implementing The Workplace Health System In Medium And Large Businesses](#)
- [Fairness in Families, Schools and Workplaces: Implications for Healthy Relationships in these Environments](#)
- [The Farm Business Health Model - The Farm Business Health Model](#)
- [The farm business health model - A guide to developing and implementing the workplace health system for farm businesses](#)
- [Health Works Guide](#)
- [Health Works Infosheet : Table of Contents](#)
- [Healthy Settings: Canadian Case Studies](#)
- [Influencing Employee Health](#)
- [Juggling Home And Work](#)
- [The Small Business Health Model - A Guide to Developing and Implementing the Workplace Health](#)

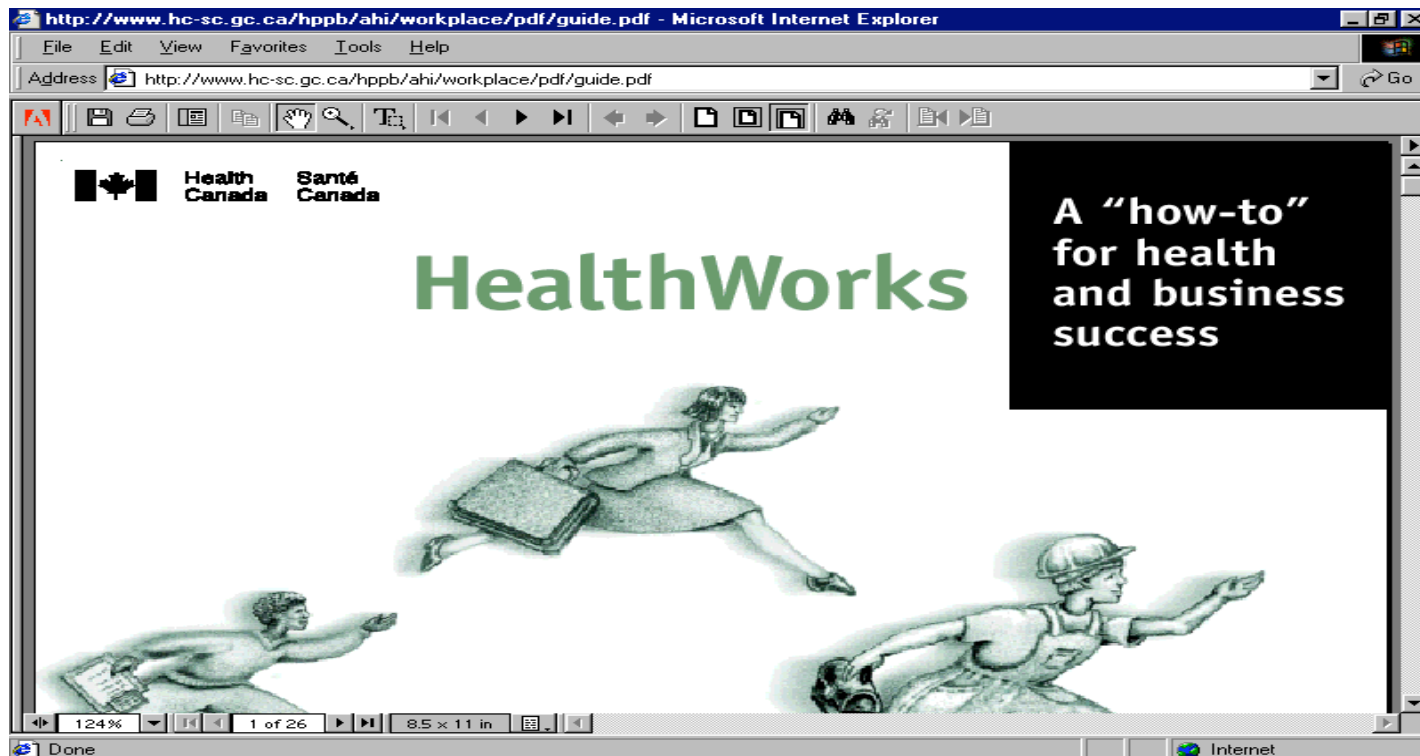
http://www.hc-sc.gc.ca/ewh-semt/pubs/occup-travail/work-travail/index_e.html



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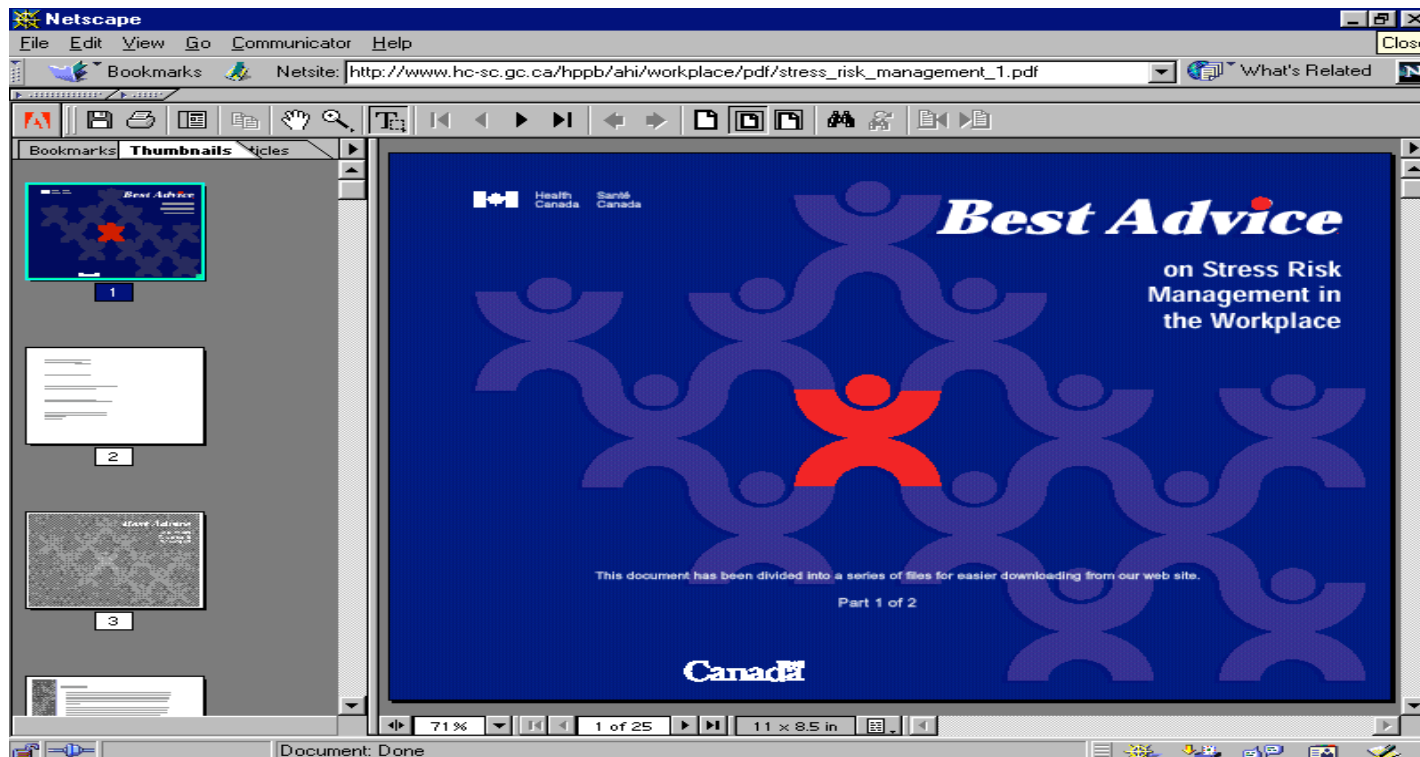
E.g. *HealthWorks Guide*



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E.g. *Best Advice for Stress Risk Management in the Workplace*



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Health Canada...

Provides practical “how-to” information for organizations on developing workplace health programs

- ▶ E.g. workplace health promotion models, how to implement a healthy workplace program, and research



Work-life Balance in Canadian Workplaces, HRSDC



Human Resources and Social Development Canada
www.hrsdc.gc.ca

WORK-LIFE BALANCE IN CANADIAN WORKPLACES

This website has been created to help organizations design and implement supportive programs and policies facilitating work-life balance. By reducing work-life struggles, individuals can enjoy a healthier lifestyle while improving productivity at work. A first section allows employers, unions, managers and human resources practitioners to access the latest information and examples of best practices that enhance work-life balance for their employees. A second section highlights the issues of an aging workforce.

Work-Life Balance topics	Aging Workforce topics
<ul style="list-style-type: none">▶ Benefits & Costs▶ Implementation, Management & Tools▶ Experience & Lessons Learned▶ Workplace Programs, Policies & Practices▶ Frequently Asked Questions▶ Research & Documents▶ Links, Awards, Conferences & Events	<ul style="list-style-type: none">▶ Overview▶ Retirement Options Offered to Canadians▶ Research & Documents▶ Links of Interest

FEATURING

- KEY Study** [A Workplace that Works \(PDF Version\)](#)
A Workplace that Works brings different views together into a single comprehensive perspective on the type of workplace that works for working people. The document builds on many familiar themes and perspectives. But, it not only brings these together in a unified way, it is a forward-looking perspective on a workplace that works. It identifies many key workplace issues that will be with us in the years ahead and it identifies necessary responses to them.
- KEY Study** [New Approaches in Achieving Compliance with Statutory Employment Standards](#)
CPRN and IPAC suggest creating a "culture of compliance" regarding employment standards in Canada in this report posted July 8, 2005.

<http://www.hrsdc.gc.ca/asp/gateway.asp?hr=en/lp/s/pila/wlb/01home.shtml&hs=wnc>



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Aging Workers



Human Resources and Social Development Canada

www.hrsdc.gc.ca

AGING WORKFORCE

[Work-Life Balance Home](#)

In this section, you will find : an [overview](#) of the challenges of an aging workforce, a [Research & Documents](#) page including [key studies](#) on the aging workforce prepared by the Labour Program, HRDC, links to [recent additions](#) of other research and documents related to the aging workforce and an extended [bibliography](#); a [Discussions](#) page inviting you to share your innovative solutions in response to challenges of the aging workforce ; *an analysis of your responses and an expert opinions will be further presented on this web site*; and other [links of interest](#) related to this question.

• General Information

• Frequently Asked Questions

• Related Links

• Legislation and Agreements

• Research and Statistics

• Publications

Overview

- ▶ [Diagnostic](#)
- ▶ [Analysis](#)
- ▶ [Recommandations](#)
- ▶ [Current Practices](#)

Research & Documents

- ▶ [Key Studies](#)
- ▶ [Recent Additions](#)
- ▶ [Bibliography](#)

Retirement Options Offered to Canadians

- ▶ [Importance of Retirement](#)
- ▶ [Legislative Framework](#)
- ▶ [Canadian Retirement Income System](#)
- ▶ [Retirement Options](#)
- ▶ [Importance of Planning](#)

Links of Interest

- ▶ [Canada](#)
- ▶ [International](#)



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Work-life Balance



Human Resources and Social Development Canada

www.hrsdc.gc.ca

WORK-LIFE BALANCE

[Work-Life Balance Home](#)

This section has been created to help employers, unions, managers and human resources practitioners and professionals find the most pertinent and recent information on work-life balance. It is a Canadian source of information with easy access to quality materials, resources and links on work-life balance.

What you will find in this section includes: information regarding the [benefits and costs](#) of work-life balance to employers and to the community; a section offering concrete and practical [implementation and management tools](#) to assist organizations design and implement supportive work-life balance programs and policies; [experience and lessons learned](#) by various individuals and organizations concerning work-life balance including [corporate profiles](#), [leader interviews](#), [case studies](#), and [successful and innovative practices](#); definitions and descriptions of individual [workplace programs, policies and practices](#); answers to [frequently asked questions](#) on work-life balance; a section of [Research and Documents](#) including [key studies](#) prepared by the Labour Program, HRDC or experts in the field of work-life balance, links to [recent additions](#) to other research and documents and an extensive [bibliography](#); and links to other [links of interest](#) related to work-life balance.

Benefits & Costs

- ▶ [Business Case](#)

Experience & Lessons Learned

Implementation, Management & Tools

- ▶ [Assessment and Planning Tools](#)
- ▶ [Culture Change](#)
- ▶ [Implementation](#)

• General Information

• Frequently Asked Questions

• Related Links

• Legislation and Agreements

• Research and Statistics

• Publications



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The business case



Human Resources and Social Development Canada

www.hrsdc.gc.ca

THE BUSINESS CASE FOR WORK-LIFE BALANCE

[Home](#) » [Work-Life Balance](#) » [Benefits & Costs](#)

The main topics addressed in the article are:

- [Introduction](#)
- [Absenteeism](#)
- [Accountability](#)
- [Recruitment & Retention](#)
- [Productivity](#)
- [Identifying the Benefits in your Organization](#)
- [Conclusion](#)

Introduction

When companies started to consider work-life issues in the 1980's and 1990s, there was an intuitive sense that it was an important thing for employers to do, although there was no strong data to back up this feeling. Unsupported claims of "reduced absenteeism", "improved productivity" and "greater potential for recruitment and retention" were made to counter perceptions among senior management that work-life balance was a "fluffy" human resources issue.

• General Information

• Frequently Asked Questions

• Related Links

• Legislation and Agreements

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• Publications



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Step-by-step guide



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• General Information

• Frequently Asked Questions

• Related Links

• Legislation and Agreements

• Research and Statistics

• Publications

SOME USEFUL STEPS TO FOLLOW WHEN INTRODUCING WORK-LIFE BALANCE PRACTICES INTO YOUR ORGANIZATION

Some Useful Steps to Follow when Introducing Work-life Balance Practices into your Organization

Here are some useful steps for employers and human resources practitioners to follow when looking at introducing work-life practices into an organization. The model is most applicable to medium and large-sized employers who do not currently have a work-life balance program in place or for employers who want to formalize the steps involved in introducing new work-life balance practices. Small employers can also use the model however, the process might be less formalized than what is presented below and would not require going through all of the steps.

- [Step 1: Planning](#)
- [Step 2: Assessment](#)
- [Step 3: Consultation with Stakeholders](#)
- [Step 4: Development](#)
- [Step 5: Launch and Implementation](#)
- [Step 6: Review and Evaluation](#)

Step 1: Planning



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EXPERIENCE AND LESSONS LEARNED

[Home](#) » [Work-Life Balance](#)

This page presents the experiences of various individuals and organizations concerning work-life balance.

- General Information

- Frequently Asked Questions

- Related Links

- Legislation and Agreements

- Research and Statistics

- Publications

Organizational Profiles

- ▶ [Canadian Auto Workers](#)
- ▶ [Delta Hotels](#)
- ▶ [HSBC Bank Canada](#)
- ▶ [Husky Injection Molding Systems](#)
- ▶ [Irving Paper](#)
- ▶ [Kraft Canada](#)
- ▶ [Northwood Technologies](#)
- ▶ [PanCanadian Petroleum](#)

Case Studies

Innovative Practices

- ▶ [Dependent Care Initiatives](#)
- ▶ [Leave and Benefits](#)
- ▶ [Reduction in Working Hours](#)
- ▶ [Work-life Stress Management](#)
- ▶ [Workplace Flexibility](#)

Leader Profiles and "Quotable Quotes"

- ▶ [David Hillenbrand](#) - President and CEO, Bayer Inc.
- ▶ [Nancy Riche](#) - Secretary-Treasurer, Canadian Labour Congress.
- ▶ [Linda Duxbury](#) - Professor, Carleton University School of Business.
- ▶ [Don McCreesh](#) - Senior VP, Human Resources, Celestica.
- ▶ [Donna Lero](#) - Co-Director of the Centre for Families, Work and Well-Being, University of Guelph.
- ▶ [Kathleen Christie](#) - National Director of Human Resources, Deloitte & Touche LLP.
- ▶ [Judith Martin](#) - Executive Coordinator, Work and Family Unit, Saskatchewan Labour.



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Programs, Policies & Practices



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WORKPLACE PROGRAMS, POLICIES AND PRACTICES

[Home](#) » [Work-Life Balance](#)

The following documents provide descriptions and examples of policies, programs and practices. They include the following:

Dependant care initiatives

- ▶ [Emergency child-care](#)
- ▶ [Emergency eldercare](#)
- ▶ [Financial assistance for child care expenses](#)
- ▶ [Workplace child-care](#)
- ▶ [Information and referral service](#)

Workplace flexibility

- ▶ [Annualized hours](#)
- ▶ [Compressed work week](#)
- ▶ [Flextime](#)
- ▶ [Telework](#)

Reduction of working time

- ▶ [Job sharing](#)
- ▶ [Gradual retirement](#)
- ▶ [Voluntary part-time work](#)

Leave and benefits

- ▶ [Flexible benefits](#)
- ▶ [Leave for personal reasons](#)
- ▶ [Maternity leave](#)
- ▶ [Parental leave](#)
- ▶ [Paternity leave](#)
- ▶ [Sick leave](#)
- ▶ [Vacation](#)

Work-life stress management

- ▶ [EAP/EFPA](#)
- ▶ [Wellness/health promotion](#)

• General Information

• Frequently Asked Questions

• Related Links

• Legislation and Agreements

• Research and Statistics

• Publications



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Sample policy



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• General Information

• Frequently Asked Questions

• Related Links

• Legislation and Agreements

• Research and Statistics

• Publications

REDUCTION OF WORKING TIME (WORKPLACE PROGRAMS, POLICIES AND PRACTICES)

Reduction of working time

- [Gradual retirement](#)
- [Voluntary part-time work](#)

▸ [Job sharing](#)

Gradual retirement

Definition:

Phased or gradual retirement allow older employees, usually with long service records, to progressively reduce their working time and workload over a period of time instead of abruptly shifting from full-time employment to retirement.

Considerations:

- From the employer's point of view, phased retirement programs can be useful in retaining skilled older employees who would otherwise retire (especially in sectors where there is a shortage of entry-level job applicants), in reducing labour costs, or in arranging the training of replacement employees.
- Gradual retirement also allows employers to plan attrition and to a certain extent maintain employee morale when a company restructures its operations.



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Research & Documents



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RESEARCH AND DOCUMENTS

[Home](#) » [Work-Life Balance](#)

This page contains references and links, where available, to a large number of reports, articles and papers on a variety of subjects related to work-life balance. The first section offers [key studies](#) prepared by the Labour Program, HRDC or experts in the field of work-life balance. The second section offers [recent additions](#) of other research and documents related to work-life balance. The third section provides an extensive [bibliography](#). You can browse the entire bibliography or search by subject, author, publisher or title.

Key Studies

- ▶ [A Workplace that Works \(PDF Version\)](#)
- ▶ [Improving Work-Life Balance - What Are Other Countries Doing?](#)
- ▶ [Addressing Work-Life Balance in Canada](#)
- ▶ [Voices of Canadians: Seeking Work-Life Balance](#)
- ▶ [Work-Life Balance in Canada: A Report to Ministers Responsible for Labour in Canada](#)
- ▶ [Work and Family Provisions in Canadian Collective Agreements](#)
- ▶ [Work-Related Child-Care Centres in Canada - 2001](#)
- ▶ [Work, Family and Community: Key Issues and Directions for Future Research](#)
- ▶ [Work-Life Compendium 2001: 150 Canadian Statistics on Work, Family & Well-Being](#) ●
- ▶ [Work-life Balance in the New Millenium: Where Are We? Where Do We Need to Go?](#) ● (PDF Document)

• General Information

• Frequently Asked Questions

• Related Links

• Legislation and Agreements

• Research and Statistics

• Publications



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FAQs



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FREQUENTLY ASKED QUESTIONS

[Home](#) » [Work-Life Balance](#)

This page offers answers to common questions asked by [individuals](#), [managers](#) and [organizations](#) on work-life balance.

For Individuals

- ▶ [What is work-life balance?](#)
- ▶ [How do you know when you've got it?](#)
- ▶ [How do you know when you don't?](#)
- ▶ [What's the difference between work-family and work-life?](#)
- ▶ [How do I work to achieve balance for myself?](#)
- ▶ [Where do you begin?](#)
- ▶ [How do you ask an employer for support?](#)
- ▶ [If I want a flexible work arrangement, how do I initiate that discussion with my manager?](#)
- ▶ [How can I take advantage of flexibility without my career suffering?](#)
- ▶ [What are the consequences of living in imbalance?](#)

For Managers

- ▶ [As a manager, I already have too many priorities to manage. Why should I take this on?](#)
- ▶ [As a manager, how do I support work-life balance with my limited time?](#)
- ▶ [How can I make change in my department if I'm on a strict budget and have no resources to devote to this?](#)
- ▶ [I want to implement flexibility, but the senior management is not on board. What do I do?](#)
- ▶ [I'm not against workplace flexibility, and we have the policies. Why do none of my staff ask for them?](#)
- ▶ [If I only do one thing as a manager to support balance, what's the most important thing for me to do?](#)
- ▶ [What are the consequences of managers lacking attention to this issue?](#)

▪ General Information

▪ Frequently Asked Questions

▪ Related Links

▪ Legislation and Agreements

▪ Research and Statistics

▪ Publications

▪ Policies and Standards

▪ Forms



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Work-life Balance Website offers...

Comprehensive and practical resources to help organizations address work-life balance, and aging workforce issues:

- ▶ business case
- ▶ assessment and planning tools
- ▶ case studies
- ▶ sample policies
- ▶ FAQs
- ▶ key research & reports



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CCOHS' OSH Answers



The screenshot shows the CCOHS website interface. At the top, there are logos for the Canadian Centre for Occupational Health and Safety (CCOHS) and the Canadian government. Below the logos is a navigation menu with links for 'Français', 'Contact Us', 'Help', 'Web Info Service', 'Products & Services', 'OSH Answers', and 'Education & Training'. A search bar is also present. The main content area is titled 'OSH Answers' and features a yellow sidebar with links to 'About OSH Answers', 'What's New', 'Feedback', and 'Disclaimer'. The main text describes the free information service and lists various topics such as Biological Hazards, Chemicals & Materials, Diseases Disorders & Injuries, Legislation, Physical Agents, and Health Promotion/Wellness/Psychosocial.

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Canada

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Français Contact Us Help SEARCH Canada Site

Web Info Service Products & Services OSH Answers Education & Training

Home About Us E-News Bringing Health to Work Events Resources Shop

OSH Answers

OSH Answers

- ▶ **About OSH Answers**
- ▶ **What's New**

OSH Answers

- ▶ **Feedback**
- ▶ **Disclaimer**

Inquiries Service

The Inquiries Service at CCOHS answers questions on the health or safety concerns people have about the work they do.

[More on Inquiries Service](#)

This free information service is provided by the Inquiries Service at the [Canadian Centre for Occupational Health & Safety](#). The mandate of CCOHS is to promote improvements in occupational health and safety by providing practical information to answer workplace concerns.



Biological Hazards
[Hepatitis B](#),
[Hantavirus](#),
[Tuberculosis](#), [Lyme Disease](#),
[Histoplasmosis...](#)

Chemicals & Materials
[MSDSs](#), [Compressed Gases](#), [Chemical Profiles...](#)

Diseases Disorders & Injuries
[Asthma](#), [Bursitis](#),
[Ganglion Cyst](#),
[AIDS](#), [Raynaud's](#)

Legislation
[Introduction](#), [Due Diligence](#), [WHMIS...](#)

Occupations & Workplaces
[Hotel Laundry](#), [Supermarket Meat Department](#), [Fish Processing...](#)

Physical Agents
[Noise Exposure Limits in Canada](#),
[Humidex Rating](#), [Lasers in Health Care...](#)

Prevention/Control of Hazards
[Corrosive Liquids and Solids](#), [Workplace Inspections](#), [PPE...](#)

Health
[Promotion/Wellness/Psychosocial](#)
[Violence in the Workplace](#), [Workplace](#)

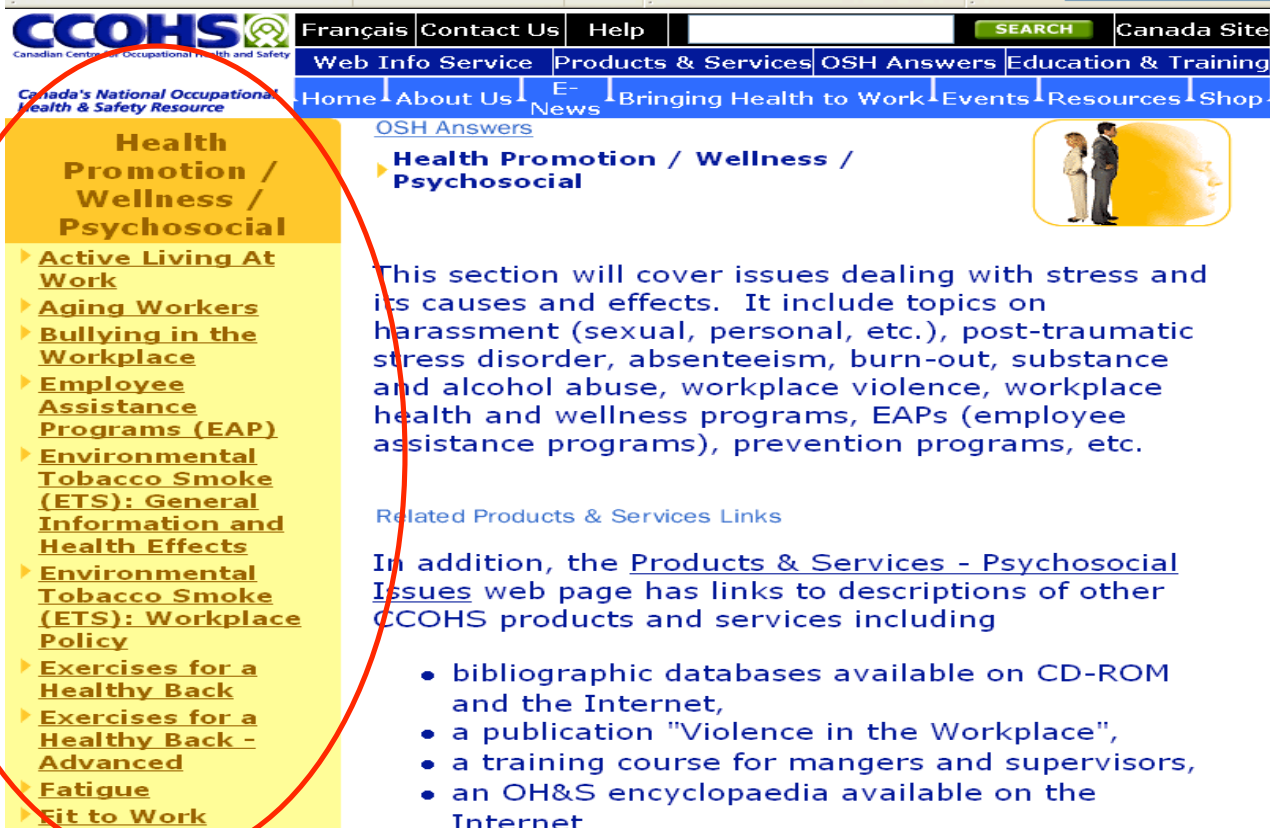
<http://www.ccohs.ca/oshanswers/>



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Health Promotion, Wellness & Psychosocial Topics



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Français Contact Us Help SEARCH Canada Site

Web Info Service Products & Services OSH Answers Education & Training


Home About Us E-News Bringing Health to Work Events Resources Shop

Health Promotion / Wellness / Psychosocial

- ▶ **Active Living At Work**
- ▶ **Aging Workers**
- ▶ **Bullying in the Workplace**
- ▶ **Employee Assistance Programs (EAP)**
- ▶ **Environmental Tobacco Smoke (ETS): General Information and Health Effects**
- ▶ **Environmental Tobacco Smoke (ETS): Workplace Policy**
- ▶ **Exercises for a Healthy Back**
- ▶ **Exercises for a Healthy Back - Advanced**
- ▶ **Fatigue**
- ▶ **Fit to Work**

OSH Answers

▶ **Health Promotion / Wellness / Psychosocial**



This section will cover issues dealing with stress and its causes and effects. It include topics on harassment (sexual, personal, etc.), post-traumatic stress disorder, absenteeism, burn-out, substance and alcohol abuse, workplace violence, workplace health and wellness programs, EAPs (employee assistance programs), prevention programs, etc.

Related Products & Services Links

In addition, the [Products & Services - Psychosocial Issues](#) web page has links to descriptions of other CCOHS products and services including

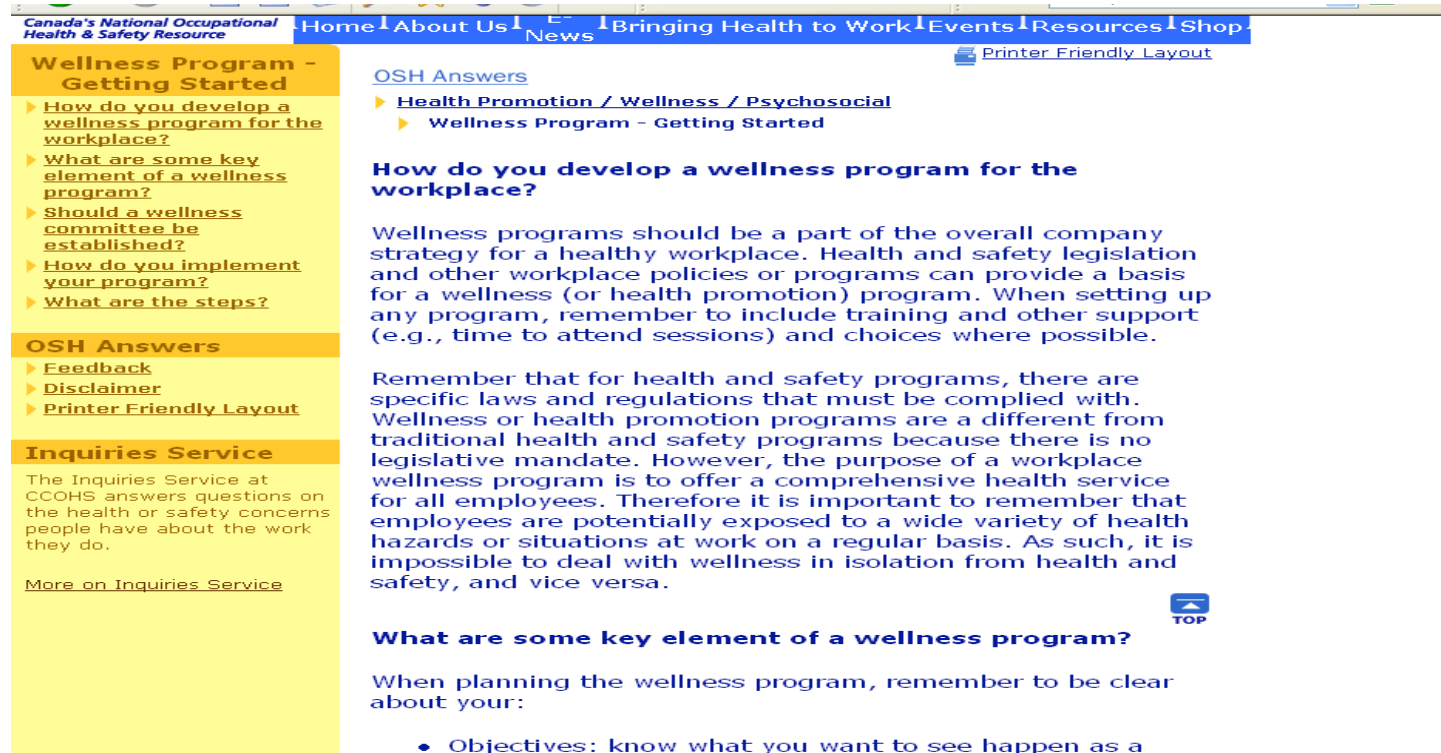
- bibliographic databases available on CD-ROM and the Internet,
- a publication "Violence in the Workplace",
- a training course for managers and supervisors,
- an OH&S encyclopaedia available on the Internet



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E.g. Wellness program – getting started



Canada's National Occupational Health & Safety Resource

Home | About Us | News | Bringing Health to Work | Events | Resources | Shop

Printer Friendly Layout

Wellness Program - Getting Started

- ▶ [How do you develop a wellness program for the workplace?](#)
- ▶ [What are some key element of a wellness program?](#)
- ▶ [Should a wellness committee be established?](#)
- ▶ [How do you implement your program?](#)
- ▶ [What are the steps?](#)

OSH Answers

- ▶ [Feedback](#)
- ▶ [Disclaimer](#)
- ▶ [Printer Friendly Layout](#)

Inquiries Service

The Inquiries Service at CCOHS answers questions on the health or safety concerns people have about the work they do.

[More on Inquiries Service](#)

OSH Answers

- ▶ [Health Promotion / Wellness / Psychosocial](#)
 - ▶ [Wellness Program - Getting Started](#)

How do you develop a wellness program for the workplace?

Wellness programs should be a part of the overall company strategy for a healthy workplace. Health and safety legislation and other workplace policies or programs can provide a basis for a wellness (or health promotion) program. When setting up any program, remember to include training and other support (e.g., time to attend sessions) and choices where possible.

Remember that for health and safety programs, there are specific laws and regulations that must be complied with. Wellness or health promotion programs are a different from traditional health and safety programs because there is no legislative mandate. However, the purpose of a workplace wellness program is to offer a comprehensive health service for all employees. Therefore it is important to remember that employees are potentially exposed to a wide variety of health hazards or situations at work on a regular basis. As such, it is impossible to deal with wellness in isolation from health and safety, and vice versa.

[TOP](#)

What are some key element of a wellness program?

When planning the wellness program, remember to be clear about your:

- Objectives: know what you want to see happen as a



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CCOHS' Bringing Health to Work Website

The screenshot shows a web browser window displaying the CCOHS website. The address bar shows <http://www.ccohs.ca/hea>. The page header includes the CCOHS logo and the text "Canadian Centre for Occupational Health and Safety" and "Centre canadien d'hygiène et de sécurité au travail". The main navigation menu includes "Français", "Contact Us", "Help", "SEARCH", and "Canada Site". Below this, there are several menu items: "Web Info Service", "Products & Services", "OSHA Answers", "Education & Training", "Home", "About Us", "News", "Bringing Health to Work", "Events", "Resources", and "Shop". The "OSHA Answers" menu item is circled in red. Below the navigation menu, there are tabs for "Tools", "Topics", "Key Links", "News Stand", "Employers", "Employees", and "Practitioners". The main content area features a large graphic with the text "Bringing Health to Work" and an image of two people sitting at a table. To the right of the graphic, there is a paragraph of text: "There is a strong connection between the health and well being of people and their work environments. When people feel valued, respected and satisfied in their jobs and work in safe, healthy environments, they are more likely to be more productive and committed to their work. When the workplace is unsafe, stressful or unhealthy, ultimately both the organization and the employees are hurt. Everyone can benefit from a healthy workplace." Below this paragraph, there is a heading: "Healthy Employees + Healthy Organizations = Healthy Workplaces". Underneath, there is another paragraph: "The goal of this website is to make information, tools and resources easily available that will help employees, employers and practitioners participate in making their workplaces healthy and safe." At the bottom of the main content area, there is a small box with the text "www.canadian-health-network.ca" and "CCOHS is the Workplace Health Affiliate of the Canadian Health Network". At the bottom of the page, there are five columns of text: "Important Notices and Disclaimers ©CCOHS, 2006", "Technical Support", "Client Services Products & services info", "Inquiries Service Answers to workplace questions", and "Webmaster Website feedback".



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 Canada's Healthy Workplace Week Oct 23-29, 2006


A-Z Topics Page

Bringing Health to Work

Tools Topics Key Links News Stand Employers Employees Practitioners

Home Bringing Health to Work

Topics



A

- [Active living](#)
- [Aging workers](#)

B

- [Barrier-free workplaces](#)

C

- [Childcare](#)
- [Conflict resolution](#)
- [Corporate social responsibility](#)

D

- [Depression](#)
- [Diabetes](#)
- [Disability case management](#)

E

- [Eldercare](#)
- [Emergency response](#)
- [Employee assistance programs](#)
- [Employee involvement / participation](#)
- [Employment status / security](#)
- [Ergonomics](#)

F

G

H

I

J

- [Job demands](#)
- [Job design](#)
- [Job satisfaction](#)

L

- [Leave of absence](#)
- [Legislation](#)

M

- [Medical services](#)
- [Mental health](#)
- [Mental illness](#)

O

- [Organizational culture](#)

R

- [Relationships at work](#)
- [Reproductive health](#)
- [Retirement / pre-retirement](#)
- [Return to work](#)

S

- [Scent-free workplaces](#)
- [Sexual harassment](#)
- [Shift work](#)



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Employers Page

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Français | Contact Us | Help | **SEARCH** | Canada Site

Web Info Service | Products & Services | OSH Answers | Education & Training

Home | About Us | E-News | Bringing Health to Work | Events | Resources | Shop

Tools | Topics | Key Links | News Stand | **Employers** | Employees | Practitioners

► Home ► Bringing Health to Work

Bringing Health to Work

Employers

[Why Workplace Health is Important](#)
[Making the Business Case](#)
[Tools and Toolkits for Employers](#)
[Workplace Health Case Studies](#)

As employers, you play a key role to play in creating a healthy workplace for you and your employees. This includes:

- Providing a safe and healthy physical work environment to prevent occupational diseases, accidents and injuries;
- Embracing work organization principles that prevent ill-health and stress and provides a balance between job demands and control over the work;
- Supporting healthy lifestyles and encouraging personal development;
- Promoting active participation by all to help improve health and well being at work.



This website is designed to provide the information, tools and resources you need to develop a workplace health strategy for your organization. A healthy workplace - the combination of individual practices and organizational factors - translates into a motivated and satisfied workforce, with reduced absenteeism and improved productivity.

Healthy Employees + Healthy Organizations = Healthy Workplaces



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Workplace Health Case Studies

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Français Contact Us Help SEARCH Canada Site

Web Info Service Products & Services OSH Answers Education & Training

Home About Us E-Bringing Health to Work News Events Resources Shop

Tools Topics Key Links News Stand Employers Employees Practitioners

Bringing Health to Work

Employers

Why Workplace Health is Important

Making the Business Case

Tools and Toolkits for Employers

Workplace Health Case Studies

Home Bringing Health to Work Employers

Workplace Health Case Studies

Case studies are resources that document and analyze innovative healthy workplace practices of various organizations. They include initiatives and solutions to consider as practical guidelines in program design as well as summarize key findings. The following case studies share real stories and experience meant to help workplaces develop and implement their own workplace health programs.

Family-friendly practices and flexibility in small companies in Canada

Reports on family-friendly practices in small businesses across Canada. Identifies challenges in small companies and examines strategies that owners and managers can use to meet the needs of their employees and improve business outcomes.

Source: [Centre for Families, Work and Well-Being \(CFWW\)](#)

Active living at work

Promotes the benefits of active living in the workplace, summarizes related research, describes what works and how to get started, and offers a template for practitioners to use in developing a business case for active living in their own organizations.

Source: [Public Health Agency of Canada \(PHAC\)](#)

Issues of workplace health and wellness: case studies

Lists a series of case studies that document and analyze innovative healthy workplace practices of various Canadian organizations which differ in size, location, sector, and union/non-union status. Includes a summary of key conclusions derived from these case studies.

Source: [Canadian Labour and Business Centre \(CLBC\)](#)

Twelve case studies on innovative workplace health initiatives: summary of



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Employees Page

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Français Contact Us Help SEARCH Canada Site

Web Info Service Products & Services OSH Answers Education & Training

Home About Us E-News Bringing Health to Work Events Resources Shop

Tools Topics Key Links News Stand Employers **Employees** Practitioners

Bringing Health to Work

Home Bringing Health to Work

Employees


[Why should I bring health to work?](#)

[Healthy living choices](#)

[Quizzes](#)

As an employee, working in a healthy workplace can have a positive impact on your health. The benefits may include:

- improved health
- more energy
- improved balance of work and family responsibilities
- greater job satisfaction
- greater sense of well being
- reduced work-related illness, injury and disability



This website is designed to provide you with the information, tools and resources you can use to make healthy choices that will improve and maintain your health. You can help make your workplace healthy!

Healthy Employees + Healthy Organizations = Healthy Workplaces

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Technical Support

Client Services Products & services info

Inquiries Service Answers to workplace questions

Webmaster Website feedback



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www.ccohs.ca

CCOHS' Free Webinar During
Canada's Healthy Workplace Week Oct 23-29, 2006

Practitioners Page

Canadian Centre for Occupational Health and Safety / Centre canadien d'hygiène et de sécurité au travail

Canada

CCOHS Canadian Centre for Occupational Health and Safety

Français Contact Us Help SEARCH Canada Site

Web Info Service Products & Services OSH Answers Education & Training

Home About Us E-News Bringing Health to Work Events Resources Shop

Tools Topics Key Links News Stand Employers Employees Practitioners

Bringing Health to Work

Practitioners

As a practitioner you are in a unique position to help both individuals and the workplace as each works towards achieving greater health and balance. In this section you will find resources to help you support and promote workplace health, including:

- tools,
- workplace health research,
- practitioner development resources, and
- program information (how to establish, maintain and evaluate).

Healthy Employees + Healthy Organizations = Healthy Workplaces

[Who is a workplace health practitioner?](#)

[How can a workplace health program be developed?](#)

[Tools and toolkits for practitioners](#)

[Workplace health research](#)

[Practitioner development resources](#)

Home ▶ Bringing Health to Work

Important Notices and Disclaimers ©CCOHS, 2006

Technical Support

Client Services Products & services info

Inquiries Service Answers to workplace questions

Webmaster Website feedback



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National Quality Institute

NQI
Helping Canada
Work Better

Franglais

Monday, October 23, 2006

National Quality Institute

2006 PERFORMANCE EXCELLENCE SUMMIT & 22ND ANNUAL CANADA AWARDS for EXCELLENCE
Oct 24, 2006 - Register Today

NQI - Helping Canada Work Better
NQI is Canada's leading authority on the development and sustainability of excellence through quality and healthy workplace environments.

Improve Your Organization
NQI offers a variety of Services and Products that will help your organization achieve excellence.

NEWS & EVENTS

2006 Canada Awards for Excellence & Performance Excellence Summit
Building a Nation Committed to Excellence. Featuring dynamic speakers, informative break-out sessions and opportunities to gain knowledge of latest quality news and tools

2006 Recipients of the Prestigious Canada Awards for Excellence
Governor General of Canada Announced as Canada Awards for Excellence Patron

>>> more

RECENT ARTICLES

Civic workers celebrate Kamloops' award of excellence
View from the C-Suite: Interview with Kevin Dougherty, President, Sun Life Financial Canada
Finance Minister Jim Flaherty supports

Canadian Framework for Business Excellence
Introduction to the Healthy Workplace Criteria - CD ROM
Risks and Rewards: How to ensure good things happen to your organization (free download)

<http://www.nqi.ca/>



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CCOHS' Free Webinar During
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Healthy Workplace Page

NQI
Helping Canada
Work Better

Excellence

Monday, October 23, 2006

About Healthy Workplace

The notion of workplace health and well-being has evolved significantly in recent years. The holistic workplace health systems of today provide support on many levels - physical, social, personal and developmental - to improve overall employee quality of life both within and outside the workplace. Employers who do this will see dramatic results, including improved morale, productivity and, ultimately, profitability. Some of those employers have achieved the highest recognition for their efforts by receiving the [Canada Awards for Excellence Health Workplace Award](#).

Whether your organization is [just beginning](#) to explore the concept of workplace health, or you wish to improve upon existing policies and programs, we can help. Over time, NQI has been developing [easy-to-use tools](#) and [educational materials](#) to help you manage and improve workplace health and well-being.

he+lthyworkplaceweek.ca

Take this simple workplace health quiz and submit your responses! Watch this space regularly for a running count on what others have to say.

News & Articles

- 2006 Recipients of the Prestigious Canada Awards for Excellence
- Ask the Expert: Unconvinced Colleagues (members only)
- Ask the Expert: Quality and Healthy Workplace Overlap (members only)
- OHA 2006 Healthy Hospital Innovators Award
- Quality and healthy workplaces: HR must play a critical role



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NQI Canadian Healthy Workplace Criteria

NQI
Helping Canada
Work Better

Excellence

français

Login
Wednesday, October 25, 2006

NQI Store

Canadian Healthy Workplace Criteria - Overview (free Download)

Price: Free
[Download Now](#)

[Become a member](#) and visit the members-only site for exclusive downloads

Developed in 1998 by the NQI in partnership with Health Canada and a team of key health professionals, the Canadian Healthy Workplace Criteria addresses a broad-based approach to health and wellness issues in the workplace. The Criteria brings together environmental, physical, mental, safety and social issues into a strategic model that helps organizations set goals and manage their wellness programs. The Canadian Healthy Workplace Criteria is used to adjudicate the Healthy Workplace Category of the Canada Awards for Excellence.

This overview document includes the guiding principles for a healthy workplace, and an overview of the Canadian Healthy Workplace Criteria.

DRIVERS **ELEMENTS** **GOAL**

Leadership
Planning
People Focus
Process Management

Physical Environment
Health Practices
Social

Healthy employees making a contribution to the organization, within a healthy workplace environment



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Healthy Workplace Courses

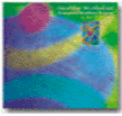


The screenshot shows the NQI website interface. At the top left is the NQI logo with the tagline 'Helping Canada Work Better'. The top right features the 'Excellence' logo and a 'Login' link. Below the logo is the date 'Monday, October 23, 2006'. The main heading is 'Healthy Workplace - Courses'. The content area includes an introductory paragraph, a list of courses, and three course cards. Each card contains an image, a title, a description, a price, availability information, and a registration button.

About NQI
News and Events
Training
Membership
Products and Tools
Canada Awards for Excellence
PEP Certification
Personnel Certification
Healthy Workplace
 About Healthy Workplace Resources
 Healthy Workplace Award Courses
 Products & Services
 Healthyworkplaceweek.ca
Assessment Services
Articles
View from the C-Suite
Roadmap to Excellence
Job Postings
Search
Contact Us
My Profile

Healthy Workplace - Courses

Over time, NQI has been developing easy-to-use tools and educational materials to help you manage and improve workplace health and well-being.

The following is a list of Healthy Workplace Training Courses

	<p>Healthy Workplace Implementation Workshop Excellerate your organization into a Healthy Workplace. Learn how you can improve your organization and become more successful by implementing the widely recognized NQI - Progressive Excellence Program for a Healthy Workplace. (2-days)</p>	<p>Price: \$1,145.00 view member price</p>	<p>First availability: Halifax Nov 7 - 8, 2006</p>	<p>Register Online for this date or Pick another date</p>
	<p>Introduction to the Healthy Workplace Criteria - Online Learning This program provides a set of building blocks for developing a physically and socially healthy workplace. For organizations embarking on a workplace wellness strategy, as well as those wanting to evaluate current effectiveness.</p>	<p>Price: \$395.00</p>	<p>On-line Course Available 24x7</p>	<p>Purchase Online</p>
	<p>Senior Leadership Overview - Healthy Workplace The journey to organizational excellence, from setting out a strategic plan to achieving results, can be perilous when there is no roadmap or framework that provides the linkage between the current state and the desired future state. (Half-day executive workshop focused on healthy workplace)</p>			<p>Request In-House</p>



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NQI offers...

Services, certification and resources to assist organizations in developing healthy workplaces

The Canadian Healthy Workplace Criteria.

Various courses and publications for organizations.



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Healthyworkplaceweek.ca

The screenshot shows the website's navigation menu on the left with options: Français, Home, CHWW 2006, Getting Started, Resource Well, Local Initiatives, Marketing Mater, Online Boutique, and Archives. Below this is a 'What's New?' section with a survey link. A central green box contains the text: 'Make us your year-round resource for Workplace Health!'. To the right of this box is a paragraph about the annual celebration of workplace health in Canada, followed by the dates for 2006 (October 23-29) and a link for details. Below that is another paragraph about year-round ideas in the 'Long-Term Strategies' section. On the far right is a 'Sponsors' section with categories: Platinum (Great-West Life), Gold (Canada Post, Purolator, Standard Life, Sun Life Financial, Watson Wyatt, Xerox), and Silver.

October 23-29, 2006 ABOUT | FAQ | SPONSORSHIP | MEDIA | COUNCIL | CONTACT US

AWARDS

- Français
- Home
- CHWW 2006
- Getting Started
- Resource Well
- Local Initiatives
- Marketing Mater
- Online Boutique
- Archives

What's New?
Please take the [online survey](#) to help improve this site!

Make us your year-round resource for Workplace Health!

Canada's Healthy Workplace Week is a yearly celebration of workplace health in Canadian organizations.

A specific week is set aside each year to increase awareness about the importance of workplace health to personal and organizational performance.

In 2006, that week is October 23-29, 2006.

During Canada's Healthy Workplace Week there are many activities on this site that you and your organization can participate in. [Click here](#) for details!

Year-round there are plenty of ideas in the [Long-Term Strategies section](#) to assist you in developing a strategic, comprehensive approach to organizational health.

Sponsors

Platinum:

- Great-West Life

Gold:

- CANADA POST / POSTES CANADA
- Purolator
- STANDARD LIFE
- Sun Life Financial
- Watson Wyatt
- XEROX

Silver:

- (Logo)

<http://healthyworkplaceweek.ca/>



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Activities for you & your workplace

The screenshot shows the website for Canada's Healthy Workplace Week 2006. At the top, the URL 'healthyworkplaceweek.ca' is displayed in green and purple. Below it, a navigation bar includes 'October 23-29, 2006' and links for 'ABOUT | FAQ | SPONSORSHIP | MEDIA | COUNCIL | CONTACT US'. A circular logo on the right depicts a stylized building with people. On the left, a vertical menu lists various sections: 'Français', 'Home', 'CHWW 2006', 'Theme', 'Activities' (highlighted in green), 'Strategies', 'Getting Started', 'Resource Well', 'Local Initiatives', 'Marketing Mater', 'Online Boutique', and 'Archives'. Below the menu is a 'What's New?' section with a survey invitation. A Google search bar is at the bottom left. The main content area features the heading '2006 Activities' and a paragraph explaining the page's purpose. It lists three activity sections: 'Activities to Enhance your Personal Well-being', 'Activities to Support Managers', and 'Activities for Organizations to Implement'. A 'Sponsors' section on the right lists Platinum, Gold, and Silver sponsors with their respective logos.

October 23-29, 2006 ABOUT | FAQ | SPONSORSHIP | MEDIA | COUNCIL | CONTACT US

AWARDS

Français ▶

Home ▶

CHWW 2006 ▶

Theme ▶

Activities ▶

Strategies ▶

Getting Started ▶

Resource Well ▶

Local Initiatives ▶

Marketing Mater ▶

Online Boutique ▶

Archives ▶

What's New?

Please take the online survey to help improve this site!

Google™

2006 Activities

For organizations and individuals interested in participating in Canada's Healthy Workplace Week 2006, this page will provide you with a selection of ideas and activities that can be adapted to fit your needs.

The Activities are separated into 3 sections:

- [Activities to Enhance your Personal Well-being](#)
- [Activities to Support Managers](#)
- [Activities for Organizations to Implement](#)

and

- [Top 5 Activities From Previous Years... Back by Popular Demand](#)

Many of the activities were provided by consultants who practice in the field of organizational health and wellness.

ACTIVITIES TO ENHANCE YOUR PERSONAL WELL-BEING

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Platinum:

- Great-West Life
- toronto hydro corporation

Gold:

- CANADA POST
- Purolator
- STANDARD LIFE
- Sun Life Financial
- Watson Wyatt
- XEROX

Silver:

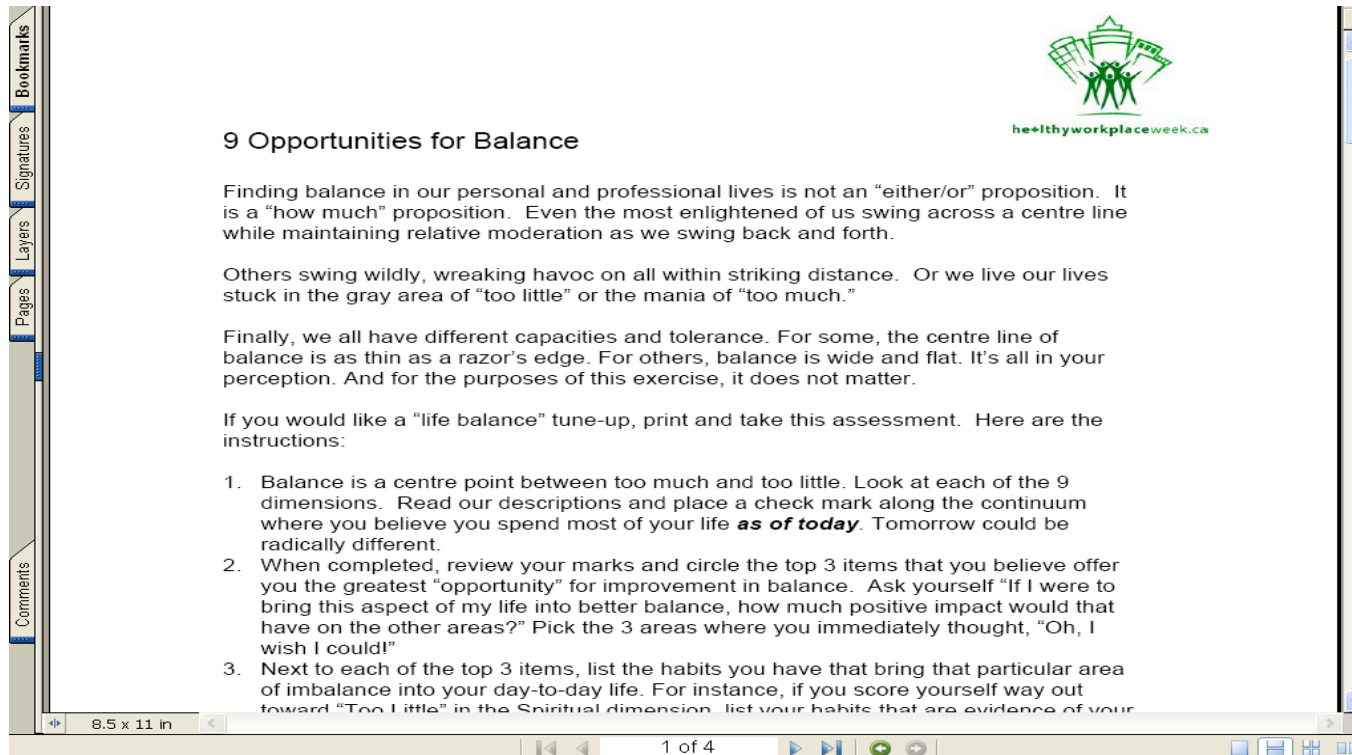
-



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E.g. Activity Sheet



9 Opportunities for Balance

Finding balance in our personal and professional lives is not an "either/or" proposition. It is a "how much" proposition. Even the most enlightened of us swing across a centre line while maintaining relative moderation as we swing back and forth.

Others swing wildly, wreaking havoc on all within striking distance. Or we live our lives stuck in the gray area of "too little" or the mania of "too much."

Finally, we all have different capacities and tolerance. For some, the centre line of balance is as thin as a razor's edge. For others, balance is wide and flat. It's all in your perception. And for the purposes of this exercise, it does not matter.

If you would like a "life balance" tune-up, print and take this assessment. Here are the instructions:

1. Balance is a centre point between too much and too little. Look at each of the 9 dimensions. Read our descriptions and place a check mark along the continuum where you believe you spend most of your life **as of today**. Tomorrow could be radically different.
2. When completed, review your marks and circle the top 3 items that you believe offer you the greatest "opportunity" for improvement in balance. Ask yourself "If I were to bring this aspect of my life into better balance, how much positive impact would that have on the other areas?" Pick the 3 areas where you immediately thought, "Oh, I wish I could!"
3. Next to each of the top 3 items, list the habits you have that bring that particular area of imbalance into your day-to-day life. For instance, if you score yourself way out toward "Too Little" in the Spiritual dimension, list your habits that are evidence of your



Resource Well

The screenshot shows the website for Healthy Workplace Week 2006. The main navigation bar includes links for ABOUT, FAQ, SPONSORSHIP, MEDIA, COUNCIL, and CONTACT US. The left sidebar contains a menu with options like Français, Home, CHWW 2006, Getting Started, Resource Well (highlighted), Local Initiatives, Marketing Materials, Online Boutique, and Archives. Below the menu is a 'What's New?' section with a survey invitation and a Google search box. The main content area features the 'RESOURCE WELL' heading and a description: 'Use the Resource Well to find the information you need for a successful Healthy Workplace Week and beyond!'. A 'KEY RESOURCES:' box lists the Canadian Health Network Workplace Health Centre, the Canadian Centre for Occupational Health and Safety (www.ccohs.ca), and the National Quality Institute (www.nqi.ca). Below this are links for 'About Resource Well', 'Browse Resources by Topic', and 'More information on Key Resources'. A footer contains a list of site pages: Home, About us, FAQ, Sponsorship, Media, Council, Contact us, Awards, Français, CHWW 2006, Theme, and Getting Started. On the right, a 'Sponsors' section lists Platinum sponsors (Great-West Life, Toronto Hydro Corporation) and Gold sponsors (Canada Post, Purolator, Standard Life, Sun Life Financial, Watson Wyatt Worldwide, Xerox).

healthyworkplaceweek.ca

October 23-29, 2006 ABOUT | FAQ | SPONSORSHIP | MEDIA | COUNCIL | CONTACT US

AWARDS

Français

Home

CHWW 2006

Getting Started

Resource Well

Local Initiatives

Marketing Materials

Online Boutique

Archives

What's New?

Please take the online survey to help improve this site!

Google

Google Search

RESOURCE WELL

Use the Resource Well to find the information you need for a successful Healthy Workplace Week and beyond!

KEY RESOURCES:

- [Canadian Health Network Workplace Health Centre](#)
- Canadian Centre for Occupational Health and Safety www.ccohs.ca
- National Quality Institute www.nqi.ca

- [About Resource Well](#)
- [Browse Resources by Topic](#)
- [More information on Key Resources](#)

[Send this page to a friend](#)
[Printer friendly page](#)

[Home](#) | [About us](#) | [FAQ](#) | [Sponsorship](#) | [Media](#) | [Council](#) | [Contact us](#)

[Awards](#) | [Français](#) | [CHWW 2006](#) | [Theme](#) | [Getting Started](#)

Sponsors

Platinum:

- Great-West Life
- toronto hydro corporation

Gold:

- CANADA POST
- Purolator
- STANDARD LIFE
- Sun Life Financial
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Canadian Policy Research Networks (CPRN)



Questions or comments?
[Contact Us](#)

Advanced Search

Research Networks | Research Themes | Supporting CPRN | Publications | Newsroom | People | President's Page | About CPRN

October 23, 2006

Français

e-network

Subscribe to CPRN's free electronic newsletter



Working for CPRN



Family Network



Health Network



Public Involvement Network



Work Network

Welcome to Canadian Policy Research Networks!

Our mission is to help make Canada a more just, prosperous and caring society. We seek to do this through excellent and timely research, effective networking and dissemination, and by providing a valued neutral space within which an open dialogue among all interested parties can take place.

We hope you will find this site accessible, useful and friendly. If you have any trouble finding what you need, please let us know.

What's New at CPRN:

- Citizens: An Underused and Undervalued Asset**
- Labour Pains: Stunning Silence Around Issue of Birth Rates in Canada**
- The Demographic Crunch: A Win-Win Opportunity**
- How to Help Low-Wage Workers**
- Developing Skills through Partnerships Symposium**
- Social Sustainability in Vancouver**
- Ottawa Citizen Editorial Supporting Value of CPRN's Work**
- An Important Message from**

<http://www.cprn.org/>



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CPRN's The Work Network



Questions or comments?
Contact Us

Search
Advanced Search

Research Networks	Research Themes	Supporting CPRN	Publications	Newsroom	People	President's Page	About CPRN
October 24, 2006	home » research networks » work network						
Français							

Family Network
Health Network
Public Involvement Network
Work Network

- People
- Research Themes
- Publications
- Events
- Links



Subscribe to CPRN's free electronic newsletter



Work Network

The **Work Network** explores the cutting edge of labour market and workplace change and the evolving interface between learning and work. The Network has built an impressive track record, making vital contributions to public discussions of emerging work and learning issues, policy development, and employer's best practices. Our focus is on how learning achievement, labour market conditions and work environments influence outcomes important to workers, employers and public policy. By highlighting how the changing world of work affects the lives of Canadians, our research contributes to informed public discussion of policy options.

An overarching objective of our work is to identify strategies that provide "inclusive" paths to strong economic performance. That is, we seek to identify policies that will sustain or improve the efficiency, productivity, and competitiveness of our labour markets



Spotlight On...

Work Commute

Statistics Canada recently released a report that said that commute times to and from work are getting longer for Canadians. In 2003, CPRN conducted an on-line survey - *Is the drive to work driving you crazy?* - asking our website visitors about their work commute. [Click here](#) to read what our visitors had to say.

What's New:



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Research Themes

The screenshot shows the website for CPRN/RCRPP. At the top left is the logo. To the right, there is a search bar with a "Search" button and "Advanced Search" text below it. Below the search bar is a navigation menu with the following items: Research Networks, Research Themes (highlighted), Supporting CPRN, Publications, Newsroom, People, President's Page, and About CPRN. Below the menu is a breadcrumb trail: "home » research networks » work network » research themes". On the left side, there is a vertical menu with links: Family Network, Health Network, Public Involvement Network, Work Network, - People, - Research Themes (highlighted), - Publications, - Events, and - Links. Below this menu are logos for "e-network" (with a subscription prompt), "JOB Quality.ca", and "Diversity Gateway". The main content area features the "Work Network Themes" section with a list of topics: Job Quality (with sub-topics like Employment Relationships, Healthy and Supportive Workplaces, etc.), The Learning and Work Nexus (with sub-topics like Adult Learning, Foundations for Success, etc.), and Vulnerable Workers. There is also a small photo of a person in a hard hat.



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Where to find studies

The screenshot shows the CPRN/RCRPP website interface. At the top, there is a navigation menu with links for Research Networks, Research Themes, Supporting CPRN, Publications, Newsroom, People, President's Page, and About CPRN. A search bar is located in the top right corner. Below the navigation menu, the date is October 24, 2006, and the breadcrumb trail is home » research networks » work network » publications. The main content area is titled "Work Network" and includes a sub-heading "Publications". Below this, there is a table of publications with columns for Publication Title, Type, and Released. The table lists several articles, including "How to Help Low-Wage Workers" and "The Demographic Crunch: A Win-Win Opportunity". A sidebar on the left contains a list of network categories and a link to "e-network" which is circled in red. Below the sidebar, there are logos for "JOB Quality.ca" and "Diversity Gateway".

Family Network
Health Network
Public Involvement Network
Work Network
 - People
 - Research Themes
 - **Publications**
 - Events
 - Links

e-network
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JOB Quality.ca

Diversity Gateway

Work Network
 Publications

Click the headings below to sort the complete publication list by **Title**, by **Type**, or by **Release Date**:

Publication Title	Type	Released
How to Help Low-Wage Workers [Ron Saunders]	Commentary	Oct 2006
The Demographic Crunch: A Win-Win Opportunity [Ron Saunders]	Commentary	Oct 2006
The Demographic Crunch: A Win-Win Opportunity [CPRN / RCRPP]	E-network	Oct 2006
Employee Training Falls Short In Canada - How to Catch Up? [CPRN News Nouvelles des RCRPP]	News Release	Sep 2006
Employee Training Falls Short In Canada -	F-network	Sep 2006



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JobQuality.ca



<http://www.jobquality.ca/>



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Indicators

JobQuality.ca

Click on the Theme to Access the Indicators

New Indicators

Work-Life Balance by Region in Canada

Gender Comparisons on Job Quality

International Comparisons of Job Quality

Influence

Schedules

Rewards

Relationships

Security

Job Demands

Job Design

Pay & Benefits

Environment

Training & Skills

Special Indicators



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Other Resources



Newsroom

What's New

The following are the most **recent updates/changes** to the JobQuality.ca site:

News Articles About Workplace Issues:

Recent stories on job quality from leading national and international newspapers.

(NOTE: Some links below may require subscriptions to access full text articles and some links may become dated.)

The Globe and Mail, Friday, September 22, 2006
[Employees becoming a lower priority: surveys](#)

The Globe and Mail, Thursday, September 14, 2006
[Alberta's growth unprecedented in Canada](#)

The Globe and Mail, Wednesday, September 13, 2006
[Stress taking its toll on managers, too](#)



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Your input wanted - surveys

The image shows a screenshot of the JobQuality.ca website. At the top, there is a navigation menu with links for Indicators, Your Job, Sponsors, Search, Resources, The Site, Newsroom, and Contact Us. A 'Français' link is also visible. Below the menu, the main heading reads 'Take a survey about your job'. The text below states: 'We need your help. All the JobQuality.ca site w surveys. We want to su some web based survey'. There are several links: 'Take a Survey', 'Survey Results', 'What do you value in a', 'The Results Are In!', 'Survey Results: How V Conditions?', and 'The Results Are In!'. An inset window titled 'Survey Results 8 - Microsoft Internet Explorer' shows a detailed page titled 'What Do You Value in a Job?'. The page content includes: 'The Results are In!', 'Here is What Our Respondents Had to Say', and a paragraph: 'Last year, we asked visitors to www.jobquality.ca to tell us what they valued in a job. We used a question from the CPRN-EKOS Changing Employment Relationships Survey (CERS) (2000). Visitors who responded to the on-line survey were asked "If you were looking for a new job today, how important would the following be to you?" Respondents rated 17 job characteristics on a scale ranging from 1 (not at all important) to 5 (very important). We will focus here on the ratings of those who indicated an item was "very important". It should be noted that this survey is not random and therefore may not be representative of Canadian workers as a whole. These findings represent a snapshot of what some visitors to the'.



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CPRN offers...

Relevant research on the labour market, workplace change, and the way work affects Canadians.

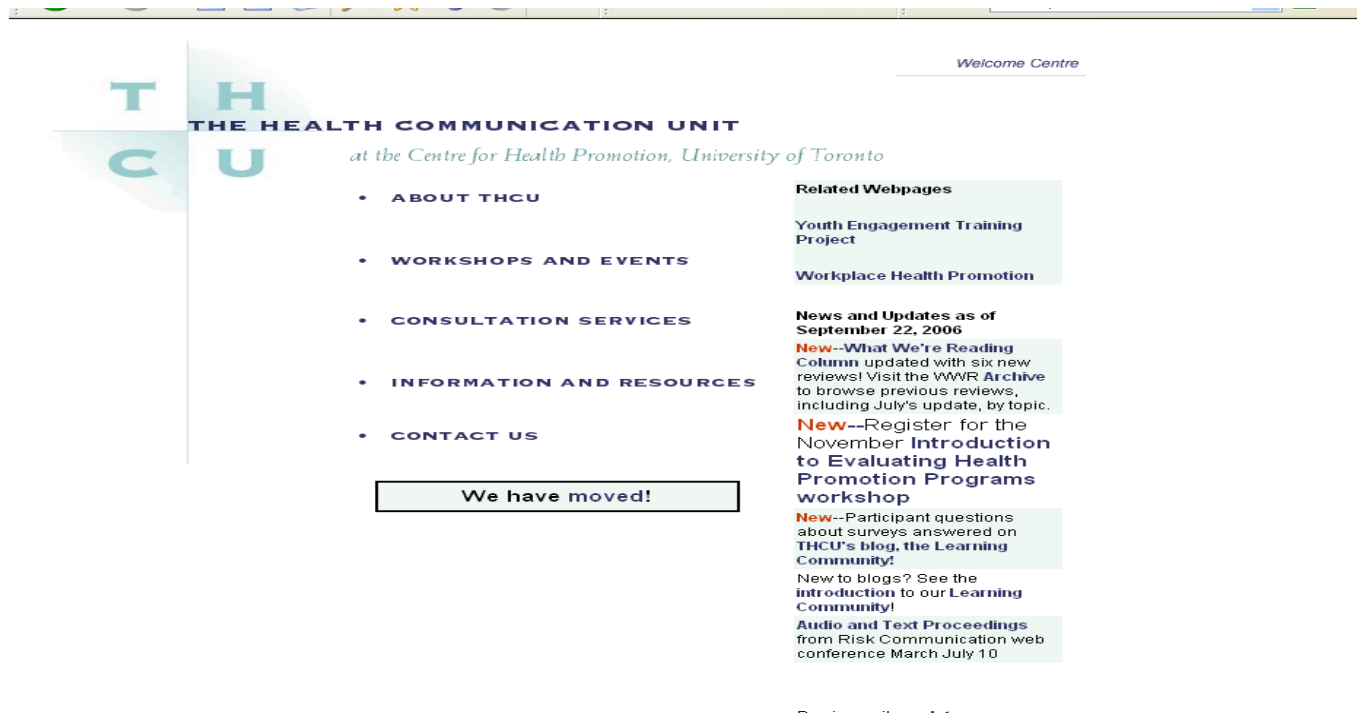
JobQuality.ca – provides data on social indicators of employment conditions and workplace environment e.g. job satisfaction, work-life balance

E-Network – free e-notification service for new publications, reports, events, etc.

Online surveys



The Health Communication Unit (THCU)



The screenshot shows the homepage of the Health Communication Unit (THCU). The header features the THCU logo, which consists of the letters T, H, C, and U arranged in a cross pattern. Below the logo, the text reads "THE HEALTH COMMUNICATION UNIT" and "at the Centre for Health Promotion, University of Toronto". A navigation menu on the left lists: ABOUT THCU, WORKSHOPS AND EVENTS, CONSULTATION SERVICES, INFORMATION AND RESOURCES, and CONTACT US. A central box contains the text "We have moved!". On the right side, there are sections for "Related Webpages" (Youth Engagement Training Project, Workplace Health Promotion), "News and Updates as of September 22, 2006" (with sub-sections for "What We're Reading Column" and "Register for the November Introduction to Evaluating Health Promotion Programs workshop"), and "Audio and Text Proceedings from Risk Communication web conference March July 10".

<http://www.thcu.ca/>



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Workplace Health Promotion Project

Welcome Centre

T H
C U

THE HEALTH COMMUNICATION UNIT
Workplace Health Promotion Project

- ABOUT THCU WORKPLACE PROJECT
- WORKPLACE WORKSHOPS AND EVENTS
- WORKPLACE CONSULTATION SERVICES
- INFORMATION AND RESOURCES
- CONTACT US ABOUT WORKPLACE HEALTH PROMOTION

Latest News

Evaluate the Workplace Project Here!

Comprehensive Workplace Health Promotion: Recommended and Promising Practices for Situational Assessment Tools
November 3, 2005
We have moved!
September 16, 2005

New! Evaluating Comprehensive Workplace Health Promotion March 15, 2005

Visit our virtual community!

Welcome to THCU's Supporting Workplace Health Promotion in Ontario website!



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Information & Resources

THCU resources

Recent Resources

Comprehensive Workplace Health Promotion: Recommended and Promising Practices for Situational Assessment Tools

This resource contains information about 29 recommended and promising situational assessment tools in six categories: needs assessments, health risk appraisals, workplace audits, employee interest surveys, current practice surveys, and organizational culture surveys. It is designed to help workplace health promotion intermediaries in Ontario to: select and implement a situational assessment tool in their workplace, and replicate and/or adapt the best practice process used to generate the tools. The resource also provides a conceptual look at CWHP, situational assessment tools and best practice; guidelines and principles related to situational assessment tools; methodological information; and future recommendations for the project. **New** November 3, 2005

Evaluating Comprehensive Workplace Health Promotion (PDF 1,132kb)

This Info-pack focuses on key aspects of evaluation within the CWHP framework. It is designed for busy practitioners who support the development of CWHP initiatives in their community and would like to access practical, 'how-to' information about program evaluation. **New** March 15, 2005



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Workplace Virtual Community

THCU *Virtual Community*
WORKPLACE

THCU HOME

Community Home Page

Community Topics	Latest Contributions
<p>Canada's Healthy Workplace Week Corner (3)</p> <p>Lessons Learned (3)</p> <p>Opinions (7)</p> <p>Resources (22)</p> <p>The VC Archives (26)</p> <p>What's New? (28)</p>	<p>What's New?</p> <p>Workplace Health Survey at the Canadian Health Network Oct. 19, 2006 Sandra Clark</p> <p>Your feedback is valuable to us! Please take 5 minutes to complete a confidential survey on your workplace health information needs. Your feedback will help to make sure the content and features at CHN's Workplace Health section respond to your health information needs. Full Story</p> <hr/> <p>Canada's Healthy Workplace Week Corner</p> <p>Template for Ontario's Healthy Workplace Week Press Release Aug. 24, 2006 Shannon Grafham Linked Resources</p> <p>A sub-committee planning for Ontario's Healthy Workplace Week (Oct 23-29 2006) has developed a press release in both English and French for workplace health professionals to use as a way of promoting consistent workplace health messaging across the province. Full Story</p>



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Workplace Health Promotion Resources database

The screenshot displays the CCOHS website interface. On the left is a green sidebar with navigation links. The main content area features several resource boxes. A red circle highlights the 'Workplace Health Promotion Resources' link, which is described as 'Access to workplace health information'. Below this are sections for 'Additional Resources' and 'Collaborative Web Sites'.

MSDS Management Service
CHEMINFO
CHEMpendium
RTECS@
OSH References
Canadian enviroOSH
Legislation
Academic Support Program
Labour Support Program

Help
Help - Searching
Help - Results and Toolbar
Help - Databases
Help - MSDS Management Service

More Information
Free Trial Option(s)
Pricing and Ordering
Terms of Use
Disclaimer

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Fax: 1-905-572-2206

CHEMINFO, CESARS, CHRIS, DSL/NDSL, HSDB, NJHS Fact Sheets, NIOSH Pocket Guide, Transport TDG, Transport 49CFR

RTECS@ * †
Registry of Toxic Effects of Chemical Substances

Legislation plus Standards
National, Regional and plus Standards Editions

*French / †Spanish versions of these databases are also available, follow the links provided in the side bar.

Additional Resources

► Search using search box above or go to these websites:

OSH Answers FREE!
Answers to hundreds of frequently asked health and safety questions.

INCHEM FREE!
Chemical publications from United Nations agencies

ILO Encyclopaedia
Articles covering all aspects of health and safety, by respected international experts

Fatality Reports FREE!
Information on workplace fatalities including preventive measures

CHEMINDEX FREE!
Chemical names, CAS Registry Numbers and Synonyms

WHMIS Classifications FREE!
Identifying the WHMIS hazards of common workplace chemicals

Workplace Health Promotion Resources FREE!
Access to workplace health information

Advanced Searches:
MSDS | CHEMINFO | CHEMpendium | DSL/NDSL | HSDB | RTECS | OSH References

Collaborative Web Sites

IPCS INTOX
An essential tool for poison centres and related units.

Canadian Health Network (CHN)
Information on health promotion and disease prevention.

CIS Centre Network
Access to the global information resources of the International Occupational Safety and Health

NAOSH Week
Information relating to North American Occupational Safety and Health Week.

<http://ccinfoweb.ccohs.ca/>



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Search database

The screenshot shows the CCOHS website interface. At the top, there is a header with the Canadian flag and the text "Canadian Centre for Occupational Health and Safety" and "Centre canadien d'hygiène et de sécurité au travail". To the right is the "Canada" logo. Below the header is a navigation menu with links for "Français", "Contact Us", "Help", "SEARCH", and "Canada Site". A secondary menu includes "Web Info Service", "Products & Services", "OSH Answers", and "Education". A third menu includes "Home", "About Us", "E-News", "OSH Events", "Resources", and "Shop@CCOHS".

The main content area features a search box with a "SEARCH" button and a "HELP ?" button. Below the search box, there are "Examples:" of search terms: "evaluation", "organizational change", and "Shain, Martin". To the right of the search box is a "Subscriber Extras!" button. Above the search box is a small image of a person walking on a grassy hill.

On the left side of the page, there is a sidebar with several sections:

- Web Info Service**
 - Search:
 - [Web Information Service](#)
 - [MSDS plus](#)
 - [CHEMINFO](#)
 - [CHEMpendium](#)
 - [RTECS@](#)
 - [OSH References](#)
 - [Canadian enviroOSH Legislation](#)
- Collection Information**
 - More about:
 - [Workplace Health Promotion Resources](#)
- Help**
 - [Help - Searching](#)
 - [Help - Results and Toolbar](#)
 - [Help - Databases](#)
- More Information**
 - [Free Trial Option\(s\)](#)
 - [Pricing and Ordering](#)



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Mental Health Works

The screenshot shows the homepage of the Mental Health Works website. At the top, the logo "mental health WORKS" is displayed in white and orange, with the tagline "Complex issues. Clear solutions." to its right. A navigation menu on the left lists various sections: Employers, Mental Health Facts, Links & Resources, News Review, Training and Tools, Who We Are, Become a Sponsor, Contact Us, Site Map, Privacy Policy, Website Policies, and Home. Below the menu is a "Tell a friend about this page" button and a W3C WAI-A WCAG 1.0 compliance logo. The main content area is divided into three columns. The left column features a "Speakers Bureau" section with a photo of a person and a "News Review" section with a photo of a person. The middle column features a "Success Story" section with a photo of a person. The right column features a "Why is mental health a workplace issue?" section with a photo of a person. A search bar is located in the top right corner, and a "Search Site" button is next to it. A "Click for Search Tips" link is also present.

mental health WORKS Complex issues. Clear solutions.

Employers

- Employers
- Mental Health Facts
- Links & Resources
- News Review
- Training and Tools
- Who We Are
- Become a Sponsor
- Contact Us
- Site Map
- Privacy Policy
- Website Policies
- Home

Employers

- Speakers Bureau
Book a speaker to address your organization about mental health in the workplace. [Read more]

Employees

- News Review
Time-flexible work policies are good business [Read more]

Why is mental health a workplace issue?

- Training and Tools
Order our award-winning eLearning program, "Working It Out: A Manager's Guide to Mental Health and Accommodation in the Workplace," and workshops for employers and employees, in our Training and Tools section.
- Speakers Bureau
Book a speaker to talk to your conference or organization about mental health in the workplace. Visit our new Speakers Bureau for details.
- Success Story
Read about how workplaces can be more open to people with mental illnesses.

Canadian Awards for Training Excellence
Winner 2005

"Working It Out: A Manager's Guide to Mental Health and Accommodation in the Workplace," eLearning program wins 2005 Canadian Award for Training Excellence!

- News Review
Work demands and workplace culture are key predictors of work-life conflict [Read more]
- Highlighted Link:
Employee Online Survey offers survey tools to

Sandy Naiman
Sandy Naiman discusses workplace accommodations on video (03:28) [Low speed | High speed] Requires Windows Media Player.

Sandy Naiman is also part of the Mental Health Works Speakers Bureau.

- Success Story
Read about how workplaces can be more open to people with mental illnesses.

<http://www.mentalhealthworks.ca/>



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For Employers

The screenshot shows the 'mental health WORKS' website. The header features the title 'mental health WORKS' in white on an orange background, with the tagline 'Complex issues. Clear solutions.' to the right. A navigation menu on the left lists various sections like 'Employers', 'Employees', 'Mental Health Facts', and 'Links & Resources'. The main content area is titled 'Employers' and includes a sub-header 'Recognizing the problem' with a Q&A section. To the right, there is a search bar and a 'Go' button. Below the search bar, there are several promotional boxes for 'Training and Tools', 'Speakers Bureau', and 'Success Story'. The bottom of the page features a 'Tell a friend about this page' button and a W3C WAI-A WCAG 1.0 logo.

mental health WORKS Complex issues. Clear solutions.

Employers

Employers

From talking to your employees about mental health problems, to legal rights and responsibilities, managers and supervisors will find resources to help them make their workplace more mentally healthy. You may also want to learn more from an **employees' point of view**.

Recognizing the problem

Q: How can I tell if someone is mentally ill?
A: As an employer, manager, or supervisor, it is not your job or your responsibility to diagnose a mental health problem. However, being aware of the signs that suggest someone might be experiencing a mental illness is important. Mental illness includes a broad range of symptoms and behaviours... [[Read more](#)]

Talking to your employee

Q: How can I approach an employee about their mental illness?
A: You may see behavior or performance signs that suggest an employee has a mental health problem. As an employer (or a manager or supervisor) you have a responsibility both to the individual and the organization to take action if you suspect that this is the case. You may be able to provide the employee with an opportunity to get the supports, professional help, and workplace accommodation they need so that they can continue working productively... [[Read more](#)]

Rights and Responsibilities

Q: What is a "reasonable accommodation"?
A: Accommodation is a way of helping your employees work more effectively by overcoming limitations caused by disabilities. Usually, accommodations are easy to implement, inexpensive (less than \$500), and demonstrate a commitment to a healthier, more equitable workplace. [[Read more](#)]

Accommodations

Search Site

Click for **Search Tips**

Training and Tools
Order our **award-winning** eLearning program, "**Working It Out: A Manager's Guide to Mental Health and Accommodation in the Workplace,**" and workshops for employers and employees, in our Training and Tools section.

Speakers Bureau
Book a speaker to talk to your conference or organization about mental health in the workplace. Visit our new **Speakers Bureau** for details.

Success Story
Read about how **workplaces can be more open to people with mental illnesses.**

W3C WAI-A WCAG 1.0

Tell a friend about this page



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For Employees

The screenshot shows the 'mental health WORKS' website. The header features the logo and the tagline 'Complex issues. Clear solutions.' The main navigation menu includes 'Employers' and 'Employees', with 'Employees' selected. The 'Employees' section contains several articles with questions and answers, such as 'Recognizing the problem', 'Talking to your employer', 'Rights and Responsibilities', and 'Accommodations'. A search bar is located in the top right corner, and a sidebar on the left lists various resources like 'Mental Health Facts', 'Links & Resources', and 'Training and Tools'. A 'WAI-A WCAG 1.0' logo is also visible in the bottom left of the page content.

mental health WORKS Complex issues. Clear solutions.

Employees

Whether approaching your employer or co-workers about a mental health problem, or preparing for a return to work after disability leave, employees will find resources to make themselves, and their workplaces, more mentally healthy. You can also learn more from an [employer's point of view](#).

Recognizing the problem

Q: Where can I find help?
A: If you are distressed (for example, feeling anxious or depressed) and think that you may have a mental health problem, you should seek help. Remember that everyone feels stressed or anxious from time to time. If the feelings continue for more than two weeks, prevent you from eating, sleeping or working, interfere with the quality of your relationships, or if you want to harm yourself, you should seek help. [[Read more](#)]

Talking to your employer

Q: How can I tell an employer that I'm ill? What should I say?
A: Deciding to tell your employer that you have a mental illness usually requires preparation. Depending on the organization, you may want to talk to someone in the employee health centre, a job coach or therapist ahead of time to plan what you will say. Because people generally do not talk about their mental illness... [[Read more](#)]

Rights and Responsibilities

Q: Do I have to tell my employer that I'm ill?
A: If you are able to come to work, in most cases you do not have to tell your employer that you are ill. However, if you have a mental health problem that could affect your ability to do your job, you will need to consider the benefits and risks of disclosure. [[Read more](#)]

Accommodations

Q: What kinds of accommodations can I ask for?
A: There is no list of reasonable accommodations that you must choose

Search Site
Click for [Search Tips](#)

Training and Tools
Order our [award-winning eLearning program, "Working It Out: A Manager's Guide to Mental Health and Accommodation in the Workplace,"](#) and workshops for employers and employees, in our Training and Tools section.

Speakers Bureau
Book a speaker to talk to your conference or organization about mental health in the workplace. Visit our new [Speakers Bureau](#) for details.

Success Story
Read about how workplaces can be more open to people with mental illnesses.

WAI-A WCAG 1.0

Tell a friend about this page

Employers
Employees
Mental Health Facts
Links & Resources
News Review
Training and Tools
Who We Are
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Mental health resources

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Links & Resources
News Review
Training and Tools
Who We Are
Become a Sponsor
Contact Us
Site Map
Privacy Policy
Website Policies
Home

► **Links & Resources**

Search Links

Search By: Keywords

Subject

Country All countries Canada only

► **Search Site**

Click for **Search Tips**

► **Training and Tools**
Order our **award-winning** eLearning program, **"Working It Out: A Manager's Guide to Mental Health and Accommodation in the Workplace,"** and workshops for employers and employees, in our Training and Tools section.

► **Speakers Bureau**
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► **Success Story**
Read about how workplaces can be more open to people with mental illnesses.

Browse Links by Subject

Accessibility	Business Case	Stress
Accommodation	Depression	Support Programs
Addiction	Legal Issues	Violence
Anxiety	Prevention	Vocational Programs
Bipolar Disorder	Return to Work	Work/Life Balance

► Tell a friend about this page

W3C WAI-A WCAG 1.0

The information provided on this website is for general information only. It is neither legal nor medical advice and is not a substitute for the advice of a qualified practitioner in your home jurisdiction. Mental Health Works makes every effort to ensure the accuracy and reliability of the information that appears on its website but cannot guarantee that it is error free or complete.

Employers | Employees | Mental Health Facts | Links & Resources
| Mental Health Works News Review | Training and Tools | Who We Are
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Evaluating E-Health Info

- Is the resource credible?
- Is the content suitable?
- Is the information relevant to you?
- Is the resource timely?
- Is there clear disclosure?
- Is the site user-friendly?



Thank you for participating in CCOHS' Healthy Workplace Week Webinar!

**Presenter: Sandra Clark
Any Questions?**

Email: sandrac@ccohs.ca



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