



MANITOBA TRUCKING ASSOCIATION

25 Bunting Street Winnipeg, Manitoba R2X 2P 5

## Employer Health Initiatives for Employees

Workplace wellness programs are designed to promote the physical, mental, and emotional well-being of employees. These programs can improve employee health, reduce stress, and increase job satisfaction, leading to a more productive and engaged workforce. Here are some common components and ideas for workplace wellness programs.

### *Ergonomics*

Ensure that workstations are ergonomically designed to reduce physical strain and the risk of repetitive stress injuries. Have a professional evaluate the workspace to improve conditions and provide team members a health and ergonomic work space.

### *Work-Life Balance*

Promote work-life balance by offering flexible schedules, remote work options, or family-friendly policies. Do not discount those without a “traditional family.” Many people consider their neighbours, friends, and pets to be family, and they all deserve time together.

### *Fitness Programs*

Promote physical activity by offering on-site fitness classes, gym memberships, or incentives for reaching fitness goals. Pay for an instructor to come in and lead the team in a class (do not schedule during lunch, employees still require breaks for regular decompression). Support and encourage employees to take short breaks for stretching or walking.

### *Mental Health Support*

Arrange for mental health resources like counseling services, stress management workshops, or access to employee assistance programs (EAPs). For those not yet able to access benefits, keep up to date on current mental health programming [Mental Health Resources Guide for Winnipeg \(cmha.ca\)](#).

### *Nutrition Programs*

Provide healthy snacks, cooking classes, or nutrition seminars. Encourage mindful eating and offer access to a nutritionist. Provide nutritious food choices in the workplace cafeteria, and label menu items with nutritional information. When ordering or catering lunch, choose a restaurant with a wide variety of food. Be mindful of dietary restrictions.

### *Tobacco Cessation*

Support employees in quitting smoking by offering counseling, nicotine replacement therapy, or smoke-free initiatives. Employees may require multiple supports to be successful.

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### *Fitness Trackers*

Distribute fitness trackers to employees and encourage friendly competitions or challenges to meet daily step goals.

### *Wellness Workshops*

Host regular workshops on various wellness topics, such as nutrition, exercise, stress reduction, and mindfulness.

### *Cycle to work supports*

A safe space to park your bicycle is essential to promoting employee cycling as a mode of transportation. Further supports such as shower and changing spaces help employees maintain professionalism while furthering their health.

### *Peer Support Groups*

Create support groups for employees with common health concerns, such as diabetes or mental health issues. Ask for volunteers to lead the groups and provide space for meetings when possible. If virtual, consider using an existing meeting license like zoom to allow groups to meet for longer than 30 minutes.

### *Financial Wellness*

Offer financial wellness seminars or resources to help employees manage their finances effectively.

### *Meditation and Relaxation Spaces*

Designate quiet spaces for meditation or relaxation, with comfortable seating and calming décor. Not everyone does well in an open office environment and may require time away to decompress.

### *Wellness Challenges*

Create challenges that encourage employees to adopt healthier habits, such as drinking more water, getting more sleep, increasing daily steps, or reducing screen time. Offering a prize can engage and challenge team members to compete together to achieve a common goal.

### *Feedback and Evaluation*

Continuously gather feedback from employees to evaluate the effectiveness of wellness programs and make necessary adjustments.

Remember that a successful workplace wellness program should be tailored to the specific needs and preferences of your employees. Regularly assess the program's impact and adjust it as needed to ensure it continues to support the well-being of your workforce. Garner feedback from employees and work together to achieve workplace wellness.



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