



Town of Antigonish Workplace Health and Wellness Policy

Scope

The purpose of this policy is to provide workplace health and wellness program guidelines consistent with the Town of Antigonish Strategic Plan and to promote and protect the physical and mental health of Town employees.

Policy

1. This program shall be administered by the Joint Occupational Health and Safety (JOHS) Committee. To facilitate this policy the JOHS Committee shall:
 - i. administer program funds and provide support for a healthy workplace;
 - ii. provide a healthy and safe physical work environment;
 - iii. facilitate an employee's efforts to make improvements in their health practices;
 - iv. organize wellness education sessions relating to mental, physical and emotional wellness;
 - v. improve Town employee access to healthy snack options in the work place by providing healthy food options during Town events, meetings, etc.;
 - vi. provide information regarding access to the Employee Assistance Program (EAP) which provides confidential help for a wide range of concerns at no cost to the employee; and
 - vii. encourage friendly fitness and wellness competitions.

2. Program guidelines:
 - i. This program applies only to permanent full-time employees of the Town of Antigonish.
 - ii. Permanent full-time Town of Antigonish employees are eligible to receive a financial incentive of up to \$150.00 per year towards a membership or program that is intended to improve the employee's wellness. Eligible programs include:
 - i. fitness centre membership;
 - ii. structured exercise classes;
 - iii. healthy eating programs;
 - iv. tobacco cessation programs;
 - v. team or individual sport registration;
 - vi. fitness equipment; and
 - vii. any other expenses that are not listed which will be taken to the JOHS Committee for review.
 - iii. Receipt is required for reimbursement.
 - iv. Participation in the program is voluntary.

CAO's Annotation for Official Policy Book

Date of Notice to Council Members of Intent
To Consider (Minimum 7 Days):

Date of Passage of Current Policy: October 22, 2012

I certify that this Policy was adopted by Council as indicated above.


Chief Administrative Officer

Nov 5, 2012
Date