
Municipality of Cumberland Policy 17-02

Workplace Wellness

Amended January 2023

Definitions

In this Policy,

1. “municipality” means the Municipality of the County of Cumberland
2. “employee” means any permanently employed staff member or Councillor of the Municipality
3. “workforce” means all employees of the Municipality

Objectives

It is the objective of the Municipality to establish a healthy workforce by encouraging, offering, and supporting health-related programs that will assist employees in taking ownership for their physical, mental, and emotional well-being, resulting in improving the overall health and well-being for all employees.

The Municipality recognizes that the way to achieve its objectives and goals is dependent upon the well-being of all employees. Healthy work environments improve productivity and reduce costs related to absenteeism, lost productivity, turnover, workers' compensation, and medical and disability claims. The key elements of a healthy workplace include the physical environment, healthy lifestyles, mental health and workplace culture.

The intent of the Municipality’s Wellness Policy is to support and promote employee mental and physical wellness by:

- improving understanding of issues that impact the health and well-being of employees;
- providing a work environment that will support employee health and well-being;
- building the knowledge, skill and ability of employees to take control over their well-being by helping individuals become actively involved in improving their personal health; and
- creating a healthy workplace that leads to improved satisfaction and moral.

Wellness Subsidy Program

The approval process for the applications under the Wellness Subsidy Program will be in accordance with an administrative directive developed by the Chief Administrative Officer.

Budget


The Wellness Committee will collectively prepare and submit an annual budget to be approved by Council as part of the overall budget review and approval process. The Committee will have the responsibility and authority for the implementation of the programs included in this budget.

Accountability

The wellness committee is accountable to Municipal Council and staff for implementation of this policy and associated programs.

Effective Date

The effective date of this Policy is January 25, 2023 upon which date all previous Wellness policies of the Municipality are hereby repealed.

<u>Clerk's Annotation for Official Policy Book</u>	
Date of Notice to Council Members of Intent to Consider [7 days minimum]: <u>December 14, 2022</u>	
Date of Passage of Current Policy: <u>January 25, 2023</u>	
I certify that this Policy was adopted by Council as indicated above.	
 _____	<u>February 16, 2023</u>
Clerk <i>cas</i>	Date