

Mobilize

Assess

Plan

Do

Evaluate

MOBILIZE

Developing a workplace wellness program begins with gaining commitment from all workplace groups, especially management. This ensures that everyone is working towards the same goal and that the program has the resources needed to be successful over time.



Key Steps

- Determine who needs to be involved (business owners, managers, human resources, unions, employee groups, etc.).
- Establish a Workplace Wellness Committee made up of members from various levels and sectors in the workforce, including at least one senior leader.
- Develop a Terms of Reference.
- Designate an Workplace Wellness Champion.
- Gather information and present a business case that outlines the potential benefits.
- Secure buy-in from management that goes beyond endorsement. Leaders should also allocate resources to the program, be actively engaged and encourage staff to participate.
- Put a written policy in place that formally adopts the program.
- Collaborate with the Joint Occupational Health and Safety Committee, Psychological Health and Safety Committee, and other committees as appropriate.



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TBDHU.com/workplaces

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