

Workplace Health & Safety Committee

Wellbeing Champion

Purolator Health is an initiative designed with the needs and interests of Purolator employees and their families at its heart. Building on our history of care and concern for employees, Purolator Health provides tools, resources and guidance that promotes a comprehensive approach to health and wellbeing. The intention of this initiative is to continually develop programming that supports and sustains healthy behaviours that are needs driven, diverse, accessible, and inclusive.

Goals

- Build on the optimization of the mental health and wellbeing resources and improve recognition of these workplace supports for employees and their families, and in turn, increase participation rates.
- Develop programs that are tangible, measurable, and foster behaviour change, to ensure efficacy and apply measures to support our collective journey to be one of the best employers and leaders in workplace health and wellbeing.
- The mental health and wellbeing programming will use best practices in health and wellbeing to support choices that lead to both personal and organizational wellbeing.
- Provide practical opportunities to gain experience and apply knowledge and skills to foster and sustain healthy behaviour change concerning wellbeing.
- Achieve a best-in-class employee and family perception of a positive and supportive culture as measured through the employee engagement survey and represented in our mental health dashboard.
- Realistic reductions in benefits costs and lost time due to ill health, including attendance (sick time), prescription drug utilization and short- and long-term disability claims.
- Build and sustain engagement to improve productivity and optimize workplace job satisfaction.
- Achieve external awards as a best-in-class healthy workplace.

Purpose

This Wellbeing Champions (WC) exists to enhance enthusiasm and participation in the mental health and wellbeing resources and its programming by championing programs and services and acting as a liaison between employees and their teams/colleagues.

Charter for Members

- We have a shared responsibility for team process and the work of the committee.
- We will respect the opinions of all members and treat each other with respect.
- We will actively contribute to the discussions.
- We will keep an open mind to new and different ideas.
- We will respect the confidentiality of all discussions in the meetings.
- We will always use open and honest communication with each other.

Membership/Qualifications

- Consultant: TBD – H&S Leadership member
- Consultant: Ashley Wood-Suszko, Manager, Mental Health and Wellbeing
- Membership will be reviewed bi-annually and will consist of one WHSC member for each terminal location. The members will bring together a variety of diverse work perspectives based on differing roles, levels within the organization, physical location of work, shifts/schedule and tenure.

Qualifications

- Minimum 1-year employment at Purolator.
- Sponsorship from their immediate Manager.
- Member of the WHSC.
- Demonstrates positive influence with co-workers through opinion and action.
- Respected by co-workers as a collaborative member of the team.
- Demonstrates commitment to personal and team wellbeing.
- Express goals to develop communication and leadership abilities.
- Express goals to assist co-workers to identify stressors and challenges in the work setting and to support them to seek strategies for positive coping and wellbeing.
- Commits to the role of a member of the WC for a minimum 2 year, with opportunity to renew their term for an additional 1 year following.

Ambassador Functions

- Act as champions of the Purolator Health initiative and developing programs by promoting programs, participating in programs, and encouraging colleague's engagement.
- Function as a liaison between the Purolator Health Project Lead and employees and their families
- Uses knowledge of team norms and practices to strategize on ways to encourage and promote participation in mental health and wellbeing programs.
- Identify workplace wellbeing needs and critical areas of focus for the mental health and wellbeing program, as well as makes recommendations to improve programming outcomes.
- Participate in the prioritization, planning, promotion, implementation, and assessment of high-impact, needs-based wellbeing programs and events.
- Encourages/supports team wellbeing by sharing knowledge and resources through formal and informal venues.
- Support various wellbeing initiatives throughout the year including the H&S Week (May) and Mental Health Awareness Week (May), and Healthy Workplace Month (October) initiatives.

Our Organizational Commitment to the WC

- Time to virtually attend quarterly committee meetings (dates to be determined).
- Education/training opportunities to build wellbeing leadership capacity.
- Access to resources and tools.
- Terms of Reference review.
- The Committee shall review the Terms of reference annually and recommend any changes for approval to the Purolator Health Project Lead.

Decision Making

- When making decisions, the Wellbeing Champions or Committee will strive for consensus. Consensus is defined as being able to live with, accept, and support a decision when members are not in total agreement.