

Integrated Wellness Plan

The Integrated Wellness Plan is the psychological health and safety management system through which the *National Standard for Psychological Health & Safety in the Workplace* exists at Ontario Shores.

The system reflects the nine components of wellness surrounded by the five pillars through which psychological health and safety are upheld and monitored within the organization.



Integrated Wellness Plan

The Five Pillars

The five pillars that surround the nine wellness components of the Integrated Wellness Plan represent how psychological health and safety are upheld and monitored within the organization.



The diagram consists of five brown circles with white outlines, arranged in two rows. The top row contains three circles, and the bottom row contains two circles. Each circle contains white text representing a pillar of the wellness plan.

Prevention
of Harm

Promotion of
Health

Resolution
of
Occurrences
or Harm

Organizational
Culture

Sustainability
& Continual
Improvement

Integrated Wellness Plan

The Five Pillars

Prevention of Harm

Supports employee health and psychological wellbeing through the prevention of harm and identification of potential hazards.

Organizational Culture

Promotes a work environment of psychological wellbeing by monitoring employee engagement and perception of the workplace.

Promotion of Health

Optimizes health and psychological wellbeing, by encouraging a culture of wellness, inclusive of mind, body, and spirit.

Sustainability & Continual Improvement

Assesses the work environment on a continual basis to improve employees' psychological wellbeing.

Resolution of Occurrences or Harm

Supports employee health and psychological wellbeing through the respectful resolution of occurrences or taking corrective action against potential harm.

Integrated Wellness Plan Scorecard

Monitoring the Five Pillars

The five pillars of the Integrated Wellness Plan are monitored by its Scorecard, which uses quantitative data collected by various departments to measure and record psychological health and safety system conformance and the effectiveness of the Integrated Wellness Plan.

Prevention of Harm

Monitors the current overall percentage of days safety huddles were documented, and percentage of look back, look ahead, and weekend concerns that were identified as indicated by Safety Huddle Dashboard.

Promotion of Health

Monitors the percentage of individuals reporting an increase in knowledge of self care following one or more education session(s).

Resolution of Occurrences or Harm

Monitors the percentage of employees involved in an investigation who receive a conclusion meeting to explain the outcome, and number of appeals filed at conclusion of a formal investigation process.

Organizational Culture

Monitors the percentage of surveyed employees who perceive Ontario Shores as a healthy and psychologically safe workplace, as indicated by the Psychological Health Index (PH Index).

Sustainability & Continual Improvement

Monitors the percentage of improved scores for identified psychosocial factors on the units, departments, and the organization as indicated by the PH Index.

Integrated Wellness Plan

The Nine Components

The Integrated Wellness Plan reflects the interconnectedness of the 9 components of wellness, meaning that when one component of wellness is impacted whether positively or negatively, the others have the potential to be impacted as well.

The 9 components of wellness are each supported in a number of ways within the organization.

Each component of wellness directly impacts various psychosocial factors of workplace mental health, which are monitored annually by the Psychological Health Index (PH Index).



Integrated Wellness Plan

The Nine Components: Mental Wellness

Definition

Mental wellness refers to “emotional, psychological, and social well-being. It affects how we think, feel, and act. It also helps determine how we handle stress, relate to others, and make choices” (U.S. Department of Health & Human Services).

Mental Wellness at Ontario Shores

Within the Integrated Wellness Plan, mental wellness sits within the center of the other eight components of wellness.

Its placement signifies how all forms of wellness impact mental wellbeing, just as mental wellness also impacts the other eight components of wellness.



Impacts the Psychosocial Factors (PF) of:

- **PF1:** Psychological Support
- **PF2:** Organizational Culture
- **PF3:** Clear Leadership & Expectations
- **PF4:** Civility & Respect
- **PF5:** Psychological Competencies & Requirements
- **PF6:** Growth & Development
- **PF7:** Recognition & Reward
- **PF8:** Involvement & Influence
- **PF9:** Workload Management
- **PF10:** Engagement
- **PF11:** Balance
- **PF12:** Psychological Protection
- **PF13:** Protection of Physical Safety

Integrated Wellness Plan

The Nine Components: Emotional Wellness

Definition

Emotional wellness refers to “the ability to maintain relative control over emotional states in response to life events, stress management and appropriate responses to emotional crises” (Csiernik, 2005, p. 12).

Examples of How Ontario Shores’ Supports Emotional Wellness

- Employee and Family Assistance Provider
- The Working Mind Training
- Crucial Conversations Training
- Take 5 Mindfulness Initiative
- Access to Multi-Faith Room
- Customized Organizational Change Model



**Emotional
Wellness**

Impacts the Psychosocial Factors (PF) of:

- **PF1:** Psychological Support
- **PF5:** Psychological Competencies & Requirements
- **PF6:** Growth & Development

Integrated Wellness Plan

The Nine Components: Cognitive Wellness

Definition

Cognitive wellness refers to “education, achievement, role-fulfillment, and career development including the ability to engage in clear thinking and to think independently and critically” (Csiernik, 2005, p. 13).

Examples of How Ontario Shores’ Supports Cognitive Wellness

- Weekly Grand Rounds
- Weekly Lunch and Learns
- Training and Workshop Opportunities
- Conference Participation
- Tuition Assistance
- myPerformance
- myLearning
- Research Participation



Impacts the Psychosocial Factors (PF) of:

- **PF5:** Psychological Competencies & Requirements
- **PF6:** Growth & Development
- **PF8:** Involvement & Influence

Integrated Wellness Plan

The Nine Components: Physical Wellness

Definition

Physical wellness refers to “fitness, nutrition, adequate rest and sleep, and medical self-care including the absence of disease as well as behaviors that affect biological functioning including smoking and drug use” (Csiernik, 2005, p. 12).

Examples of How Ontario Shores’ Supports Physical Wellness

- Free Onsite Gym
- Reduced GoodLife Membership Fees
- Healthy Lunch Choices in Cafeteria
- Access to Occupational Health & Safety and Wellness Department
- Robust Benefit Plans
- Yoga, Fitness Classes, Floor Hockey, Badminton, Walking Groups



Impacts the Psychosocial Factors (PF) of:

- PF11: Balance
- PF13: Protection of Physical Safety

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The Nine Components: Social Wellness

Definition

Social wellness refers to “family, work, school, religious affiliation, social values, customs and social supports and the ability to interact effectively with others including the development of appropriate relationships among friends, families, co-workers, and communities” (Csiernik, 2005, p. 12).

Examples of How Ontario Shores’ Supports Social Wellness

- Access to Multi-Faith Room
- Human Rights Corporate Action Plan
- Interprofessional and Interdisciplinary Working Groups and Committees
- All Staff Forums
- Leading Edge Program
- Preceptorship and Student Placement Opportunities



Impacts the Psychosocial Factors (PF) of:

- **PF2:** Organizational Culture
- **PF3:** Clear Leadership & Expectations
- **PF4:** Civility & Respect
- **PF10:** Engagement

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The Nine Components: Spiritual Wellness

Definition

Spiritual wellness refers to “love, charity, purpose, inner peace, caring for others, prayer and connection to a larger purpose other than oneself or one’s immediate social circle” (Csiernik, 2005, p. 13).

Examples of How Ontario Shores’ Supports Spiritual Wellness

- Access to Multi-Faith Room
- Volunteer Opportunities
- Philanthropic Opportunities through the Foundation
- Values in Action Awards
- Human Rights Corporate Action Plan
- Free Onsite Art Gallery
- GEM Cards



Impacts the Psychosocial Factors (PF) of:

- **PF4:** Civility & Respect
- **PF7:** Recognition & Reward
- **PF10:** Engagement
- **PF11:** Balance

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The Nine Components: Environmental Wellness

Definition

Environmental wellness refers to one's "willingness to actively participate in and contribute to efforts to protect and renew the environment . . . through recycling, energy conservation, careful product selection" (University of Guelph).

Examples of How Ontario Shores' Supports Environmental Wellness

- Free Cooling Project
- Greening Health Care Award
- Green Team Initiatives
- Recycling Bins
- Tree Planting
- Electronic Medical Records
- Landfill Diversion Initiatives



Environmental
Wellness

Impacts the Psychosocial Factors (PF) of:

- **PF2:** Organizational Culture
- **PF4:** Civility & Respect
- **PF10:** Engagement
- **PF11:** Balance

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The Nine Components: Occupational Wellness

Definition

Occupational wellness refers to one's "personal satisfaction and enrichment [experienced] through work. An occupationally-well person has integrated their commitment to work into a total lifestyle that is rewarding and seeks to express personal values through that involvement" (University of Guelph).

Examples of How Ontario Shores' Supports Occupational Wellness

- Employee Opinion Survey
- Rewards and Recognition
- Training and Workshops
- Conference Participation
- Research Participation
- myPerformance
- GEM Cards



**Occupational
Wellness**

Impacts the Psychosocial Factors (PF) of:

- **PF2:** Organizational Culture
- **PF5:** Psychological Competencies & Requirements
- **PF6:** Growth & Development
- **PF7:** Recognition & Reward
- **PF9:** Workload Management
- **PF10:** Engagement
- **PF11:** Balance

Integrated Wellness Plan

The Nine Components: Financial Wellness

Definition

Financial wellness refers to “employees achieving their long-term savings goals; it addresses the body’s responses to financial stress and the effects of those stressors on [the] organization.” (Anderson, 2015, para. 1).

Examples of How Ontario Shores’ Supports Financial Wellness

- Scotia Bank at Work Consultations
- Pension
- Tuition Assistance
- Philanthropic Opportunities through the Foundation



Impacts the Psychosocial Factors (PF) of:

- PF6: Growth & Development
- PF11: Balance

Integrated Wellness Plan

Assessing the 13 Psychosocial Factors through the Psychological Health Index

The nine components of wellness within the Integrated Wellness Plan impact the 13 psychosocial factors of workplace mental health. These psychosocial factors are assessed annually through the administration of the Psychological Health Index (PH Index).



References

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