

#1. Assess VIHA's current approach to healthy workplace/employee wellness

Philosophy:

- Quality of Worklife and Healthy Lifestyles are the underpinning of Quality Patient Care and a Sustainable Healthcare System.
- Wellness is an outcome. Enhancing wellness is a personal and organizational responsibility.

HHR Strategy:

- “Employee Work Life” is now a multi-dimensional strategy that works top down and bottom up & is a priority focus for 2007-2011.

“This was a very important project for VIHA that really resonated with staff. It delivered very significant returns, both tangible and intangible in terms of staff engagement and shared responsibility. The VIHA Board is appreciative of the federal funding.”

(President and CEO of VIHA, Feb 2008)

#2. Develop and implement an island-wide infrastructure to sustain employee wellness

- **Organizational Strategies that Enhance Wellness:**
 - **Frontline Leadership**
 - **Education & Training**
 - **Respectful Workplaces**
 - **Teamwork**
 - **Communication**
 - **Participation in Decision-Making**
 - **Employee Focus Groups for Facility Design**
 - **Physical Activity Initiatives – VIHA Body Mechanics Recreation**
 - **Healthy Eating Options**
 - **Smoke-free VIHA Premises - March 1, 2008**
- **VIHA Body Mechanics Recreation – Play Smart**
- **VIHA Travel Smart – Healthy Commuting Options**
- **Program-level Strategies – VIHA Emergency/Trauma Care Program is trial area.**

Ensure that VIHA employees are aware of worklife strategies and have access to wellness activities

- Newsletter – CURRENTS – monthly editions via multi-media
- Special edition newsletters for progress reports
- CEO quarterly updates
- Multi-media advertising on *Travel Smart* commuting options
- Media Releases
- VIHA program quality councils
- www.viha.ca