



Programming best practices to support a healthy workplace

Programming encompasses all the programs, initiatives, offerings and events that better support workplace health. These programs will drive the health and wellness of your employees. It's important to remember that you need to provide your employees, including leaders with time off to join in programs.

Key elements:



Address a broad view of health and wellness

Programs and initiatives should span all aspects of health. This includes physical, mental, and financial health. Here are some ideas to help get you started:

- Run a wellness challenge such as a step challenge or random acts of kindness challenge. Get creative and have fun with it. Try organizing employees for an added team building component.
- Regular lunch and learn sessions on various health topics such as financial wellness, mindfulness, nutrition, or stress.
- Recognize and join national well-being campaigns. The Canadian government posts a [calendar of health promotion dates](#) each year.
- Distribute information on mental health available through national resources such as:
 - [Crisis Services Canada](#) – suicide prevention and support – connect with responders over the phone.
 - [Buddy-up Campaign](#) (A men's suicide prevention campaign from the Centre for Suicide Prevention).
- Perform workplace ergonomics assessments of workstations/spaces. This will help ensure the space is safe and won't cause physical harm to an employee.
- Promote job or career training and chances for growth for employees.
- Check out this video based on the National Standard. It explains the importance of growth and development in relation to making workers feel supported with their goals. Watch the [Learn about the National Standard- Recognition and reward video](#) to learn more.



Seek benefits available for all employees

A strong benefits package can make all the difference in attracting, hiring and retaining your best employees. It can give you a competitive advantage and help keep your employees happy, healthy, and productive. It's a true investment in your organization.

Sun Life offers a [range of benefits](#), including:

- Life, Accidental Death and Dismemberment, and Critical Illness insurance
- Extended Health Care (EHC) benefits
- Dental Care
- Disability Benefits
- A growing and popular trend in group benefits is giving employees more options for how they can use their benefit dollars. Spending accounts are the best way to offer your people greater control over their benefits. Learn more about [Sun Life's Health Spending Accounts \(HSA\) and Personal Spending Accounts \(PSA\)](#).

Sun Life excels at providing cost-effective and flexible plans for both employers and their employees. Talk to your Sun Life representative to create the package that's right for you.

[Click here](#) to check out our [Workplace diversity, equity and inclusion \(DE&I\) playbook](#) to learn about how your group benefits fit into your organization's DE&I strategy. It will provide insights on how to make your workplace benefits more inclusive, equitable, and diverse.



Facilitate employee engagement

Your employees need to engage in the health and wellness activities you put on, to achieve their intended outcomes.

Ensure your events and initiatives are visible and accessible to all employees. Keep the diverse needs of your entire population in mind. Here's what to consider when getting started:

- Use the communication method that is best suited to the environment of your workforce. [Click here](#) to see our communication tips.
- If you have employees in multiple locations (including remote workers), make sure there's a way for all employees to get involved, regardless of location.
- Ensure that employees with mobility issues have a way to participate.
- Remember to think about employees with varying shifts.
- Have options for those who are visually or hearing impaired.

Consider ways to incentivize and promote engagement in health and wellness:

- Provide additional time off or days off
- Gift certificates
- Free healthy lunch or snacks to draw them to events
- Guest speakers that will draw and attract engagement

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