

# WANTED: Contributions to Nova Scotia Government's Healthy Workplace Employee Calendar 2008-2009

HEALTHYWORKPLACE



Back by popular demand! The annual Healthy Workplace Employee Calendar is designed to increase awareness about the elements of a healthy workplace and to inspire individuals and teams to make changes that promote both employee and organizational health. It is distributed to all Nova Scotia Government employees during October for Healthy Workplace Month.

Graham Lowe, Great Place to Work Institute Canada, in his article, "**Want to Reach Staff? Tell them a story**" says that storytelling is a powerful way to reinforce organizational values and to strengthen culture. This year the theme of the Calendar will be around Workplace Success Stories.

The Calendar will provide a vehicle to collect and widely share information about successful workplace practices that support a healthy workplace – real life stories about Nova Scotia Government workplaces and the people who work there! It is hoped that Department individuals and teams spotlighted will receive recognition and the successful practices will be adapted by other work groups across government. It is not a contest or an awards program.

Twelve stories that best reflect the elements of a healthy workplace will be spotlighted in the Calendar. Stories might focus on practices that support organizational values, respectful workplace, work life balance, safety, learning and development, workload management, working with EAP, volunteerism/giving back to the community, leadership, cross departmental sharing/networking, personal health and wellness, recognition, diversity, becoming a green workplace, or employee input/participation in decision making and positive communication.

Stories could be from various departments and from across the province. Stories not chosen for the Calendar may be featured on the PSC Healthy Workplace website or in our @ *the Window* newsletter. Departments who do not meet all of the criteria will be acknowledged, given feedback and encouragement to continue the good faith efforts they have started.

Stories must be short – no more than 100 words and they may be edited by the PSC Calendar Planning Team for length, style, grammar and spelling. Department individuals or teams submitting must be willing to have their picture taken for the Calendar by a designated photographer in mid August.

## Submission Criteria:

1. The practice addresses at least one of the three elements of a Healthy Workplace, which are; Workplace Culture and Supportive Environment; Individual Health and Lifestyle Practices; Physical Environment and Occupational Health and Safety.
2. The practice is innovative and/or demonstrates a significant and continuous impact (e.g. original, progressive, and demonstrates sustainability).
3. The practice can be replicated or adapted by other departments (e.g. it is not inherently unique to any one department).
4. It has outcomes that demonstrate an improved environment (e.g. improved team work and relationships in the workplace, fostered pride in the workplace, employee's health status is improved, improved employee satisfaction/morale, managers modeling and demonstrate supportive behavior, high employee participation rates and positive feedback, low injury rates).
5. The practice conforms to all applicable Nova Scotia Government policies (e.g. consistent with collective agreements, corporate Healthy Workplace policy and others).

Participants are asked to send their submissions by **July 31, 2008** to Jessica Parkinson, Healthy Workplace Project Coordinator, Public Service Commission, by email at [parksjd@parksjd.gov.ns.ca](mailto:parkinj@parksjd.gov.ns.ca). For more information or if you have any questions, please call Jessica at (902) 424-7238.