



June 2017

---

# FIT TO FLY

NAV CANADA's Wellness Programs

Lyne Wilson  
Director, Talent Acquisition  
& Organizational Health

Serving a world in motion  
[navcanada.ca](http://navcanada.ca)



# ORGANIZATIONAL HEALTH

Supporting a healthy, safe and productive workforce and healthy work environment.



## Physical Well-Being

Enhance the physical health of employees which will lead to higher employee job satisfaction and increased productivity



## Mental Well-Being

Promote and support a psychologically healthy and safe workplace through appropriate policies, programs and services



## Occupational Well-Being

Build positive employee/employer relationships where employees want to come to work and create an engaged workforce that is motivated to succeed



## Relationship & Financial Well-Being

Prepare employees to plan and handle and cope with personal life events

Provide integrated and comprehensive health and wellness programs and services to support a healthy, safe and productive workforce and healthy work environment

# MENTAL WELL-BEING

Promote and support a psychologically healthy and safe workplace through appropriate policies, programs and services

<p>Mental Health Awareness, Education &amp; Training</p>	<p>Chemical Dependency Education and Rehabilitation Program (CDERP) – Substance Abuse Peer Support</p> <p>Critical Incident Stress Management Program</p>	<p>Light the Way – Peer Support for Healthy Minds</p> <p>Thrive – Mentoring and Support for Training</p>	<p>Employee Assistance Program</p> <p>Best Doctors</p> <p>CAREPath</p>
<p><b>AWARENESS</b></p>	<p><b>INTERNAL SUPPORT</b></p>		<p><b>EXTERNAL RESOURCES</b></p>

# CHEMICAL DEPENDENCY EDUCATION AND RÉHABILITATION PROGRAM (CDERP)

The program is available for any employee with a chemical dependency problem who agrees to participate in the mutually accepted conditions of this structured chemical dependency rehabilitation program.



# CRITICAL INCIDENT STRESS MANAGEMENT PROGRAM (CISM)



Peers are trained to « normalize » an abnormal situation where an incident has sufficient emotional power to cause an employee a strong and sometimes overwhelming reaction.

# LIGHT THE WAY – PEER SUPPORT FOR HEALTHY MINDS

Those who look to *Light the Way* for help are tapping into the support and understanding of people who have experienced a similar mental health challenge – either personally or through a loved one.



# SUMMARY

- › Measured success since implementation of mental health strategy in 2010
- › Important to continue our efforts in the well-being of our employees
- › Strategy to focus on total health of employees

# QUESTIONS ?

---

Serving a world in motion  
[navcanada.ca](http://navcanada.ca)

