WellSpring
Linking Alberta's Well-Being Professionals

Five Healthy Workplace Trends
by Nora Johnston, Education Coordinator, ACFWB

1. Stress management
   - Dealing with change is one of the primary issues at the Queen Elizabeth II Hospital in Grande Prairie. According to Joyce Tobo, a member of the Employee Wellness Committee at the hospital, the focus for employees has become survival, both professionally and personally, because of the serious cuts to the health care system.

   An important aspect of employee survival is stress management and healthy adaptation to stress. Sylvana LeClerc, employed by the Medisys Health Group as the coordinator of Chevron Canada Resources’ Fitness Centre, indicated that stress management is a very well used component of their programming. LeClerc believes that in order for stress management to work, it must be part of general training for all employees. Programs to deal with stress at Chevron include methods to improve interpersonal skills, communication skills, and team training, all of which strengthen the support for stress management. It is important that stress management be continuous so that it becomes part of the corporate culture, and that employees practice the techniques they learn.

2. Disease prevention
   - Cancer prevention has become an area of interest for many companies and their employees. The area of focus, according to Susanne Arnold, Workplace Health Educator for the Canadian Cancer Society, has been healthy lifestyle messages. The leading topics include healthy eating to reduce cancer risk, breast health for women, and prostate cancer information for men.

   The Canadian Cancer Society has also found that smoking cessation is a strong area of interest for companies, and has developed smoking cessation training for facilitators in workplaces, in order to run in-house cessation programs. These types of programs acknowledge that there are ways to reduce the risk of developing some types of cancer.

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New Beginnings

By Cynthia Lowe
Director
Alberta Centre For Well-Being

I always feel like the new year starts in September and this year was no exception. As we begin 1994/95 we have new staff, a new three year strategic plan, renewed and strengthened relationships with our Active Lifestyle partners, and many new and challenging projects in the works.

I would like to take this opportunity to formally introduce our new staff and share information about some of our new and exciting projects.

In the little time she has been here Tracy Chalmers, our new Resource Coordinator, has restructured the Resource Room and is working to get our resource listing available by modem around the province. Also new to the Centre is Lesley Dyck, who joined the staff in August as the Communications Coordinator. Lesley holds a BA (Honours) in Mass Communication from Carleton University and comes to us from the national office of the YWCA where she was the Health and Wellness Coordinator.

One of her first projects has been to coordinate this issue of WellSpring, and she is looking at a new style and strategy for our publications in order to increase the awareness of the Centre around Alberta. Our new practicum student is Tara Pilson, who is completing her degree in Recreation Administration at the University of Alberta. Tara’s projects for the fall include updating the ‘Resources for Well-Being’, writing an article for WellSpring, and helping to clean up our Network.

Even some of our ‘old’ staff have new challenges in front of them. Nora Johnston, previously the Workplace Coordinator, is now the Education Coordinator. Nora will still coordinate the ‘Active Living in the Workplace Promotion Project’, but her responsibilities will be expanded to include the Wellness Wagon, the Alberta Lotteries Wellness Check and coordination of various educational workshops. Nora will be leading the team to update and “Canadianize” the Alberta Lotteries Wellness Check. She will also be investigating video-conference educational opportunities to improve our service to the regions.

This fall has also been a time of strengthening partnerships. Many of the projects the Centre has planned will rely heavily on the support and involvement of our partners, especially the Be Fit For Life Centres located in eight regions around Alberta.

During the summer the Centre sent out questionnaires to 1200 randomly sampled Network members in order to collect detailed comments on our education, resource and networking services. We received a response rate of almost 20% to this call for feedback. Thank you to all who took time out of their busy summer to respond. Your comments greatly assisted our planning.

This fall also saw the completion of the Active Lifestyle Portfolio Strategic Plan. Over the summer, the five organizations who comprise the Active Lifestyle Portfolio of the Alberta Sport, Recreation, Parks and Wildlife Foundation developed a plan to work together more efficiently and effectively to promote active living and well-being in Alberta.

The results of the questionnaire and the Active Lifestyle Strategic Plan have provided clear direction for the Centre in the development of our three year strategic plan. The staff, Advisory

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Board and Executive Management Group of the Alberta Centre For Well-Being had several intense meetings to map out a three year strategic plan for our organization. I am pleased to report that the first draft is now complete and has been sent to our partners for their input before it is accepted. If you would like a copy please call me, I would be pleased to share it with you.

I hope you enjoy this issue on workplace well-being. The staff of the Centre have been taking lunchtime active living breaks as a group to improve their personal well-being. In the past year we have been skiing, skating, rollerblading, walking and most recently rowing. Let us know if you have any examples of active living from your workplace that you would like to share. Oh, and Happy New Year!

Trends
Continued from page 1

3. Physical activity

Kendy Bentley of Kendrith Bentley and Associates which manages the Shell Active Living Centre contract at Shell Canada Limited, indicates that one of the trends in workplace physical activity is towards a broader range of activities. Many employees are participating in a variety of activities in their personal programs rather than only one activity such as aerobics or running. In order to address this trend, the Shell Active Living Centre has been successful with the introduction of specialty classes. These classes introduce employees to a wide variety of physical activities such as yoga or tai chi, and provide the employee with a more diverse selection of physical activities.

Physical activity facilities such as the one at Shell. Bentley stresses the importance of professional staffing by ensuring every member of the Centre goes through a safety orientation session with trained professional staff, the members can use the facilities without constant supervision. As a result, the Centre uses fewer staff, and is able to open for extended hours for employee use; a benefit to both the company and the employees.

4. Disability case management

Tied to the physical activity program trends in an increasing number of companies, is the development of disability case management, according to Marica Borovich-Law, General Manager of Corporate Fitness for the Medisys Health...
Group. Fitness centres are becoming an extension of the traditional physical therapy treatment of employee injuries.

There are many benefits to this trend. Not only can the employee do their therapy exercises at the worksite, which reduces their time away from the worksite, they may also have the opportunity for a more personalized program through their workplace wellness professional. Another important benefit is cost reduction. For long-term cases, using the workplace fitness facilities can reduce the insurance costs associated with extended physical therapy. Julie Moylan of Calgary City Centre Physical Therapy is a strong proponent of this move, and has worked with Medisys managed facilities to assist in the recovery of these injured employees. Other companies and therapists are now working with companies to provide a strong team approach to disability case management.

5. Ergonomics

Rising numbers of repetitive strain injuries and improper work stations have led to an increased interest in office ergonomics. Companies are realizing the profound effects ergonomics can have on the quality of their employee’s lives, as well as on the productivity of their employees. In many companies, a team approach is being taken to address the various ergonomic problems.

Healthy workplace initiatives are being adopted to keep in tune with the forces of social and economic change that are affecting the way we value the quality of our lives. Employees will look to employers for support in their efforts to balance working and non-working pursuits. Leading employers will be those who maintain and enhance a responsible workplace that, in addition to traditional benefits packages, offer program services such as self-improvement, back injury prevention, smoking cessation, fitness classes, stress reduction, daycare, flexible work schedules, retirement planning and employee input.

It takes a united effort to make workplace programs successful. As well-being professionals, we need to ask ourselves what we are doing to improve our places of work.

To contact the programmers mentioned in this article, call:

Joyce Tobo  
Queen Elizabeth II Hospital, Grande Prairie (403) 538-7195

Sylvana LeClerc  
Studio 24 - Chevron Fitness Centre, Calgary, (403) 234-5361

Susanne Arnold  
Canadian Cancer Society, Calgary, (403) 228-4487

Kendy Bentley  
Kendrith Bentley and Associates, Calgary, (403) 245-9486

Marica Borovich-Law  
Medisys Health Group, Calgary, (403) 232-6244
Linking Alberta's Well-Being Professionals

Editor: Lesley Dyck

Contributors:
Tracy Chalmers
Lesley Dyck
Nora Johnston
Cynthia Lowe
Kerry Mummery, PhD
Tara Pilsen

The opinions of the contributors and contributing editors do not necessarily represent those of the Alberta Centre For Well-Being.

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(403) 453-8692
1-800-661-4551
Fax (403) 455-2092

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While no job is perfect, Beverly Potter, a psychologist based in Berkeley, California, says a job that’s good for body and mind usually gives you two things: reward for good work and some degree of control. Obviously rewards are praise, raises, promotions and a sense of challenges met. “But those aren’t the only incentives,” says Potter, who has counseled workers from telephone operators to CEO’s and is the author of Beating Job Burnout. “It’s also crucial to feel that you exert influence on your work and on what happens to you, good or bad, by how you perform.”

Is your job undermining your health? Check as true those that apply to you.

If you answered true to question 3 and 7, your work probably isn’t causing undue strain. To the extent stress keeps you up at night, don’t blame your boss.

If you answered true to questions 2, 4, or 6, however, lack of rewards is likely a problem at work. Besides current kudos, says Potter, workers need some sense of future payoff, but that’s rare in today’s tough economic environment. If you answered true to questions 1, 5, 8, or 9, your job could be unhealthy.

Here are nine questions that can help you determine if your job is healthy:

☐ 1. I have more tasks than I can ever finish.
☐ 2. No matter what I do at work, someone is dissatisfied.
☐ 3. When I’m overloaded, I’m free to manage my own priorities and ask for help.
☐ 4. I am responsible for a large number of people (students, clients, employees) whose problems are never solved.
☐ 5. My job is composed almost entirely of boring or repetitive tasks.
☐ 6. Promotions at my job are based on popularity or politics, not performance.
☐ 7. I can make mistakes occasionally without getting demoted or fired.
☐ 8. There’s no flexibility to deal with family problems during the workday and make up work later.
☐ 9. I’ve lost all sense of commitment or dedication to my work.

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City of Edmonton Strategic Wellness Plan

By Tara Pilson Practicum Student Alberta Centre For Well-Being

Over the last year the City of Edmonton has taken great steps to improve the health and well-being of its employees. In March 1993, the City created a ‘Workplace Wellness Strategy’. The objective of this plan is to improve workplace productivity by focusing on the well-being of each employee.

The “call to action” came when senior managers with the City of Edmonton Personnel Department became concerned with the inequality of fitness facility access among City departments. Some departments were providing their employees with free access to fitness facilities, while others were not.

This issue was brought before City Council in March and resulted in a two pronged strategy. City Council moved that a ‘Civic Employee Fitness Program’ be launched to deal with the discrepancy in fitness facility access and that a ‘Civic Task Force on Workplace Productivity’ be established which would develop a strategy to address the larger issue of the amount spent on sick leave and income replacement.

As Wanda Wetterberg, general manager of the personnel department recognizes, “fitness plays an important role in reducing absenteeism.”

The result of the ‘Civic Task Force on Workplace Productivity’ was the immediate development of the ‘Wellness Committee’. This committee is made up of 30 employee representatives from the City’s management, unions and associations. However, in the early stages a smaller committee was organized to do the development work for the strategic plan.

The first task for the Wellness Committee was to develop a survey which would contribute to a needs assessment. They decided...
to use the ‘Workplace Health Survey’ from Health Canada’s ‘Corporate Health Model’. Frieda Doz, the Occupational Health Supervisor, is enthusiastic about the corporate health model. “It is very helpful and well laid out”, and when combined with the Workplace Health Survey was “just what we were looking for”.

The survey itself was administered by the Alberta Centre for Well-Being to 10,761 City of Edmonton employees, and it received a very positive response rate of 53 per cent. Ms. Doz emphasizes the coordination necessary to deliver such a large survey to many different areas. “It was through the department representatives on the Wellness Committee that the questionnaire was able to get out to all the work sites”. The Personnel Department and the Wellness Committee then used the results of the survey to develop the strategic plan. The five year strategic plan was approved in September/94 by Edmonton City Council and consists of three broad goals and five measurable objectives (See side box). The Wellness Committee is currently at the stage of reviewing and implementing the action plan to reach the goals and objectives set out in the strategic plan.

A key priority for the Committee is to build on what is already in place. The City of Edmonton has a variety of wellness programs currently operating. For example, the Civic Employee Fitness Program was initiated at the same time as the Wellness Committee. The objective for this program is to allow each city employee access to a Parks and Recreation fitness facility at half the regular cost. Other wellness programs which have already been established include intervention programs, occupational health and safety programs, and personal counselling programs. Because of the great variety of programs available among the different departments, the Committee plans to use existing programs in combination with new programs as the need is identified.

“Some departments, such as the Parks and Recreation Department, are already very active in wellness” stresses Ms. Doz. The plan is to review these programs each year to ensure they are meeting their objective.

City of Edmonton’s Five Year Plan

Goal 1
Sustain a healthy, safe and productive work environment that recognizes the value of, and contributes to, employee wellness.

Objective 1: By the year 2000, reduce by 20% the total hours and incidents of non-occupational absenteeism.

Objective 2: By year 2000, achieve a lost-time injury frequency of less than 2.0 per 100 workers, while reducing total WCB claim frequency to less than 4.0 per 100 workers.

Goal 2:
Provide employees with the knowledge and skills to improve their health and safety behaviours.

Objective 1: By the year 2000, 75 per cent of employees will rate their health as excellent/very good.

Objective 2: By the year 2000, increase to 75% the number of employees who exercise moderately at least three times a week.

Goal 3:
Improve the reporting of wellness data at the Department/Corporate level.

Objective 1: Develop measures and standards to evaluate the cost benefit and outcomes of the Corporate Workplace Wellness Strategy.

Taken from:
According to the recent draft report from the fifth annual *Injury in Alberta Conference* held in May/94, injury continues to be the leading cause of death and disability among young Albertans. The impact of injuries extends far beyond the injured person; family members, employers, health care systems, and the community are all affected. And perhaps more importantly, these injuries are largely predictable and preventable.

The report titled *Building a Safer Alberta: Alberta’s action plan for injury prevention in Alberta for the year 2000* highlights the fact that unlike interventions designed to prevent cancer or heart disease, injury prevention interventions often produce immediate improvements. While there have been several groups doing injury prevention activities throughout the province, many are recognizing the need to work together in this climate of scarce resources. The report compiles a set of overall recommendations including outcomes to be achieved, the process required to achieve outcomes, and the structure required to support the process.

Experts were also brought together to create specific recommendations and objectives for target areas, including:

- safe/healthy communities
- injuries among aboriginals
- childhood injuries
- injuries among the elderly
- sport and recreation injuries
- suicide prevention
- traffic safety
- workplace injuries.

The advisory group for workplace injuries included representatives from a variety of organizations such as hospitals (University of Alberta, Foothills), labour organizations (Alberta Workers’ Health Centre, Alberta Federation of Labour, Insulators Union, Workers Compensation Board), corporations (CN, Safeway, NOVA, Dupont), and health/safety organizations (Alberta Public Safety Services, Alberta Occupational Health Nurses Association, Alberta Labour - Occupational Health and Safety).

The three main issues that are addressed in the report include what is known and unknown about workplace injuries, what is being done, and what the priorities are.

**What is known?**

While some of the costs associated with workplace injuries can be estimated through lost time claims statistics, most of the indirect and social costs are not known. This is also true for certain factors which characterize workplace injuries and illnesses, but it is difficult to obtain information about the causes and about the relationship between the workplace cause and the health effect that occurs.

Interestingly, compensation claims data shows that 50% of lost time was attributed to ‘sprains and strains’, while 30% was attributed to ‘overexertion’. Illnesses attributed to occupational factors accounted for a very small proportion of claims in Alberta. It should be noted that these numbers are not accurate for the general working population because they are based on claims and do not include the true incidence of injuries/illness, or death statistics.

**What is being done?**

Incentive programs which demonstrate that injury costs cut into productivity and profit have been attributed with the greatest reduction in the number of claims in the workplace. For other types of interventions, effectiveness depends on a variety of factors. Comparing different strategies or programs is complicated by the fact that each
may use different evaluation criteria. There seems to be a general consensus on the value of varying the types of educational, environmental and legislative strategies that are employed.

**What are the priorities?**

There are three areas which have been identified as priorities for action. These include data collection, education, and awareness.

Some of the current programming gaps which were identified by the report include:
- lack of accurate data collection, program evaluation and sharing
- poor recognition and reporting of occupational disease
- lack of initiatives geared to changing workplace attitudes
- lack of commitment from management
- inadequate authority to implement programs

The report details objectives for each of the priority areas and identifies the roles and responsibilities for a combination of multi-service lead and support agencies.

While there is a real opportunity for various stakeholders to expand on a number of the objectives, the authors of the report conclude that all activities and plans that address these issues will need coordination to minimize duplication and utilize existing resources effectively.

**Key Workplace Well-Being Resources**

**Planning and Organization of Programs**

- *Key Documents: Standard Forms for Your Wellness Program*
  - Larry S. Chapman
- *Small Employers: Options for Implementing Wellness*
  - Larry S. Chapman
- *Planting Health Promotion at the Workplace*
  - David H. Chenworth
- *Adventures in Wellness: A Step by Step Guide to Implementing a Worksite Wellness Program*
  - Leigh Anne Musser & Cindy Hauss
- *Design of Workplace Health Promotion Programs*
  - Michael P. O'Donnell
  - Cynthia D. Scott & Dennis T. Jaife

**Mental Wellness**

- *Mental Wellness: Confronting Mental Health Problems at Work*
  - Larry S. Chapman

**Active Living**

- *Active Living in the Workplace. Results of the 1992 National Workplace Survey*
  - Cora Lynn Craig, Angele Beaullieu & Christine Cameron

**Making it Work with Active Living in the Workplace**

- *Nani Cunningham*

**Background**

- *Occupational Health Promotion: Health Behaviour in the Workplace*
  - George S. Everly & Robert Feldman
- *Economic Impact of Worksite Health Promotion*
  - Joseph P. Opatz
- *The Healthy Company: Eight Strategies to Develop People, Productivity and Profits*
  - Robert A. Rosen
- *Healthy, Wealthy & Wise: Fundamentals of Workplace Health Promotion*
  - WELCOA

**Marketing**

- *Marketing for Health and Wellness Programs*
  - Donald R. Self & James W. Busbin

**Ergonomics**

- *Repetitive Strain Injuries in the Workplace*
  - Women & Work Research & Education Society

To borrow these resources, or for more information, please call the Resource Room at the Alberta Centre for Well-Being at 1-800-661-4551 or 453-8692.

**What does this mean for well-being professionals?**

There appears to be a real opportunity for workplace wellness programs to incorporate injury prevention strategies in their health promotion plans. An examination of the program gaps suggests that data collection and evaluation strategies are urgently needed. Workplace wellness professionals may also be able to develop new partnerships with employee safety committees who are struggling to implement programs, and managers who are concerned with reducing costs due to injury and illness. As with all aspects of well-being, there is a real need for on-going and effective education which leads to individual behaviour change.

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Healthy people make healthy companies. And healthy companies are more likely, more often, and over longer periods of time, to make healthy profits and to have healthy returns on their investments.

—Robert Rosen
The Healthy Company

There now exists a large body of evidence supporting the personal and public health benefits of physical activity and physical fitness (Bouchard, Shephard, & Stephens, 1993). Given the positive relationship between physical activity, fitness and good health, it is reasonable to expect that an increase in physical activity and fitness in the employee population would result in decreased absenteeism in the workplace.

Although physical activity and physical fitness are related, the two terms should not be used interchangeably. Physical activity is a behavior, one which may or may not be directed at improving fitness. By comparison, physical fitness is a capacity — perhaps best viewed as the relative ability to meet the physical demands of a given situation. Physical inactivity and a lack of capacity (fitness) have been identified as major modifiable risk factors in numerous chronic diseases (Blair, 1993). The task of physical activity promotion in the workplace would be to positively affect behavioral change (i.e., increase physical activity), the result of such an activity change being an expected increase in physical fitness.

Given the value of physical activity and fitness in terms of improved health, and the potential for modification of physical activity and fitness, it is of interest to industry to examine the corporate benefits of a physically active and fit workforce. If the positive benefits of physical activity and fitness could be effectively quantified, corporations could be expected to increase their efforts in the promotion of physical activity and fitness. This increase would result in the removal of some of the burden of health promotion in the area of physical activity and fitness currently drawn from the public purse.

It is now apparent that all-cause absenteeism from the workplace represents a tremendous cost to industry. In a study of 14 large Canadian corporations, the Conference Board of Canada has reported that the average net cost factor (NCF) for an absent worker in Canada to be 1.26 times that of the employee’s wage (Shepherdson, 1994). In total, the average cost to each organization as a result of absenteeism has been estimated to be $1,781 per year per employee. In terms of overall dollars lost due to absenteeism in the workplace it has been calculated that, in the United States, if the frequency of absenteeism fell by just one day per year for each employee, over one-billion dollars in savings would be realized (Allen, 1983).

Both physical activity and physical fitness have been shown to be related to reduced absenteeism. High levels of cardiovascular fitness have been shown to be associated with significantly low levels of absenteeism in a study of employees from 35 different corporations in the United States (Tucker, Aldana & Friedman, 1990). Physically active employees have been shown to have significantly lower levels of absenteeism than their sedentary counterparts in a study of law enforcement officers (Steinhart, Greenhow & Stewart, 1989).

Evidence is also available to support the operation of workplace fitness
programs or facilities. Cox, Shephard, and Corey (1981) reported participants who adhered to a worksite fitness program displayed a 22% reduction in absenteeism compared to non-participants. Lynch, Golaszewski, Clearie, Snow and Vickery (1990) reported that absenteeism decreased by an average of 1.2 days per year for participants in a worksite fitness program. In addition, research indicates that individuals actively involved in worksite fitness programs have fewer sick hours and lower non-hospital costs than non-participants (Bernacki & Tsai, 1986).

Physical activity behavior and physical fitness has been shown to be positively related to reduced absenteeism. However, there still remains a need to explore the ability of workplace physical activity and fitness promotion programs to positively change the behavior of the sedentary and unfit members of the workforce. Epidemiological evidence indicates that the largest benefits of physical activity can be gained from moving the sedentary portion of the population a little, rather than the active portion of the population a great deal (Blair, 1993).

If this principle is applied to the workforce it would be expected that the largest reduction in absenteeism gained from physical activity promotion in the workplace would be achieved by targeting the sedentary portion of the workforce. Successful behavioral change of these employees would allow both the individual and the corporation to enjoy the benefits of a physically active lifestyle. By working to show that physical activity promotion efforts of industry can produce real cost-saving benefits, corporations could be motivated to assume a larger portion of physical activity and fitness promotion currently shoudered by the public sector.

References


It is still too early to tell if the Wellness Committee and its strategic plan are having a positive effect on employee health and reducing associated costs. It is evident, however, that the City of Edmonton can no longer afford not to have a workplace wellness strategy. Frieda Doz is quick to make the point that “the more we [the City] become involved in this wellness program the more we see its necessity”.

For more information on the City of Edmonton project, please contact Ms. Frieda Doz:
Occupational Health and Safety
Room 1637, Centennial Bldg
10015 - 103 Avenue
Edmonton, AB T5J 0H1
Phone (403) 496-7855
Recent Acquisitions

Active Living in the Workplace: Results of the 1992 National Workplace Survey (Craig, Beaulieu & Cameron, 1993). Published by The Canadian Fitness and Lifestyle Research Institute, this document is an update of the 1986 study, Fitness and Health Promotion by Canadian Business, which looked at the fitness, sport and recreation, and health education programs of companies with 100 or more employees.

The 1992 Survey focuses on physical activity programs in the workplace from an active living perspective and also includes a detailed examination of the health promotion activities. One major finding of the new study is the change in the perceived role of the employer. Once considered as the provider of resources and services, the employer is now seen as enabling the employee to choose their own activities. The companion volume to the active living component, Health Promotion At Work: Results of the 1992 National Workplace Survey is on order and should soon be in the Resource Room.

The provincial counterparts to these two national surveys are, of course, the Centre's own 1992 Surveys of Workplace Physical Activity and Health Promotion Programs (Sefton, Mummery and Johnston, 1994). This is also a reminder that both the Health Promotion Results and the Physical Activity Results were highlighted in earlier issues of WellSpring and are still available, free of charge or on loan from the Centre.

Wellness in the Workplace: How to plan, implement and evaluate a wellness program (Merlene T. Sherman, 1990). Published as part of the Crisp business series, this resource serves as a quick and concise introduction to health promotion in the workplace. It outlines how to develop and maintain wellness programs with practical, low-cost techniques and provides examples of wellness programs from across the United States.

For a Canadian equivalent to Wellness in the Workplace there is Health and Welfare Canada's 1992 Health Promotion Activities in the Workplace: A guide to easy, low-cost/no-cost activities designed for small, medium and large workplaces. This comprehensive manual includes materials on active living, nutrition, backcare, cardiovascular health, stress, EAP's, interpersonal relations, and the working environment. In fact, it is such a valuable resource that we cannot loan it out! Readers are welcome to use it in the Resource Centre and individual chapters may be photocopied and faxed or mailed to you.
Designing Effective Health Promotion Programs: A Culture-Based Approach to Integrated Health Services (Bellingham, Elias and Tager, 1993). This educational manual, in binder format, takes a "4-D approach" to the American health care crisis - diagnosis, development, delivery and determination. In following a program strategy of awareness, motivation, behaviour change opportunities, maintenance and culture change the authors: 1) present solutions to health care problems 2) integrate wellness into the corporate culture, 3) outline new paradigms, processes, and systems, 4) summarize 20 skills for success in the health promotion field, and 5) provide a summary of literature and results.

Workplace Well-Being Bibliographies (the 1993 update) are available from the Alberta Centre For Well-Being free of charge within Alberta ($5.00 elsewhere). This resource guide, a supplement to the original 1991 publication, provides titles and locations of current journal articles in the following categories: health and wellness promotion, employee assistance programs, health risk appraisals, cost-benefit analysis, and marketing.

New Releases

If you are looking for an Alberta approach to the health promotion question, watch for Edmontonian Tammy Horne's Making a Difference: Program Evaluation for Health Promotion. To be released in early 1995, it is a manual for organizations involved in the evaluation of process, impact, and outcome in health promotion programs. Multiple approaches and methods are covered. To advance order a copy send $21.95 to Tammy Horne, WellQuest Consulting Ltd., 11511 - 125 St., Edmonton, T5M 0N3. Phone (403) 451-6145. Add $3.00 for shipping and handling of single copies or 15% of the total order price for multiple copies. No GST on orders received before March 31, 1995.

Job

Continued from page 5

economy. Some 3 million middle managers and another 3 million blue collar workers were pink-slipped last decade, leaving many of the survivors asking, Am I next? When coupled with a lack of day-to-day feedback, that's a very stressful question.

If you answered true to any two of questions 1, 5, 8, or 9, your job doesn't give you enough control. Managing life's stresses when you can't influence what you do at work or when you do it, or have a needlessly inflexible employer, takes a heavy toll. And the modern workplace can contribute to the problem. Six million American workers such as data entry clerks now have every keystroke monitored electronically, and managers are overloaded by computer-age pressures, too.

"The sheer amount of information professionals are expected to analyze and use to make decisions is enormously stressful," says Potter. "Especially when being wrong can cost you your job."

Getting out of a less-than-healthy job is never simple - after all, you undoubtedly need the money. But even if you can't afford to freshen your resume and look around, consider job counselling to help you cope. If you don't get some relief from the grind, the early warning signs of harmful stress - insomnia, anxiety, back pain, seeking solace from a bottle - can ultimately turn into major depression or medical problems like heart disease.
Letters to the Editor

I am shocked by the irony in your Spring 1994 issue. Your cover article warns about childhood obesity, and then on page six you have printed an article which promotes higher percentages of fat in children’s diets! I sincerely question your editorial decision to print such rubbish.

In the area of health promotion today, there are very few leaders who speak in favour of any dairy products. Most are encouraging adults and children to not eat any milk, cheese, yogurt, or other dairy products.

I encourage you to print the truth about this subject. You need not make room in your fine publication for the dairy industry’s propaganda.

—Karen Gimbel
Calgary, Alberta

Do You Have an Opinion?

The Centre is always looking for interested well-being professionals to review recent publications and resources. If you are interested please call Tracy Chalmers, Resource Coordinator at (403) 453-8653 or 1-800-661-4551. A review of the Centre’s video collection is being considered for the next issue of WellSpring - so those of you with VCR’s - take note!

Safe Sex

A duck goes into a drugstore and picks up a pack of gum.

“Put it on my bill,” he tells the clerk.

On the way out, he spends a special on condoms and takes a box back to the counter.

“Put it on your bill?” asks the clerk.

“No,” says the fowl. “I’m not that type of duck.”

The druggist didn’t add:

“That’s $11.99 plus tax.”

The duck didn’t reply:

“You mean they don’t stay on by themselves?”

Editorial Comment

The Alberta Centre For Well-Being strives to present a variety of perspectives on a wide range of wellness topics. Views held by WellSpring contributors are not necessarily endorsed by the Centre.

Injury

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For a copy of ‘Building a Safer Alberta’ please contact:

Corinne Knierim
EDC 4075,
University of Alberta Hospitals
Injury Prevention Centre
8440 - 112 St.
Edmonton, AB T6G 2B7
Phone (403) 492-6019
Fax (403) 492-7154

For more information on the ‘Workplace Injuries Group’ please contact:

Bernice Doyle, Manager,
Occupational Nursing
Alberta Labour
Occupational Health and Safety, 4th Floor,
10709 Jasper Ave.
Edmonton, AB T5J 3N3
Phone (403) 427-676
Fax (403) 427-5698
The Alberta Centre for Well-Being: Working Towards Well-Being
by Nora Johnston, Education Coordinator, ACFWB

Before the establishment of the Alberta Centre for Well-Being (ACFWB), the leader in the area of employee fitness in Alberta was Alberta Recreation and Parks (ARP). As the only government ministry with the mandate to be involved in employee fitness, ARP became the key facilitator in the development and promotion of employee fitness. By acting as a consultant-base and developing partnerships with industry, ARP was the main point-of-contact for information, research and documentation to justify the establishment of worksite fitness programs and resources.

Since its establishment in 1989, the Centre has played an increasingly important role in the promotion of worksite programs. Working with the Be Fit For Life Network, a group of regionally based physical activity promotion centres that were established in 1981, the well-being of Alberta’s workforce has been identified as a major area of concern. For the almost one-half of the Canadian population that is in the workforce, more time is spent at work than at any other activity during waking hours. In addition to the amount of time spent doing work, work is often an important contributor to self-esteem and well-being.

Because of the realization that work is an important factor of a healthy lifestyle, the ACFWB and Alberta Community Development (formerly ARP) joined forces in October of 1991 to develop a brochure highlighting the benefits of workplace well-being programs to both employers and employees. The ‘Working Towards Well-Being in Alberta’s Workplaces’ brochure outlines the rationale for a workplace well-being program, the potential benefits, and describes the necessary environment for success, as well as suggestions for implementation of such a program. The brochure was developed to promote the concept of healthy workplaces to organizations interested in establishing a positive and healthy work climate as a strategy for the 1990’s and there has been great demand for it.

The ACFWB and Alberta Community Development joined forces again to develop a ‘Workplace Well-Being Resource Guide’. This guide was created to meet the growing interest in workplace well-being issues in Alberta and provides the user with information on the latest workplace well-being journal articles and references. This resource was updated in 1993 and is available from the Centre.

The Centre was also closely involved with the Alberta portion of the national ‘Survey of Workplace Programs’ that was completed in 1992. The purpose of the survey was to update information available on the status of workplace physical activity and health promotion programs in Alberta’s workplaces which could be used to promote the expansion of employee fitness and health promotion programs. The survey is an interesting summary of the wide variety of programs that are available in this fledgling industry.

In 1992, the Centre launched a program of its own called ‘Active Living in the Workplace’ promotion. So far, Centre staff have travelled to over 60 workplaces across Alberta to foster the development of active living, health and well-being.

The Alberta Centre For Well-Being is committed to promoting and facilitating health promotion in the workplace. Staff are already busy exploring new methods of getting the message out, including better use of our community partners, and utilizing the latest technology for video-conferencing. Through our resources, Speakers Bureau and educational opportunities, the Centre will continue to assist the leaders in this growing field.
coming up...

Canadian Mental Health Association National Conference - Innovations and Alternatives in Mental Health
November 2 - 5 (Calgary)
Contact: Margie Gibb
Phone 297-1728
Fax 270-3066

Suicide Prevention Training Programs
Suicide Information and Education Centre
November 3 - 4
Suicide Intervention (Red Deer) 342-4966
November 4
Bereavement and Advanced Beyond Crisis (Calgary) 245-3900
November 24 - 25
Suicide Intervention (Calgary) 245-3900
December 2
Suicide and Older Adults (Calgary) 245-3900

Alberta Association of Rehabilitation Centres (AARC)
November 2 - 3
Tutor Training (Edmonton)
November 9 - 10
Tutor Training (Saskatoon)
November 16 - 17
Supervisory Skills Development I (Lethbridge)
November 21 - 22
Supervisory Skills Development I (Calgary)
December 1 - 2
Supervisory Skills Development I (Edmonton)
December 8 - 9
Supervisory Skills Development II (Red Deer)
Contact: Phone 260-9495
Fax 291-8964

Alberta Alcohol and Drug Abuse Commission (AADAC)
Board Meeting
November 17 (Calgary)
3rd Floor, Stevenson Building, 1177-11 Ave. SW
Contact: 427-7319

Care for the Caregiver - Coping with Changing Times in the Caring Profession
Parkland Continuing Education Council
November 18, 1 pm - 4 pm (Spruce Grove)
Contact: Louise 963-8415

Studying Hope - Hope Research Group
The Hope Resource Centre (Edmonton)
November 21, Dec. 19 7 pm
Contact: Phone 492-9811
Fax 492-9831

Workplace Hazardous Materials Information Systems (WHMIS) for Supervisors
Nov. 22 (Edmonton)
Contact: Deborah Smith
Phone 963-4757
Fax 963-5153

Seniors and Prescription Drugs
Alberta Alcohol and Drug Abuse Commission (AADAC)
November 22 (Edmonton)
Contact: Phone 427-4267
Fax 427-0456

Info-Fair Alberta Health Care Association Convention
November 21 - 24 (Edmonton)
Contact: Convention Secretariat
Phone 487-8102
Fax 487-2417

Health Sciences Career Fair 1994
University of Alberta and N.A.I.T.
November 24, 2 - 6 pm
Contact: Carey Castillo
Phone 492-4291
Fax 492-4291

Managing Principal Contractor Occupational Health and Safety Responsibilities
November 24 (Edmonton)
Contact: Deborah Smith
Phone 963-4757

Reducing Back Injuries at Work
Associated Training, Educational and Consulting Services Ltd.
November 24 (Edmonton)
Contact: Laurie Schroder
Phone 459-2128

Supervising the Injured Worker
Associated Training, Educational and Consulting Services Ltd.
November 25 (Edmonton)
Contact: Laurie Schroder
Phone 459-2128

Families Our Future, Our Legacy: A Symposium on Rights and Responsibilities of Families
December 1 - 2 (Edmonton)
Contact: Phone 422-0475
Fax 427-2117

Worksite Wellness Programs
Associated Training, Educational and Consulting Services Ltd.
December 1 - 2 (Edmonton)
Contact: Laurie Schroder
Phone 459-2128

Humour Works Conference
March 31 - April 1/95
Calgary Convention Centre
Contact: Margaret-Anne Stroh
Phone 220-7109
Fax 284-4184

Designated Days
November
Diabetes Month
Family Violence Prevention Month
Osteoporosis Month
National Seniors Safety Week (November 12 - 18)
Drug Awareness Week (November 13 - 19)
National Home Fire Safety Week (November 24 - 30)

December
World AIDS Day (December 1)
National Safe Driving Week (December 1 - 7)
National Day of Remembrance and Action on Violence Against Women (December 6)