



## **A.D.S. Contracting Inc.**

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### **Worker Wellbeing Policy**

#### **Purpose:**

To promote general wellbeing among the workplace of A.D.S.Contracting.

#### **Scope:**

Fatigue and stress management strategies, smoking cessation, weight loss or management, nutrition, physical fitness and lifestyle balance are the current focus of the Worker Wellbeing Policy for A.D.S.Contracting.

#### **Rules and Responsibilities:**

The owner and safety representative will conduct training at the shop. A different area of Worker Wellbeing will be discussed and appropriate literature distributed every 6-8 weeks. The safety representative will communicate this training through a payroll staffer. All employees are expected to attend training or make arrangements to obtain the information missed. All employees are expected to seek support as necessary. The owner and safety representative will evaluate the success of this element and make necessary changes annually.

#### **Communication:**

- New Employee Orientation
- Payroll Stuffers
- Annual Evaluation

#### **Training:**

- New employee orientation
- Open dialogue during training sessions
- Relevant literature distributed and discussed during training sessions

Written record of training will be dated and kept.

#### **Evaluation:**

The success of this standard will be discussed at an annual end of year meeting

#### **Questions to be asked:**

1. Do you feel better supported as a worker?
2. Can you access the information and support you may need easily?
3. Is Worker Wellbeing important to you as our employee and is it something you make an effort to achieve?
4. What else can we, as a company do?

## **Worker Wellbeing Policy Continued...**

### **Acknowledge Success:**

- Annual Health & Safety Review Memo

### **Make Improvements:**

Based on answers to the evaluation questions and other related dialogue improvements and additions to this policy will be made during the following year.

### **Forums & References:**

[http://helpguide.org/mental/stress\\_management\\_relief\\_coping.htm](http://helpguide.org/mental/stress_management_relief_coping.htm) (Stress Management)

<http://www.quitsmoking.com/info/articles/20tips.htm> (Quite Smoking Tips)

<http://www.paguide.com> (Physical Activity News)

<http://www.healthcanada.gc.ca/foodguide> (Food Guide)

**A.D.S.Contracting Inc.**

**Angelo Agostino, President**

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