



## Healthy Workplace Initiatives Program

### Innovative New Idea

Total Funding Awarded: \$TBD

UBC Human Resources  
604-822-8762  
[www.hr.ubc.ca/health](http://www.hr.ubc.ca/health)



## Your Role

By implementing a new and innovative health initiative you are demonstrating a commitment to wellbeing in your workplace. You are taking an active role in creating healthy and sustainable communities at UBC.

## The Benefits of Workplace Health Initiatives

- Physical exercise, actively working on time management and increased social time have been shown to help improve occupation stress (particularly among faculty)<sup>1</sup>
- Active promotion of physical activity and health related activities in the workplace reduces absenteeism and increases overall mental health of employees<sup>2 3</sup>
- In Canada, the majority of workplace health programs aim to improve outcomes related to employee stress, work-life balance and depression<sup>4</sup>

## Approved Uses of Healthy Workplace Funding

- Prizes, Incentives or Trophies (to not exceed \$500)
- Food and catering (food not to exceed \$500)
- Small equipment purchases (to not exceed \$300)\*
  - Includes pedometers (excl. fitbits/jawbones etc.)
- Promotional material (to not exceed \$100)
- Room rental fees
- Instructor or facilitator fees
- Workshop costs
- Kick off/wrap up event

*\*all equipment purchased (including pedometers) must remain the property of the hosting department/unit. They must be returned and accounted for at the end of 1 year and cannot remain in the possession of individuals.*

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<sup>1</sup> Arabia, S., Kokash, H. & Arabia, S. Faculty Perception of Stress and Coping Strategies in a Saudi Private University : An Exploratory Study. *Can. Cent. Sci. Educ.* **4**, 137–149 (2011).

<sup>2</sup>Bhui, K. S., Dinos, S., Stansfeld, S. A. & White, P. D. A Synthesis of the Evidence for Managing Stress at Work: A Review of the Reviews Reporting on Anxiety, Depression, and Absenteeism. *J. Environ. Public Health* **2012**, 1–21 (2012).

<sup>3</sup>Chu, A. H. Y., Koh, D., Moy, F. M. & Muller-Riemenschneider, F. Do workplace physical activity interventions improve mental health outcomes? *Occup. Med. (Chic. Ill)*. **64**, 235–245 (2014).

<sup>4</sup> Buck Consultants, *Working Well: A Global Survey Of Health Promotion And Workplace Wellness Strategies*. 2009. Print. Executive Summary.



## Non-approved uses Healthy Workplace funding

- Operational expenses
  - Hiring of faculty/staff to coordinate or support the program
  - Items that fall within the responsibility of the department to provide
  - Renovations, furniture, artwork or special equipment purchases
- The purchase of gift cards or certificates of any denomination (these are considered taxable benefits by the CRA and are not permitted under UBC's purchasing guidelines for gifts/prizes).
- The purchase of stereo or electronic equipment
- The purchase of fitbits/jawbones and other fitness tracking devices
- Individual monetary reimbursements for gym memberships/fitness classes/assessments
- Charitable donations in either an employee's name or the department's name.

## Implementation Instructions

- Due to the unique nature of each innovative idea, please ensure that you speak with the Health Promotions Coordinator for additional implementation assistance where required.
- Attention should be paid to items not covered by the fund. Reimbursement will not be made for any items purchase that fall within the list of excluded purchases.

## Best Practices and Additional Resources

[Workplace Health Challenges: How To](#)

[Healthy Activity Ideas](#)

[Nourish Café Cooking Classes](#)

[Take Action Health Challenge Guide](#)

[Globe and Mail 30 Day Health Challenge](#)

MoveU Crew: [suzanne.jolly@ubc.ca](mailto:suzanne.jolly@ubc.ca)

The **MoveU Crew** coordinates and delivers guided movement breaks and walks on campus. Looking for a stretch break to add into a long meeting or retreat? Want an enthusiastic guide for a team walk? Book the MoveU Crew for free!