



The Importance of Paying Attention to Wellness and Mental Health - Real Life Lessons & Tools

Jody Johnson
April 11, 2025



MyWellness



Halton Region's Wellness Committee

Goal:

The goal of Halton Region's Wellness Committee Plan is to create a healthy workplace and improve the health and wellbeing of all employees.



General Objectives:



To increase employee:

- Understanding of the eight Dimensions of Wellness model
- Participation in wellness program offerings between 2023-2025
- Awareness and uptake of available trainings and resources

Wellness Philosophy:

Environmental



Physical



Financial



Spiritual



MyWellness

Intellectual



Social



Occupational



Emotional &
Psychological





Current Suite of Wellness Offerings:



MyWellness



EFAP:

Employee &
Family
Assistance
Program

Feel Supported

If you're feeling stressed, having sleep problems or worrying about your budget, connect with us confidentially

CareNow Self-Directed

CareNow Counsellor-Assisted

Chat

1-844-671-3327

English

1-855-360-5485

French



To access the EFAP platform, visit:
regionofhalton.lifeworks.com

Enter your Halton email address and password you use to log into your work computer.



EFAP:

Employee &
Family Assistance
Program

Telus Health Support and Resources focus on these 5 pillars:

Family

Health

Life

Money

Work





EFAP:

Employee &
Family
Assistance
Program

- The Region of Halton recognizes the importance of our employees overall wellness
- This extends down to employees and supporting their family members as well
- Full time employee can access the Region's Employee & Family Assistance program and add up to 5 family members to access the many different services Telus Health has to offer





Wellness at Work Sessions

Course Title	Course Date	Course Time
Understanding Nutrition Labels	Thursday February 8, 2024	12:00pm – 1:00pm
Building Resilience in Uncertain Times	Tuesday April 23, 2024	1:00pm – 2:00pm
Getting Organized	Wednesday June 12, 2024	1:00pm – 2:00pm
Supporting a co-worker Through Difficulty	Thursday August 8, 2024	1:00pm – 2:00pm
Basic Leadership Skills for Everyone in Every Job	Tuesday October 15, 2024	12:00pm – 1:00pm
Dealing with the Elephant in the Room	Tuesday December 3, 2024	1:00pm – 2:00pm





Not Myself Today:

Not Myself
Today®

Not Myself Today® is offered by the Canadian Mental Health Association and helps employers transform mental health at work.

This workplace mental health initiative will help Halton Region engage the broader workforce to:

Build greater
awareness and
understanding of
mental health

Reduce stigma about
mental illness

Foster safe and
supportive cultures

NOT
myself
TODAY®

NOT
myself
TODAY®

Everyone has mental health.
Let's make it our business to take care of it.

 Canadian Mental
Health Association
Mental health for all
notmyselftoday.ca



Not Myself Today:

Not Myself
Today®

Not Myself Today® provides tools and resources for three audiences:



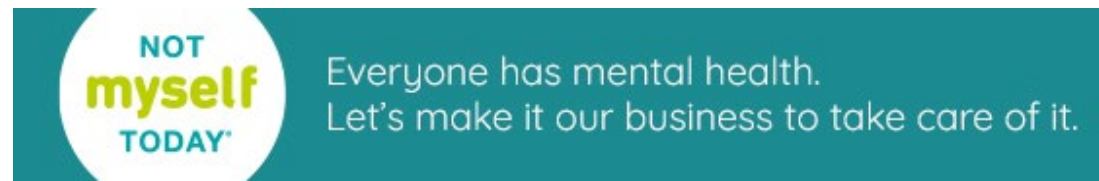
Leaders



Ambassadors



Employees



Not Myself Today:

Not Myself
Today®



Create your account

Follow the steps below to access the program:

- visit notmyselftoday.ca, enter a username and password; and
- use the code “**TMCKEM**” to create your account.



Start exploring the program!

- visit the dashboard and explore tools and exercises;
- start a new learning module; and
- begin having conversations with your colleagues, friends and family to help end the stigma.

NOT
myself
TODAY®

NOT
myself
TODAY®

Everyone has mental health.
Let's make it our business to take care of it.

Mental Health Training Framework

- A supportive workplace includes mental health training across all levels of employees, ensuring accountability for a psychologically healthy and safe workplace.
- Workplace stigma around mental illness can be positively impacted through training directed at increasing awareness.
- Providing a tiered approach allows for impact at various levels and meets the needs of various stakeholders, aligning with scope of responsibility.
- This strategy to engage all levels of employees will positively impact the mental health of the workplace.

Framework for Mental Health Training

Employee Group	Recommended Training	Benefit
Front Line Employees	Mental Health First Aid – The Working Mind	How to understand the effects of stress and how to develop a self care plan. How to recognize when a person is in distress and how to offer help
Supervisors / Managers / Directors / Commissioners	Queen’s University Mental Health Leadership Certificate Program	Importance of a mentally healthy workplace; Accountability for a safe and healthy workplace



Mental Health Benefit

Mental
Health
Benefit

Halton Region increased the benefits for mental health services for all full time staff from \$750 to \$5000 annually. For more information, please visit the [Benefits page](#)



Mental Health Week:

Mental
Health Week
(May 6-10,
2024)

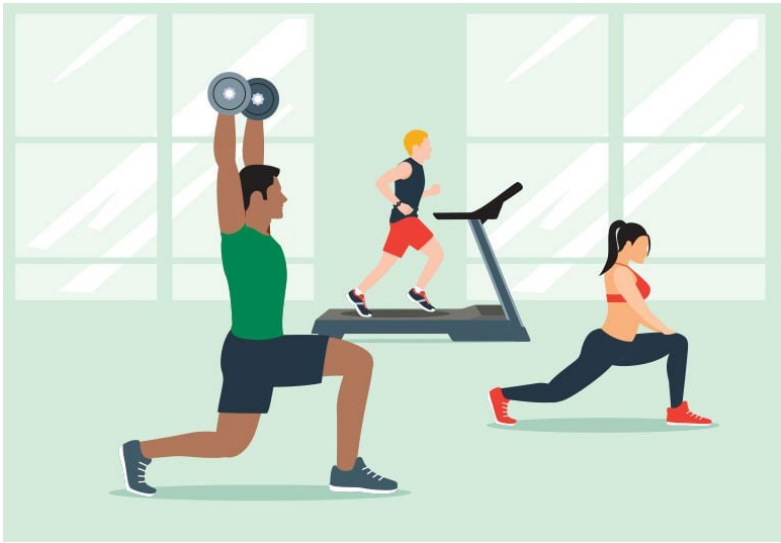
Aligned with CMHA
theme
(#Compassionconnects)

Key messages
delivered daily via
email

Messaging from
Chair of Wellness
Committee

2024 Summer Wellness Challenge

Week 1 (July 15-21)			
 Play a game of pickleball Date completed: <input type="text"/>	 Write a summer bucket list Date completed: <input type="text"/>	 Set aside one hour to yourself Date completed: <input type="text"/>	 Clean your inbox Date completed: <input type="text"/>
 Reorganize a space in your home Date completed: <input type="text"/>	 Go to bed one hour earlier than normal Date completed: <input type="text"/>	 Meal plan your week ahead Date completed: <input type="text"/>	 Watch a documentary Date completed: <input type="text"/>
 Complete the "My Weekly Goals" quiz Date completed: <input type="text"/>	 Book a vacation day Date completed: <input type="text"/>	 Have a BBQ Date completed: <input type="text"/>	 Wake up to see the sunrise Date completed: <input type="text"/>
 Complete Mission Possible Date completed: <input type="text"/>	 Have a board game night Date completed: <input type="text"/>	 Participate in a yoga session Date completed: <input type="text"/>	 Download the FLIPP app for grocery deals Date completed: <input type="text"/>



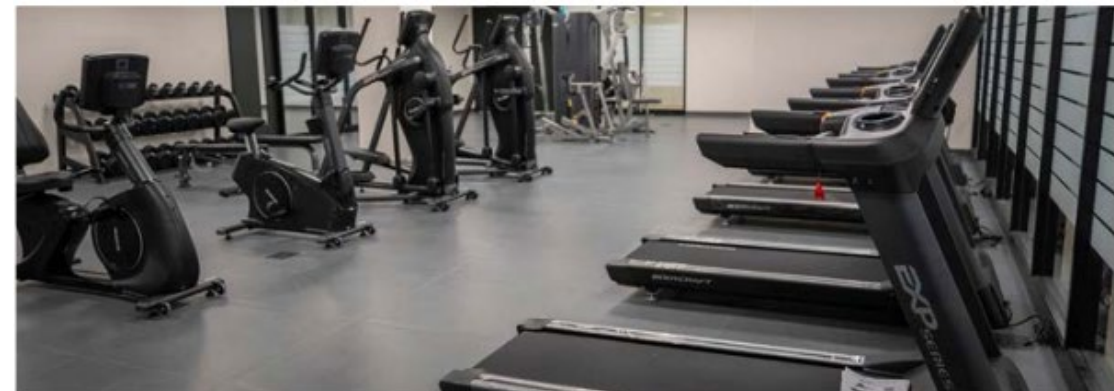
Fitness Programming



Fitness Centre

Fitness
Programming

- Supporting the health and wellbeing of employees is a top priority at Halton
- Our new Fitness and Wellness Centre has something for everyone and is available to all staff including anyone working at other Regional facilities
- Includes weights, treadmills, ellipticals and more
- The Fitness Centre is **free** but staff must complete the **one-time Fitness and Wellness Centre Waiver form**
- Hours of operation are **7 days a week (6am – 10pm)**

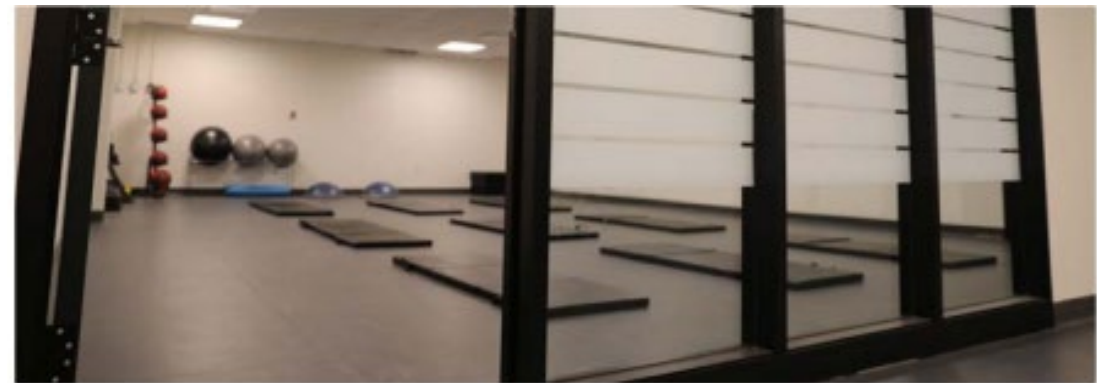




Yoga Studio

Fitness
Programming

- Located next to the Fitness and Wellness Centre
- This quiet space does not need to be booked and is available for use when the Centre is open
- Includes kettle bells, medicine balls, stability balls and more
- Hours of operation are **7 days a week (6am – 10pm)**
- Every Tuesday and Thursday from 12pm to 1pm Yoga classes will be offered to all staff led by certified Yoga Instructor
- First come, first serve basis with in person sign up sheet available 15 minutes before the class begins
- Only 15 spots per class are available
- The Yoga Studio/classes are **free** but staff must complete the **one-time Physical Activity Waiver form**





Auditorium

Intermural Sports

Fitness
Programming

- Located at HRC
- Participate in lunchtime or evening sports
- No sign up required – all sports are on a drop in basis
- Staff must complete the **one-time Physical Activity Waiver form** before they play any drop in sport
- All lunch time sports will be from 12pm to 1pm
- Please wear athletic wear/shoes and bring your own equipment



Schedule	
Monday	Soccer
Tuesday (12-1 and 4:30-5:30)	Ball Hockey
Wednesday (12-1 and 4:30-5:30)	Pickle Ball
Thursday	Basketball
Friday	Volleyball



Canadian Mental
Health Association
Mental health for all



Your Health Space



Program Overview

A **free** workplace mental health service/program developed and delivered by the CMHA and funded by the Ontario Ministry of Health

- Developed to help healthcare organizations address staff **burnout** and **moral injury** and promote psychological health and safety in the workplace
- Delivered through trainer-led live workshops and self-directed eLearning modules
- Holistic Approach: provides psychoeducational training at an organizational level
- Can be tailored to meet the unique needs of your health care setting



Canadian Mental
Health Association
Mental health for all

Intended Audience

- 1) Leaders: Administrators, Managers, Supervisors
- 2) Health Care Workers: Nurses, Personal Support Workers
- 3) Support Staff: Admin, Dietary, Housekeeping, Maintenance
- 4) Everyone



**Canadian Mental
Health Association**
Mental health for all



Questions?

Thank you

Contact information

- Jody.Johnson@halton.ca

