

Feb. 4, 2009

NOTE: Embargoed until 6 a.m. Feb. 5, 2009.

**The award winners have been notified and
can be contacted for interviews immediately
to facilitate coverage.**

ORGANIZATIONS RECEIVE PSYCHOLOGICALLY HEALTHY WORKPLACE AWARDS

Program Rewards Employers for Creating Workplaces That Foster Employee Health and Well-being While Enhancing Organizational Performance

Halifax, Feb. 5, 2009 – Three organizations will receive recognition from the Psychologically Healthy Workplace Award Program in Nova Scotia.

The award winners are the College of Physicians and Surgeons of Nova Scotia, Staples Contact Centre and NB Power.

The psychologically healthy workplace program honours organizations across Canada and the U.S. that show a commitment to the psychological health and well-being of their employees, create a positive work environment, and demonstrate high organizational performance.

“It always makes sense -- both common sense and business sense -- to treat employees well. In times of economic uncertainty, this type of treatment becomes increasingly important,” says Arla Day, chair of the Psychologically Healthy Workplace Committee in Nova Scotia. “We are recognizing these organizations for their outstanding accomplishments, and sharing their best practices to inspire other companies to create healthy practices.”

When you give to your employees, they give back to the organization. And what does this “giving” to employees entail? These best practices involve basic, cost-free activities (for example, treating employees with respect, encouraging communication and feedback) to novel practices and programs, such as sponsoring corporate sports events, offering flextime, health funds, and tuition reimbursement, and providing lunch and learn series.

“Employers who understand the benefits of a workplace that is sensitive to their employees’ psychological well-being will have a competitive advantage,” says Kevin Kelloway, director of the CN Centre of Occupational Health & Safety. “They can serve as models for other employers.”

The health and safety of Nova Scotia workers are critical issues, and organizations should be acknowledged for their efforts in promoting employee safety and health. The benefits of a healthy workplace include increased productivity, employee retention, recruiting advantages, enhanced

company image and a better workplace atmosphere, as well as workers who are less stressed and happier.

The organizations were judged on: whether they are “family friendly” and the steps they take to reduce work stress; how they encourage employee growth and development; the extent to which they involve employees in decision-making; how they recognize and support employee accomplishments and initiatives; and the extent to which they promote physical and psychological health, safety, and wellness.

The Award Recipients:

- **The College of Physicians and Surgeons of Nova Scotia** is being recognized for **Excellence in Developing a Psychologically Healthy Workplace**. One of the site reviewers, Dr. David Mensink, noted how impressed he was by their many healthy practices, such as a health fund, flextime, and tuition reimbursement. “The atmosphere during the site visit was warm, engaging, and yet the employees were very busy and active in their work responsibilities. The overall impression is that this workplace displays a culture of excellence.”
- **Staples Contact Centre** (Lower Sackville) is being recognized for **Excellence in Employee Involvement and Recognition**. They have worked to improve communication, develop member surveys, and provide individual, group, and organization recognition awards. Debby Vincent, Senior Contact Center Manager is thrilled with the award. “To be recognized for our Excellence in Employee Involvement & Recognition is a wonderful way to end the year. Over the 10 years that we have been open, so many of our initiatives have been a result of the great ideas contributed by employees. We are proud of the commitment of our entire team to make Staples a Great Place to Work.”
- **NB Power** will receive a **Special Consideration Award**, and is being recognized for **Excellence in Employee Health & Safety**. NB Power’s dedication to the physical and psychological wellbeing of their employees is evident from the array of health and safety programs they offer, such as a fresh fruit program, integrated wellness services, a Healthy Workplace Plan, the HEAL program, and personal health profiles.

The awards will be handed out at a reception at **The Westin Nova Scotian on Thursday, Feb. 5 from 4:30 p.m. 6:30 p.m.**

For more information about the Psychologically Healthy Workplace Award, please contact:

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