


Developing a WORLD-CLASS Health Program


PUTTING THE “HEALTH” IN HEALTH AND SAFETY


PRESENTED BY

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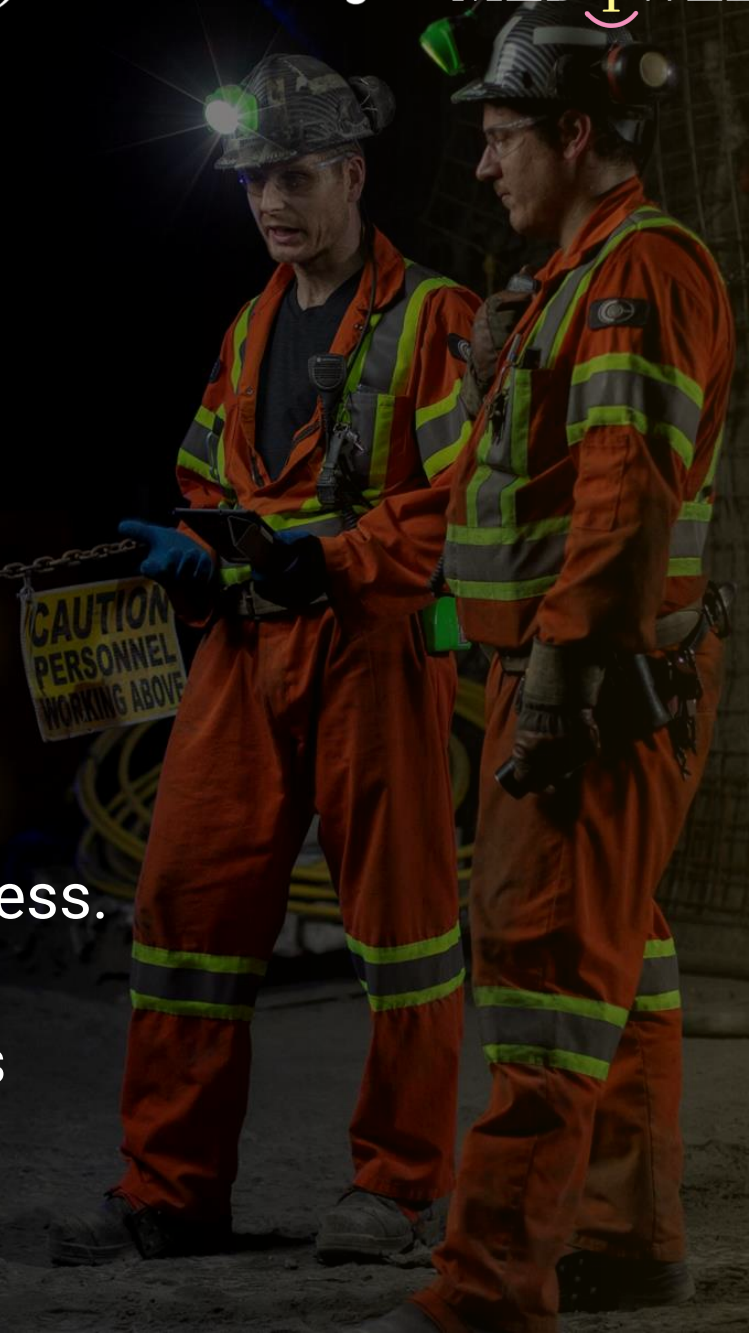
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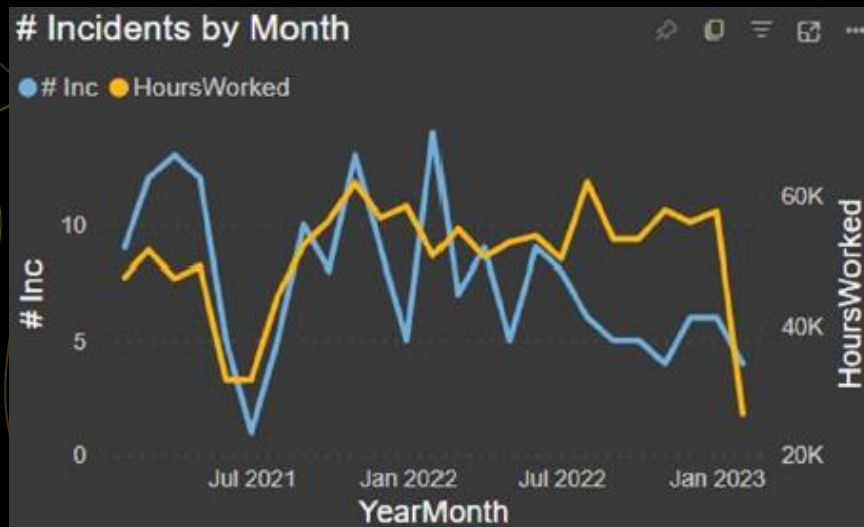
Why the Health Focus?

- WMSD type injuries ongoing.
- No Health Program currently in place. Not typical for a mining contract company.
- Strong safety and risk management tool in place with SOFVIE.
- Fitness for work needed more attention (mental & physical).
- Personal lifestyle changes- improved nutrition and fitness. Some already doing it, some needed support.
- Some employees already had exposure to Med-I-Well's Health Coach Programs at their sites.



Driving Down Incidents/Accidents

Reporting uncovers safety issues



What about Fitness for Work?
WMSD injuries?

Another tool...

- There is no magic bullet.
- The Health Coach Program is meant to help individuals:
 - Improve their health and wellbeing (mentally & physically).
 - Engage with their teams.
 - Deal with the challenges and stress at work and home.

YOU ARE

MORE

THAN A

NUMBER



Key Components of a Successful Health Coach Program

1

ASSESS YOUR NEEDS

- Health Culture Survey.
- Health Risk Assessments In-Person.

2

PROGRAM CUSTOMIZATION & IMPLEMENTATION

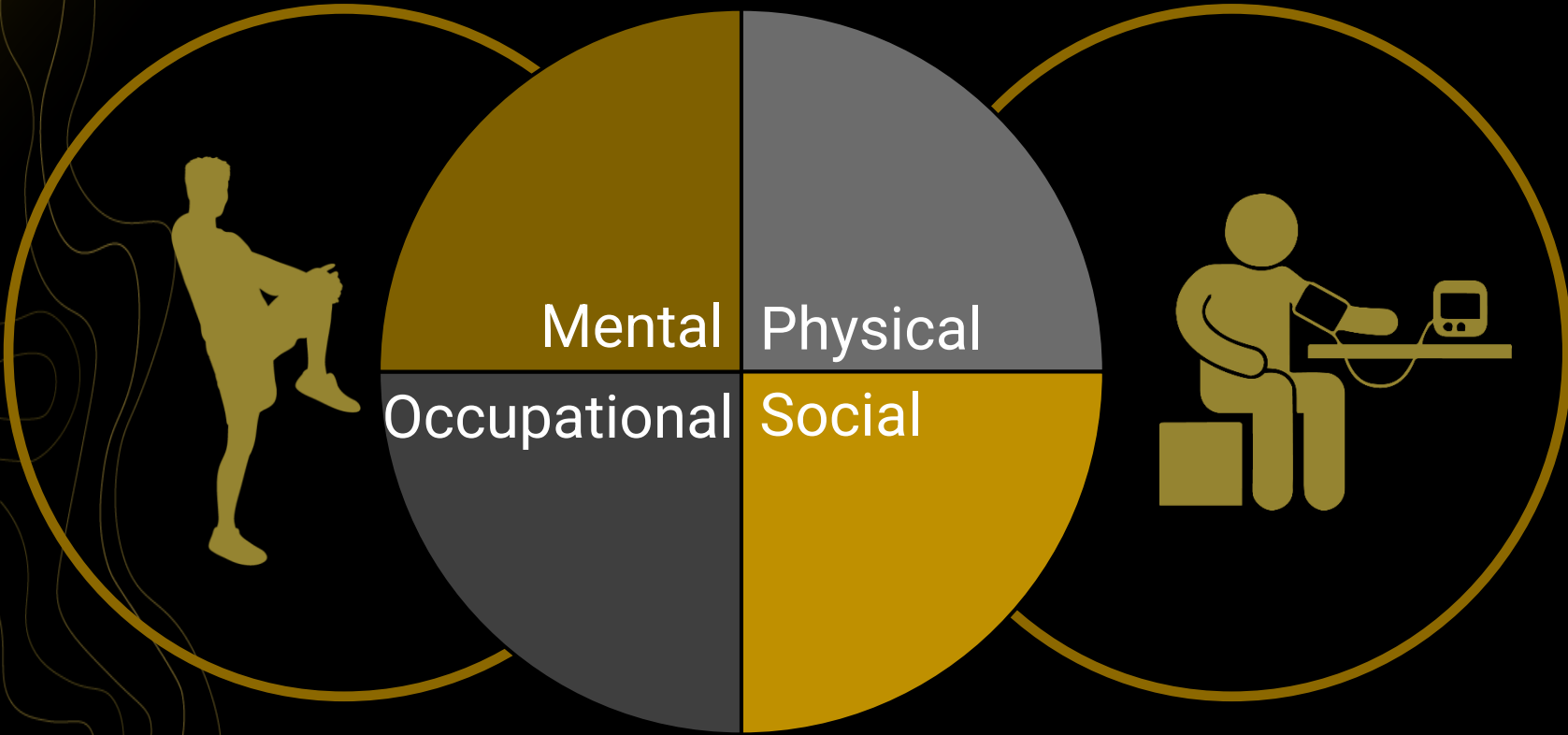
- Full Customization of Program Services.
- Consistent Coaching Presence.
- Building Trust & Rapport.

3

CREATING SUSTAINABLE CHANGE

- Consistent Feedback & Tracking of KPIs.
- Continuous Development.

MED·I·WELL Our Approach



Primary Prevention

Secondary Prevention

Personalized
Integrative
Innovative

The Journey

2022

ANALYZE

Chose 1 project site for trial.

Conducted Health Risk Assessment (HRA) – 90% participation.

Develop KPIs to measure progress & engagement.

On-site initiatives, distribution of educational material, point-of-decision prompts/posters.

Engaged local health provider.

Conducted Health Culture Survey “Where are you, how can we help?”

Based off feedback & identified needs, customized program was designed.

Weekly health coaching during morning line-ups & engagement at Technica Day.

GATHER INFORMATION

The Journey

2023 – H1

COMMUNICATE

Conducted Health Culture Survey – “Where are you, how can we help?”

Based off feedback & identified needs, customized program was designed.

Weekly Health Coaching. Host Lunch & Learns with healthy meal provided.

Employee engagement in group challenges and lunchrooms discussions.

Added mechanical shop & head office to trial.

Conducted Health Risk Assessment (HRA) – 90% participation.

Developed KPIs to measure progress & engagement.

Health Coach Area established (BP cuff, resources), point-of-decision prompts in lunchroom & throughout building.

1:1 virtual coaching established.

IMPLEMENT

The Journey

2023 – H2

MEASURE

Develop Corporate Program to Support all Sites

REPEAT

Develop KPIs & scorecard for progress review

Re-do survey at end of the year

Conduct Health Culture Survey & HRA at all sites

Integration of Health Coach Program within Sofvie

JHSC inclusion of health within audit process

Incorporate health into monthly Safety meetings

Weekly in-person Health Coaching (line-up talks, stretching, initiatives)

Health Coach presence virtually during line-ups for remote sites

1:1 virtual coaching provided

Monthly e-newsletters for employees & families

Occupational Athlete training for Mine Rescue

Participant Feedback

“Since your team has been here, it has completely changed my mindset.”

“What you guys do is amazing. My doctor sends me for bloodwork and never follows up. You have provided me with nutrition coaching to go with it to actually make a change.”

“Loved having you come in every week with something different and be able to ask you questions.”

**feedback received in Monthly reports

First Hand Impact

“This has been life changing. Your team has impacted me more than you can ever know.”

“I would have been like my buddy that died at age 39. It’s been life changing for me and my family. Since the HRA (4 months ago), I have lost 40 pounds and my BP has come down by 50 points!”

“Having this at work is going to be a game changer for me. I spend 12 hours a day here and I am too tired by the time I go home.”

“The HRA and the coaching provided has changed my life for the better. So thankful to you guys!”

Continued Growth

- Linking to SOFVIE system.
- Access to all Health Coach Services across phones / tablets.
- Med-I-Well app development.
- Stronger link to existing benefits program (medication management program).



Implementation Notes

1. Utilize a Champion (influential & in a Senior role).
2. Gather information. Assess needs.
3. Top down and bottom up (use survey results).
4. Start small to develop your path
5. Communicate x communicate x communicate.
6. Tailor the program to your organization's/site's unique needs.
7. Wire it in- make it part of your performance expectation.



WHY?



Team Building



Improved Health Culture



Enhanced Wellbeing



Employee Retention



Reduced Absenteeism & Presenteeism





Safe & Sound, Up and Down




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