



MERIT NOVA SCOTIA WOKPLACE WELLNESS PROGRAM OVERVIEW

Wellbeing In Construction Workplaces

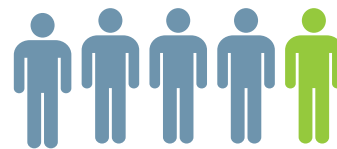
You've worked hard to make your job sites physically safe. But like a growing number of employers, you know that creating a truly healthy workplace doesn't end there. Mental health, physical fitness, and inclusive and respectful workplaces are among the factors that, in combination, help employees to bring their best selves to work every day.

Promoting employee wellbeing and healthy workplace cultures can be especially challenging in construction, with its often irregular hours and multiple and sometimes remote job sites. Many construction workers still fit the "strong silent" profile, and may not find it easy to open up about mental health in particular.

What doesn't get talked about, doesn't get better – and will quite likely get worse. That in turn is bad for workplace productivity and can lead to sometimes tragic outcomes for individual employees.

Only 23% of Canadians feel comfortable talking to their employers about mental illness.

Source: Canadian Centre for Occupational Health & Safety



1 in 5 Canadians experience a mental health problem in any given year

Source: Mental Health Commission of Canada

How We Can Help You Promote Wellbeing

MERIT Nova Scotia's Workplace Wellness Program is designed to create lasting workplace culture change, with benefits for both employers and employees. Our program is:



- **Holistic** – Addressing diverse, inter-connected themes that collectively influence employee wellbeing.
- **Ongoing and Inclusive** – Companies sign on for a full year, and make the program available to all employees, creating shared momentum that can truly influence workplace culture.
- **Informed by Expertise** – The program was developed and is delivered with the support of leading experts on mental health and other themes.
- **Purpose Built** – Designed for the construction sector, the program delivers actionable information in easy-to-access and relatable ways.

| 12 Monthly Themes | Materials Delivered Monthly |
|--|---|
| <ul style="list-style-type: none"> Mental Health Stigma Respectful Workplaces Physical Health Pain Avoidance and Addictions Mental Health – Suicide Prevention Diversity and Inclusion Mental Health – Depression and Anxiety Emotional Intelligence Psychological Safety in the Workplace Cancer Awareness Financial Fitness Reflection | <p>Theme-specific materials are delivered for either hard-copy or electronic distribution – whatever it takes to reach your workforce:</p> <ul style="list-style-type: none"> • Overview of theme and resources • Multiple short educational pieces • Multiple toolbox talks • Site posters • Virtual professional development courses (optional add-on - inquire for costs) <p>Plus an engaging, self-paced online course, delivering informative multi-media content, including practical tips and links to other resources.</p> |

Why Make MERIT Nova Scotia Your Workplace Wellness Partner

- We represent a large segment of the N.S. construction industry, and **understand your business and your workforce.**
- With a long track record in benefits-services and training delivery, we have **extensive and highly relevant expertise.**
- We **believe in customer service,** and with a dedicated Wellness Coordinator on our staff will ensure smooth and seamless program onboarding and implementation.

COST TO CANADIAN ECONOMY OF MENTAL HEALTH PROBLEMS:

\$51B PER YEAR
\$20B WORK RELATED

Source: Mental Health Commission of Canada

Pricing

Wellness, including addressing mental health and addictions, has become an urgent workplace challenge in the wake of COVID-19. That is why Merit Nova Scotia is offering its new Wellness Program free to members for 12 months. The program is also available to non-members for an annual fee.

| Number of Employees | ANNUAL FEE FOR | |
|---------------------|------------------|-------------|
| | MERIT NS Members | Non-Members |
| 0 to 10 | Free | \$1,250 |
| 11 to 25 | Free | \$2,350 |
| 26 to 50 | Free | \$4,350 |
| 50 to 100 | Free | \$7,800 |
| 100+ | Free | \$11,700 |



Contact Us Today

MERIT WELLNESS TEAM
wellness@meritns.com
meritns.com/wellness