

## **603.5AP – Organizational Health**

### **Purpose**

The Board of Nanaimo Ladysmith Public Schools recognizes that Organizational Health is a significant factor affecting the personal wellness of employees in the district; and further that the Board recognizes the need to provide support and resources for organizational health initiatives and that the Board recognizes the importance of promoting and modeling practices consistent with this belief.

### **Procedure**

#### ***GUIDING PRINCIPLES***

Organizational Health procedures should reflect the following guiding principles that are intended to promote exemplary practices in a supportive atmosphere of mutual trust and respect.

**MANAGING CHANGE** – Employees are invited to participate in discussions that will impact upon their work.

**COMMUNICATIONS** – The employer consults with affected staff and educational partners to increase mutual understanding and knowledge of issues, events and initiatives and arranges for the respectful flow of information in a balanced, accurate and timely manner using a variety of methods.

**HUMAN RESOURCES PRACTICES** – Human Resources practices demonstrate respect for and dignity toward all employees.

**DECISION MAKING** – Decisions, where Freedom of Information Legislation and labour relations implications allows, are made in collaboration with employee and partner groups.

**STAFF** – Orientation and mentorship initiatives are established to welcome employees to the school district and to support them as valued members of Nanaimo Ladysmith Public Schools. These initiatives encourage and promote a sense of community and shared goals and vision.

**RECOGNITION** – The vital importance of recognizing employees for their contribution is acknowledged. Recognition will occur in variety of ways.

**SUPPORT** – Assistance is provided to those experiencing occupational and/or personal stress.

**RELATIONSHIPS** – Healthy and positive working relationships are actively encouraged and promoted.

**JOB DEMANDS** – The employer recognizes the impact that job demands can have upon personal wellness and collaborates with employee groups and partner groups in addressing excessive job demands.

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**Legal References:**

**Monitoring Method:** *Board of Education / Superintendent*

**Monitoring Frequency:** *Annual*

**Previous Policy Number:** *AP415*

**Adopted:** *2001.05.23*

**Amended:** *2025.01.31*