

# The “Healthy Enterprise” Standard BNQ 9700-800

## Definition and Objectives of the Standard

The purpose of the BNQ Standard 9700-800 *Prevention, Promotion and Organizational Practices for Health in the Workplace*, commonly called “Healthy Enterprise”, is to maintain and sustainably improve the health of people in the workplace by:

- integrating the value of the health of employees in the management practices
- creating favourable conditions that make people want to take responsibility for their health
- acquiring good habits and maintaining a healthy working environment

There are two objectives:

- to specify a set of actions that significantly contribute to the health of people in the workplace; and
- to recognize the efforts of companies by certifying them.

## Features

### Areas of Activity

In concrete terms, this standard leads companies to adapt their management in four different areas of activity recognized for having a significant impact on the health of employees:

1. Employee habits  
For example: advice on nutrition, physical activity awareness programs, training in stress management, educational activities on different diseases, such as diabetes, high blood pressure, menopause, etc.
2. Work-personal life balance  
For example: work-personal life balance policy, flexible hours, daycare at work, days off for family reasons, gradual return to work following absence for health reasons, etc.
3. Working environment  
For example: healthy food vending machines, secure parking for bicycles, support programs for employees with physical disorders, relaxation areas, etc.
4. Management practices  
For example: activities to promote team spirit, personalized professional development plan, employee consulting mechanism, manager training on recognition and effective communication, etc.

### Levels of Commitment

Companies of all sizes can opt for one of the following two commitment levels.



#### Healthy Enterprise

The company has clearly shown its commitment to the health and wellbeing of its employees in a structured and planned way based on the needs and health issues of employees, as identified after collecting data, and based on the company priorities.



#### Healthy Enterprise – Elite

More health-related actions have been taken, which are aimed at more areas of activity. Health and wellbeing are better integrated into the corporate culture and in its management practices.

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## Certification Program

A certification program offered by the BNQ will be completed in the spring of 2008. Certification will be used to recognize companies that have integrated actions promoting the health of their employees into their management practices, as specified in the standard.

## Pilot Projects

A pilot project for applying the standard is currently being carried out in four institutions in the healthcare network and at the Ministère de la Santé et des Services sociaux du Québec (MSSS). Other similar experiences could be carried out in two or three other government departments. In the private sector, a certain number of companies have already shown their interest in participating in a pilot project for implementing this standard.

Thus, about a dozen pilot projects are ongoing or planned at the time of the launch of the standard. These trials will all be followed up and closely evaluated, especially by the Institut national de santé publique, in order to assess their real-world benefits and, if necessary, to enhance the content of the "Healthy Enterprise" standard.

## Government Action Plan

The "Healthy Enterprise" standard is a concrete step in the "*Government Action Plan to Promote Healthy Lifestyles and Prevent Weight-Related Problems 2006-2012, Investing for the Future*". This step falls under one of the main objectives in this plan, which is to promote favourable social standards and healthy habits.

## Expanding the standard

The "Healthy Enterprise" standard was developed in accordance with the international requirements of ISO, and is the first of its kind in the world, putting Québec on the forefront of initiatives for prevention and promotions concerning peoples health. Discussions are currently underway with international organizations, such as the International Organization for Standardization (ISO), World Health Organization (WHO) and the International Labour Office (BIT), to expand its application internationally within the next few years.

## Remember that...



The **Bureau de normalisation du Québec (BNQ)** is an organization for standardization, certification and distribution of information on standards, and is officially recognized by the Government of Québec. It is accredited by the Standards Council of Canada (SCC) for developing standards and certification. These internationally renowned accreditations assure that the BNQ's procedures and methods comply with the rules of the International Organization for Standardization (ISO) and the World Trade Organization (WTO). BNQ's standards allow to establish performance criteria to define, in particular, the quality, security and ability to use products, processes or services in a context of economic development. It provides solutions for market needs by developing consensual standards with balanced committees and by implementing certification programs (products, services, processes, management system). [www.bnq.qc.ca](http://www.bnq.qc.ca)



The **Group for Promotion of Prevention Strategies (GP<sup>2</sup>S)** is a not-for-profit organization that groups many companies dedicated to the promotion of health and the prevention of disease in the workplace. Through the internal mobilization of companies, the GP<sup>2</sup>S aims to directly provide constant improvement in the health of employees and indirectly have them teach their children good habits. Founded in June 2005, the GP<sup>2</sup>S benefited from the support of the Fondation Lucie et André Chagnon at the outset, and has since received support from many business personalities.

[www.gp2s.net](http://www.gp2s.net)

## In a nutshell... an issue of sustainable development

Integrating this standard into Québec business management practices is definitely a concrete and convincing action for sustainable development in our society. This action involves the health of our population, the productivity of our companies and the economic health of Québec.