

Review of the standard  
Healthy Enterprises

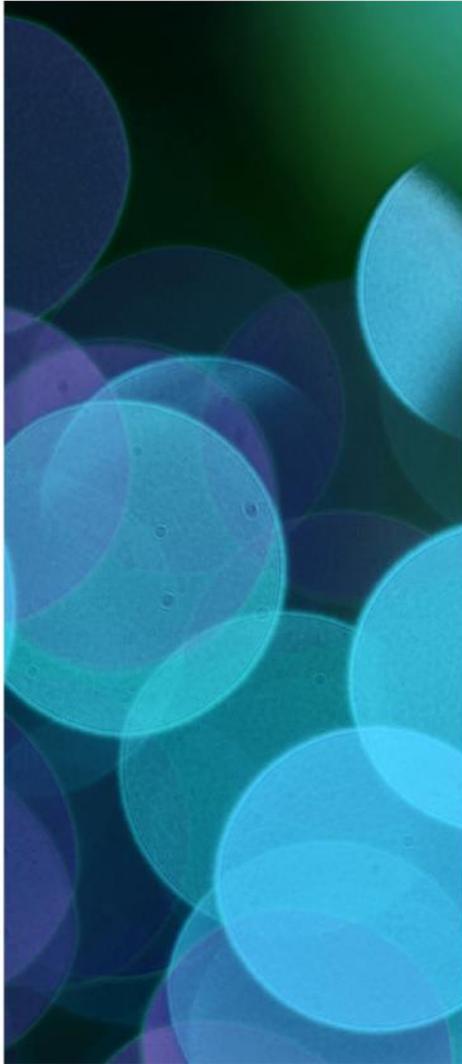
# Together, Let's Boost Health in the Workplace

Review and Canada-wide Development  
of the standard Healthy Enterprise



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## **WHAT IS THE STANDARD HEALTHY ENTERPRISE?**

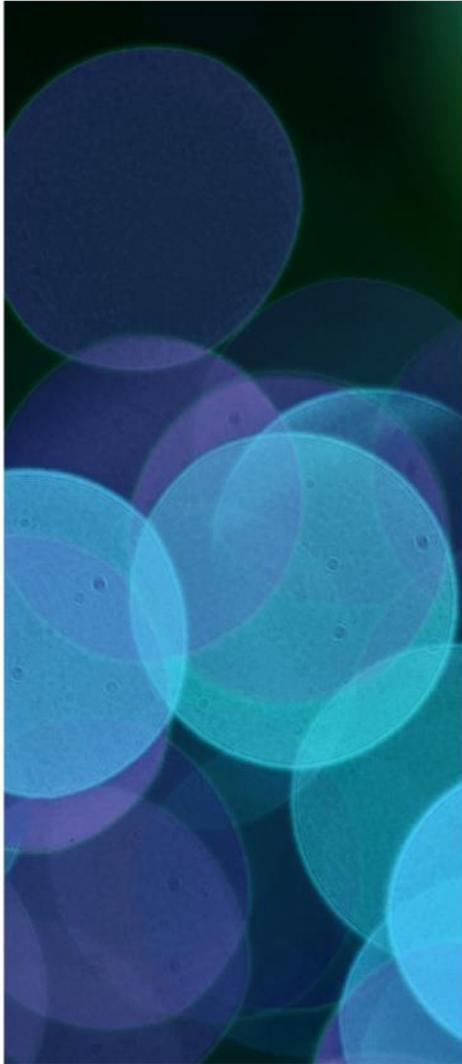
Launched in 2008, for the first time anywhere, the standard Healthy Enterprise aims to sustainably maintain and improve overall health (physical and mental) in the workplace. To that end, it proposes a structured approach and a tested method for employers to create the right conditions for reaching that objective.

The standard Healthy Enterprise involves a certification program developed by the Bureau de normalisation du Québec (BNQ) that comes with a Healthy Enterprise certification label that a business or organization can use to communicate its compliance and leadership.



## In essence, the standard is:

- ✓ Based on the **principle of prevention and overall health** (physical and mental) promotion in the workplace.
- ✓ A **structured and participatory approach, as well as a tested means** of application in order to produce effective prevention and health promotion in the workplace.
- ✓ A **complete guide** that addresses all physical and mental health issues in the workplace. The standard identifies and covers the four spheres of activity that are recognized as having a significant impact on the health of employees:
  - Lifestyle
  - Work/personal life balance
  - Work environment
  - Management practices
- ✓ **Voluntary**, which demonstrates the organization's leadership in occupational health.



“The main idea behind creating the standard was to propose a complete approach that any organization could use to make employee health a winning proposition not only for employees but for the entire organization. In that regard, we have accomplished our mission. We are now ready to move to the next phase, which is to review the standard and gain recognition for it as a National Standard of Canada.”

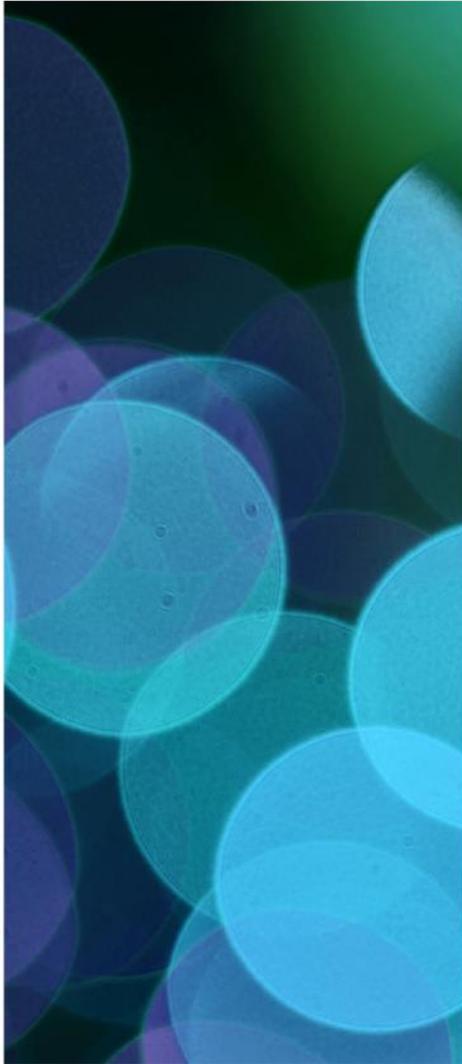
*Roger Bertrand, co-founder and President of Groupe entreprises en santé*



## The standard's initiator:



Groupe entreprises en santé is a leader in the occupational health and wellness movement. For more than twelve years, it has assisted senior executives and managers with integrating best practices in overall health (physical and mental) in the workplace. In so doing, it is contributing to the health of workers and stimulating business competitiveness, which in turn enhances the vitality of the Québec economy.



## The standard's owner and certifying body:



The Bureau de normalisation du Québec (BNQ) was created by the Government of Québec in 1961. Since 1990, it has been a branch of the Centre de recherche industrielle du Québec (CRIQ).

The mission of the BNQ is to work in partnership with business, industrial and social interests by proposing solutions to their needs in the form of standards and certification programs. Using internationally-recognized methods, the work of the BNQ promotes innovation, product, process and service quality improvements, and their widespread acceptance.

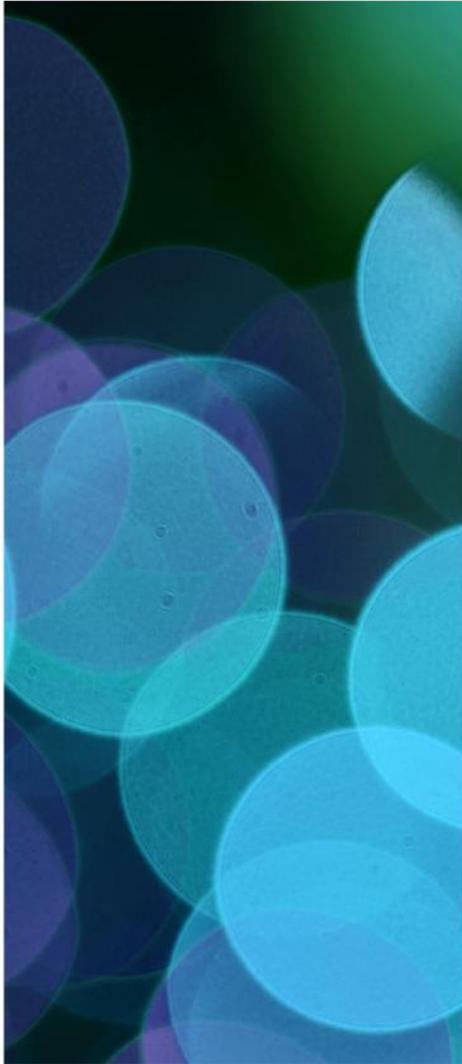
The BNQ is accredited by the Standards Council of Canada (SCC). That international accreditation guarantees that the BNQ's procedures and methods are consistent with the rules of International Organization for Standardization (ISO).



## **THE BENEFITS OF ASSOCIATION WITH THE STANDARD HEALTHY ENTERPRISE**

There are many advantages and benefits associated with adopting the standard Healthy Enterprise, which enables an organization to:

- ✓ position itself as an innovative organization that makes a significant social contribution aimed at improving the health and wellness of employees, as well as the productivity and competitiveness of Canadian businesses;
- ✓ demonstrate that it is spearheading the best practices in overall health in the workplace;
- ✓ secure special visibility among private, institutional and public decision-makers in Québec and the rest of Canada;
- ✓ enhance its reputation among current and prospective clients;
- ✓ acquire a strong competitive advantage in attracting and retaining motivated and qualified employees; and
- ✓ foster management's long-term commitment.



## **OCCUPATIONAL HEALTH, AN INVESTMENT THAT PAYS OFF IN EVERY RESPECT**

There are numerous benefits associated with a workplace that promotes good physical and mental health. The following are just some of them:

### **Improved**

Working environment

Motivation

Engagement

Quality of service

Creativity

Quality of decisions

### **Reduced**

Absenteeism

Turnover

CNESST claims

Cost of collective insurance

Presenteeism

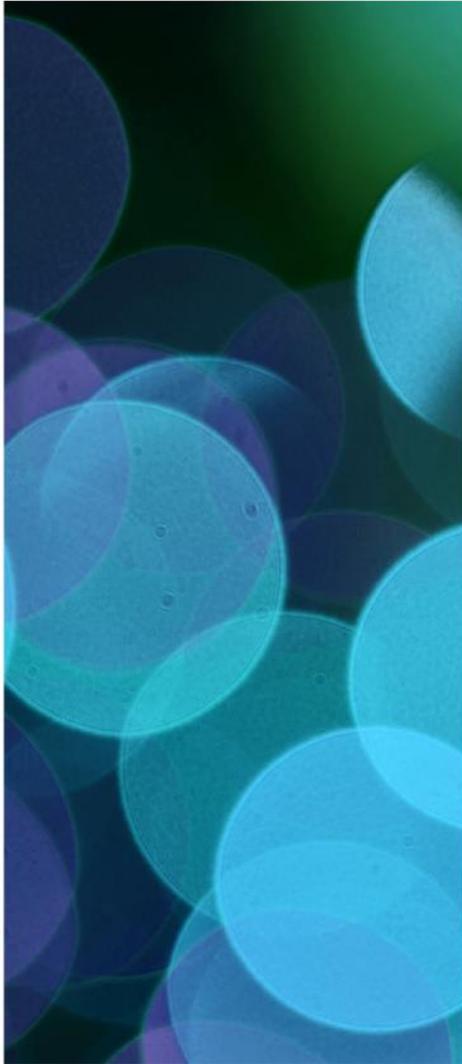
Grievances and conflicts



### **A high return on investment**

Studies and data compiled by Groupe entreprises en santé shows a return on investment (ROI) in the range of \$1.5 to \$3.8 per dollar invested in employee health.

Québec employers are twice as likely to be aware and active in occupational health and wellness compared to those in the rest of Canada. And for good reason: they have understood that happy and healthy employees are the best way to improve their productivity and prevail over the competition, as well as to make substantial savings in direct and indirect health-related costs.

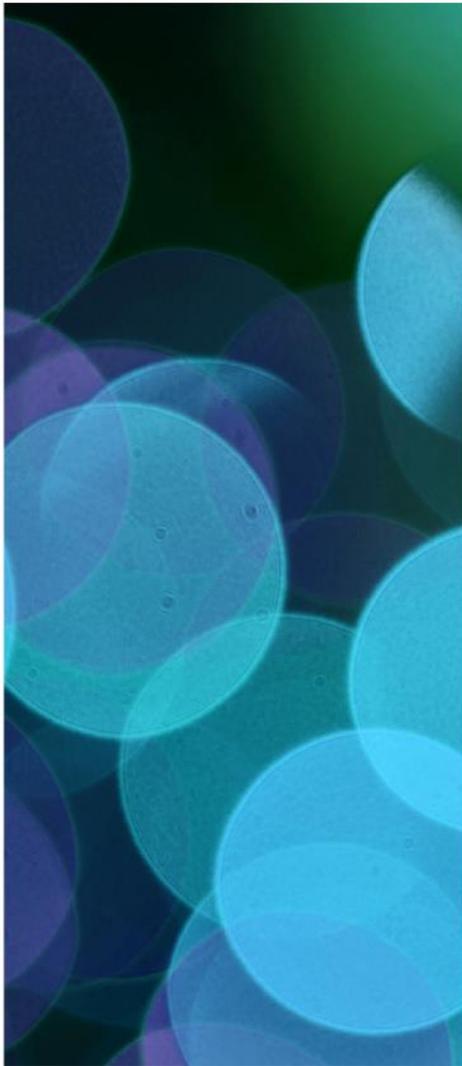


## **TOWARDS A NATIONAL STANDARD FOR CANADA**

The standards rules that apply to the BNQ require that standards be revised over time to ensure that they remain up to date and pertinent.

In that regard, the Groupe entreprises en santé and the BNQ are currently initiating the standard Healthy Enterprise review.

The BNQ will take that opportunity to have its standard Healthy Enterprise recognized by the Standards Council of Canada and to enhance its reputation among Canadian employers.



## The advantages of a Canadian standard

A Canadian standard would have a wider and more significant **impact** on businesses and organizations that operate Canada-wide and internationally, namely those with head offices outside Québec.

It would benefit all businesses in Québec and the rest of Canada in terms of the **competitive advantage** that comes from applying the standard Healthy Enterprise because of its impact on **retaining and attracting skilled labour** and improving the health of workers, and on the **performance of businesses** in Québec, the rest of Canada and around the world.



## **A rigorous process**

### *Steps involved in reviewing the standard*

1. Preliminary work and setting up the standards committee
2. Committee review (5 one-day meetings)
3. Editorial revision, internal review and English translation
4. Targeted public consultation in both French and English (60 working days)
5. Committee review (2 one-day meetings)
6. Committee vote
7. Approval by the BNQ and the SCC, and final English translation
8. Publication of the standard



## **A rigorous process (continued)**

### *Steps involved in reviewing the certification*

1. Preliminary work
2. Committee consultation (2 one-day meetings)
3. Editorial revision, English translation
4. Public consultation, by invitation
5. Approval of the certification protocol and requirements (French and English versions)
6. Implementation of the revised certification program

## Calendar of Canada-wide development and promotion activities

The steps involved in reviewing the standard, revising the certification requirements and the Canada-wide deployment occur in parallel. Communications take place throughout the process.

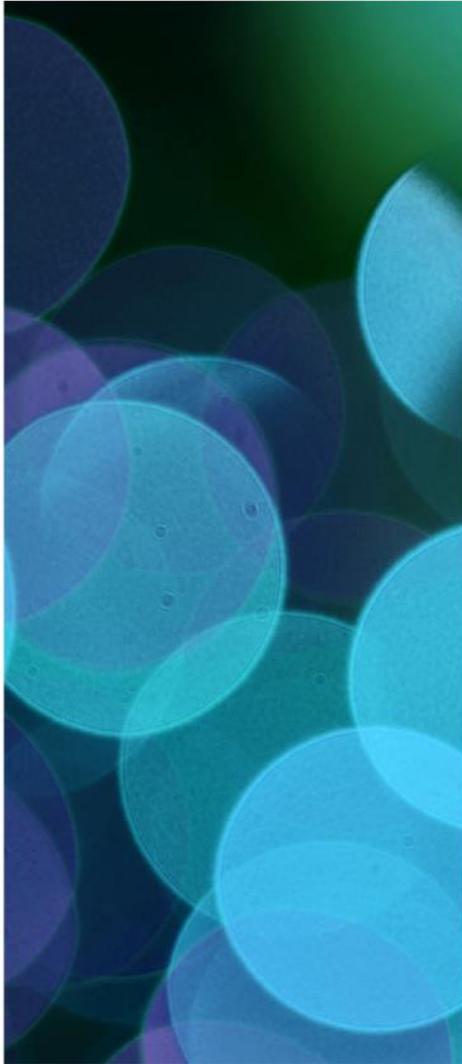




## **Why become involved in reviewing the standard Healthy Enterprise?**

Every one of the activities of Groupe entreprises en santé and its Canadian partners enhances visibility because they directly address executives and officials in charge of human resources in Canadian businesses.

Moreover, public relations and promotions activities for launching the new National Standard of Canada will aim to mobilize all of the players: employers of all sizes, professional associations, insurers, media, brokers, etc. These stakeholders are invited to endorse and promote the new standard in order to maximize its implementation and increase the number of certified businesses.



## **CONTACT US!**

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# THANK YOU!



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