

SECTION	NAME OF POLICY
GENERAL ADMINISTRATION	WELLNESS – PHYSICAL ACTIVITY POLICY

Page 1 of 4

DEVELOPED BY: HUMAN RESOURCES

APPROVED BY: CMT

DATE: January 16, 2007

EFFECTIVE DATE: June 12, 2007

LATEST REVISION: April 12, 2007

POLICY STATEMENT:

The Regional Municipality of Niagara, as one of the lead partners for Niagara's "TREKZONE~Eat Right. Be Active". strategy recognizes its responsibility to be a role model in promoting healthy body weight through daily physical activity and healthy lifestyle choices to all Regional employees. In order to promote the health and well-being of Regional employees, the Regional Municipality of Niagara will encourage and actively foster opportunities for daily physical activity amongst its employees in accordance with Canada's Physical Activity Guide to Healthy Active Living (attached) and the principles outlined in this policy.

POLICY PURPOSE/RATIONALE:

The policy's principles encourage physical activity opportunities for all Regional employees and are based on a Population Health Promotion Model incorporating awareness opportunities, education and skill building, supportive environments and policy development/implementation. This policy will help to guide decisions about physical activity opportunities and appropriate environmental supports within the corporation, eliminating guesswork, confusion, and inconsistent messaging to employees.

SCOPE:

All Regional Departments and events.

SECTION	NAME OF POLICY
GENERAL ADMINISTRATION	WELLNESS – PHYSICAL ACTIVITY POLICY

DEFINITIONS:

Please refer to glossary (p. 4).

PRINCIPLES:

All Niagara Region departments and operations will strive to promote the Health Canada Guidelines pertaining to daily physical activity. The following principles have been established to guide corporate efforts to create work environments and conditions that promote healthy lifestyles and healthy body weight, with emphasis on aspects that encourage and support physical activity.

Raising Awareness

- staff need to be aware of the benefits of physical activity;
- where appropriate, the corporation should utilize and promote community-based organizations and events that support physical activity.

Education/Skill Building

- the physical activity knowledge, attitudes and skills of the corporation's workforce should be periodically assessed, so appropriate program and policy changes can be implemented;
- where appropriate, the corporation will promote opportunities for education and skill building in relation to a physically active lifestyle (e.g. cycling safety, yoga, walking, and others).

Supportive Environment

- corporate leadership shall actively promote physical activity through role modeling and creating a positive social climate that encourages physical activity in the workplace;

SECTION	NAME OF POLICY
GENERAL ADMINISTRATION	WELLNESS – PHYSICAL ACTIVITY POLICY

- work conditions and environments shall be modified where possible to enable staff to be active in and around work without compromising service delivery (e.g. business casual attire, change rooms, flexible work schedule);
- employees who champion physical activity in the workplace motivate action, and such employees should be recognized for their efforts (e.g. annual recognition of Regional “Wellness Champions”). For example, recognition could take place during June and as part of the Corporation’s Employee Recognition Month;
- the corporation, where appropriate, shall provide the human and financial resources needed to support wellness initiatives that promote physical activity and healthy lifestyles.

Policy Development & Implementation

- organizational policies and procedures should encourage employees to become more active while at work (e.g. allowing flex-time, altered work hours, encouraging staff to take scheduled breaks, etc.) without compromising service delivery;
- physical activity programs and events should also be encouraged and made available to family members where appropriate.

SECTION	NAME OF POLICY
GENERAL ADMINISTRATION	WELLNESS – PHYSICAL ACTIVITY POLICY

GLOSSARY:

Canada's Physical Activity Guideline to Healthy Active Living: Health Canada recommends thirty (30) to sixty (60) minutes of moderate physical activity daily for adults to stay healthy or improve your health.

Active Living – a way of life in which physical, social, mental, emotional and spiritual activities are valued and are integrated into daily living. This includes more than just physical fitness or exercise; it is making physical activity a part of daily life.

Healthy Weight – compared to overweight or obese, a body weight that is less likely to be linked with any weight-related health problems such as type 2 diabetes, heart disease, high blood pressure, high blood cholesterol, or others. A Body Mass Index (BMI) of 18.5 up to 25 usually indicates a healthy weight for adults.

Moderate-intensity – person's target heart rate should be 50 to 70% of his or her maximum heart rate. This maximum rate is based on the person's age. An estimate of a person's maximum age-related heart rate can be obtained by subtracting the person's age from 220. For example, for a 50-year-old person, the estimated maximum age-related heart rate would be calculated as $220 - 50 \text{ years} = 170 \text{ beats per minute (bpm)}$.

Physical Activity – a broad term that encompasses all forms of large muscle movements. These can range from sports to lifestyle activities.

Active Transportation - is defined as human-powered transportation, such as biking, walking and inline skating.