
DATE: August 10, 2010

REPORT TITLE: **SPECIAL EVENTS PROCLAMATION - LEARN AT WORK WEEK AND HEALTHY WORKPLACE MONTH**

FROM: R. Kent Gillespie, Commissioner of Employee and Business Services

RECOMMENDATION

1. That September 20 to 24, 2010 be proclaimed "Learn at Work Week" in the Regional Municipality of Peel.
2. That October 4 to 31, 2010 be proclaimed "Healthy Workplace Month" in the Regional Municipality of Peel.

REPORT HIGHLIGHTS

- Learn at Work Week provides an excellent forum to celebrate, reflect on and promote the learning and development of employees at the Region of Peel.
- Healthy Workplace Month is a prime opportunity to promote a comprehensive approach to workplace health and recognize the many staff who work to advance workplace health, safety and wellness at the Region of Peel.

DISCUSSION

1. Background, Theme and Planned Events

a) Learn at Work Week

Learn at Work Week is an annual celebration promoted and endorsed by the Canadian Society of Training and Development (CSTD). The aim is to recognize workplace learning and performance excellence. Since 2005, the Region of Peel has been identified as a Champion of Learning by the CSTD because of our emphasis on staff learning and development and because of our active participation in this special week. This year, Learn at Work Week will be celebrated during the week of Sept 20-24, 2010.

The objectives of Learn at Work Week are:

- to draw attention to the importance of effective learning in the workplace;
- to showcase the various ways of learning both formally and informally;
- to celebrate and have fun, recognizing those who foster a positive attitude towards continuous learning.

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Through the proclamation of Learn at Work Week, the Region of Peel will demonstrate its commitment to learning and career development for all Regional staff, which is in accordance to the Corporate Strategic Plan V: 2007-2010, specifically Goal #5, which is to "strive for excellence as a municipal government." In addition, this goal is aligned to the Common Purpose goal of building employee engagement.

The planning of Learn at Work Week activities is spearheaded by the Learning & Development team in the Employee and Business Services Department in conjunction with partners from across the organization and external partners.

The theme for Learn at Work Week 2010 is "Let's learn from each other – Awaken the teacher in you! The key messages include colleagues learning from each other. Sharing what we know and teaching our peers makes learning fun and relevant to the work we do as Regional employees.

During Learn at Work Week, a wide variety of approaches will be used to raise awareness about Regional programs and services and educate employees on numerous learning and development topics.

Details about each event will be posted on the Region of Peel's intranet and flyers will be set up at all work locations to advertise activities taking place during the week.

The 2010 program will include a number of events including lunch and learn sessions and an Awards Celebration to recognize individual learning achievements in the October 2009 - September 2010 time period.

b) Healthy Workplace Month

Canada's Healthy Workplace Month is led by a partnership of two organizations: The National Quality Institute (NQI) and the Canadian Centre for Occupational Health and Safety. This annual event celebrates and promotes comprehensive workplace health. The comprehensive approach to workplace health includes:

- Health and Lifestyle Practices
- Physical Environment and Occupational Health and Safety
- Workplace Culture and Supportive Environment

All elements are important in achieving a healthy workplace and contribute to organizational success.

The Region of Peel's ongoing commitment to providing employees with a healthy workplace is evident through our achievement of the NQI Canada Award of Excellence-Healthy Workplace Gold Award in 2009; Council's endorsement of the Community Health and Safety Charter in March 2008; the Healthy Workplace Policy; our efforts to keep our employees healthy and at work; in addition to our sponsorship of this year's Healthy Workplace Month.

This year the celebration will cover the period from October 4 to 31, 2010.

The purpose of Healthy Workplace Month is to:

- increase awareness of comprehensive workplace health;
- showcase the Healthy Workplace team's programs and services;
- encourage employee participation in organizational health strategies.

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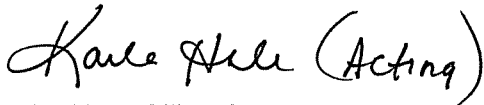
Healthy Workplace Month aligns with the Common Purpose and the Region of Peel's efforts towards building employee engagement. The events and activities planned for this event will be led by the Healthy Workplace team in the Employee and Business Services Department.

The theme for Canada's Healthy Workplace Month 2010 is "Healthy Mind, Healthy Body, Healthy Work...A Positive Workplace Works!" As in previous years, the theme has been selected by the organizing bodies of this celebration. Additional strategies will be used throughout Healthy Workplace Month to raise awareness of the initiatives and services offered under our Healthy Workplace program and to educate employees about the importance of comprehensive workplace health to their day-to-day life at the Region of Peel.

Promotion of Healthy Workplace Month and related activities will be done through the Region of Peel's intranet, e-mail communications, newsletter distribution, healthy workplace committee representatives and our leaders.

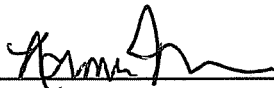
CONCLUSION

In support of these special events, Regional Council is requested to proclaim Learn at Work Week (September 20 - 24, 2010) and Healthy Workplace Month (October 4 - 31, 2010) in the Region of Peel. Please see proclamation details in Appendices I and II.



R. Kent Gillespie
Commissioner of Employee
and Business Services

Approved for Submission:



for _____
D. Szwarc, Chief Administrative Officer

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c. Legislative Services

**SPECIAL EVENTS PROCLAMATION - LEARN AT WORK WEEK AND HEALTHY
WORKPLACE MONTH**

PROCLAMATION OF LEARN AT WORK WEEK

WHEREAS the Region of Peel recognizes the impact that workplace training has on the success of any business, thereby impacting our economy and ensuring the quality and security of jobs and raising our standard of living; and

WHEREAS the Region of Peel promotes different methods of learning and offers many formal and informal opportunities to learn in the workplace; and

WHEREAS the Region of Peel recognizes and supports employees who pursue learning experiences to further develop their knowledge and skills; and

WHEREAS creating a culture of learning in the workplace positively impacts key measures such as job performance and productivity; and

WHEREAS "learning organizations" which exemplify best practices in workplace learning must be celebrated;

THEREFORE BE IT RESOLVED THAT the week of September 20 to 24, 2010, is declared Learn at Work Week in the Region of Peel.

**SPECIAL EVENTS PROCLAMATION - LEARN AT WORK WEEK AND HEALTHY
WORKPLACE MONTH**

PROCLAMATION OF HEALTHY WORKPLACE MONTH

WHEREAS the Region of Peel recognizes the impact of healthy workers and healthy workplaces on the success of any business, thereby impacting our economy and health of our community; and

WHEREAS the Region of Peel is committed to providing a safe and healthy place to work; and

WHEREAS the Region of Peel recognizes and supports employees to work and live in a manner conducive to good physical and mental health; and

WHEREAS creating a culture that nourishes health of the individual also nourishes the health and productivity of the organization; and

WHEREAS "healthy workplaces" which exemplify best practices in workplace health must be celebrated;

THEREFORE BE IT RESOLVED THAT the month of October 4 to 31, 2010, is declared Healthy Workplace Month in the Region of Peel.