

# *A Healthy Workplace for A Healthy Workforce*

This project explored ways Registered Nurses working within the mining industry could maximize health promotion and worker wellness to increase productivity by linking healthy workplace environments with healthy employees. It also identified existing predictors of health and health behaviours impacting the productivity of the mining workforce. The intent was to provide the mining industry with information to assist in the development of best practices and policies to promote workplace health and well-being relevant to the existing needs of the workforce.

The study had five key objectives to:

1. Determine what health-related data presently exist within and across IMII member companies.
2. Identify the communication pathways followed to inform employee programming to improve health, disability management strategies and accommodation practices.
3. Review existing health promotion programs designed to influence a healthy workforce in the mines such as diet and exercise.
4. Examine current tracking methods used to identify emerging patterns of health-related behaviours and the number and type of health-related referrals.
5. Describe the potential of telehealth and other methods to support health promotion, safety, and consultations in support of a healthy workforce.

Key findings:

- Registered Nurses are a value add to operations in the mining industry and should consult on the development and implementation of health and safety initiatives.
- Health data collected at the beginning of the employment period has the potential to support program planning and priorities for a healthy workforce.
- Absenteeism costs could be tracked to allow for the implementation of strategies aimed at reducing lost time. Australia seems to lead on this issue globally and is the most likely source of best practices.

#### **PROJECT INFORMATION:**

**Proponent:** University of Saskatchewan

**Project Duration:** July 2016 to July 2018

**Project Cost:** \$40,699

IMII Contribution: \$22,219

Mitacs: \$18,480