



# WELL-BEING RESOURCES

Oct. 30, 2023

# Well-Being Resources

This section provides an overview of the many initiatives, resources and programs available to you and all employees to support both personal and professional Well-Being.

## Peer Support Network

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The [Peer Support Network \(PSN\)](#) is a new, employee-led effort - Colleagues helping colleagues. Chats on stress, mental health, trauma related to work. This program is in place at both CBC and Radio Canada. The program is led by:

**Dave Seglins** - Well-Being Champion at CBC, Peer Support Network

**Lise Villeneuve** - Peer Support Network Coordinator at Radio Canada

The [My Well-Being Portal](#) now has a designated tile on the portal specific to **Well-Being resources available for Journalists!**. This section encompasses resources available on the My Well-Being portal as well as within CBC/Radio-Canada and is tailor-made for our journalists who continually face the challenges of on-the-job exposure to traumatic events. The resources are designed to support journalists in prioritizing their physical and mental health and to assist them in maintaining a balanced and healthy lifestyle.

FREE - Specialist trauma counselling from “journalism aware” clinicians CiC Well-Being (UK company).

For more information, ask your manager or speak confidentially to a colleague at the Peer Support Network, here is how you can [connect](#).

## Training/Courses

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Consult the [National 2023-2024 courses offering](#) to see some of many courses offered. On the overview page, click on each course title to see full course descriptions, learning outcomes, target audience and available dates. You can also Visit the [Ed. learning portal](#) to appreciate the learning opportunities and additional resources to support you in the areas of leadership development, journalism, programming and more.

### Some courses of interest:

- [Well-Being at Work](#)
- [Mindfulness Program](#)
- [Emotional Effects of Retirement](#)
- (for leaders) [Fostering a Mentally Healthy Workplace \(NEW\)](#)
- (media focused) [Leading Well-Being in Journalism - Amid Deadlines & Difficult Stories](#)
- (media focused) [Graphic Exposure: Managing The Challenge](#)
- (media focused - english only) [Interviewing Survivors of Sexual Trauma](#)
- (media focused) [Cycling in the City](#)

**(video recordings)** The webinars below have also been uploaded. They can be viewed anywhere, anytime! To access them, click on the Video tab in the Get Started section:

- [Acceptance and Letting Go](#)
- [Digital Well-Being](#)
- [Stress Management](#)

#### Please note:

- [National courses](#) are paid by the corporate Training Fund and are offered in both languages (French and English).
- Manager approval is often required to register and attend.
- Courses provided by an external vendor are subject to the [attendance policy](#) (your department will be charged if you miss part of the course, cancel last minute or do not attend).
- Registrations are primarily considered on a first come, first served basis.

### Comprehensive Benefits program administered by Canada Life

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Please refer to the iO page [here](#) under the “Benefits” tab for information on benefits and services available on [Groupnet for plan members](#). Check out your Benefits At A Glance in Workday for more information on your benefits coverage.

### Employee & Family Assistance Program (EFAP) provided by Kii 24/7

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The EFAP is offered to all employees of CBC/Radio-Canada and their dependents. Click [here](#) for information on registering for EFAP. Once registered, you will also receive monthly newsletters from Kii.

Please refer to the links below for additional resources on EFAP:

- [iO page on EFAP](#)
- [Kii Brochure](#)
- [Instructions](#) on how to invite your dependents to register for a Kii account
- Additional information on EFAP can be found in this [FAQ](#)

## Virtual health 24/7 provided by Maple

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Virtual health services are offered to all employees of CBC/Radio-Canada and their dependents. For information on how to register for virtual health services please refer to this [link](#).

We recommend you create your account as soon as possible so that you are all set up for when you may need to call. You will also receive a monthly newsletter from Maple with lots of information that may be of interest to you and your dependents.

[Click here](#) for instructions on how to share your virtual care coverage with your dependents.

For more information on the virtual healthcare services offered, please consult this [FAQ](#).

## Well-Being portal

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The [My Well-Being](#) portal provides one-stop access to a wide range of health, Well-Being and lifestyle benefits and resources. This digital portal offers a suite of services and resources covering four key areas of Well-Being in everyday life: physical, financial, emotional/mental, and social.

The My Well-Being portal is available to all benefits-eligible employees and their dependents. These services can be accessed for free, or at preferred pricing.

Please refer to the links below for resources on My Well-Being:

- [Introducing My Well-Being](#)
- [My Well-Being Registering Dependents](#)
- [My Well-Being portal](#)
- [FAQ for My Well-Being portal](#)
- [Employee Discounts](#)

## Calendar of Events

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Here are the latest events shared on iO to support your Well-Being.

- iO article on [Self-Care](#) on July 24
- Please refer to this iO article under the “Benefits” tab for information on [downloading the app](#) to have quick access to some features and services in Groupnet with Canada Life
- “Back to School” recorded [webinar](#) - August 28
- iO article on [sleep](#) - September 13
- iO article on [health risks](#) - October 11

Much more to come with monthly articles on [iO](#)!

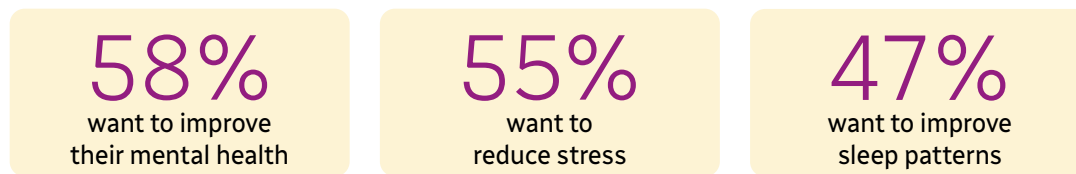
Get ready for the **national wellness challenge through LIFT** session that will be launched in January!

The goal of **the wellness challenge** is to maximize employee physical activity, internal company community and social engagement.

# You asked for tools, we have the tools!

In the Employee Experience Survey, employees told us...

My Mental and Emotional Well-Being



What we offer in the My Well-Being portal or on the Ed. learning portal

**EFAP** (Kii)

**Having trouble sleeping?** Take a free online sleep assessment and then chat with a licensed practitioner to determine the best way to manage fatigue.

**Not ready to talk?** – Access an evidence-based digital tool built on cognitive behavioral therapy to access mental health support by typing, reading, watching – whatever you're most comfortable with.

**Via the MindBeacon app**, you'll be able to use a digital tool, led by a therapist, that works with you through a variety of different modules from how to manage sleep, depression, anxiety, PTSD and substance abuse just to name a few.

**Health Coaching** – Get a nutrition plan, advice on your meals, managing chronic conditions and medications through your team of nurse practitioners, dietitians and pharmacists through your Health Solutions Health Coaching programs.

**How is your health** – Take a health risk assessment and get recommendations on vendors and resources that can help you manage health risks. Access content and advice on which food groups to target, how to control meal portions and trackers to get a healthier plan.

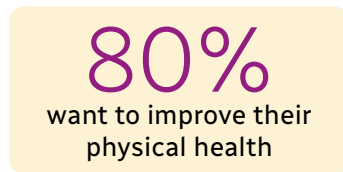
**Watch the video recordings of the webinars below. They can be viewed anywhere, anytime!** To access them, click on the Video tab in the Get Started section:

- [Acceptance and Letting Go](#)
- [Digital Well-Being](#)
- [Stress Management](#)

Enroll for the course on [Well-Being at Work](#) and the [Mindfulness Program](#).

In the Employee Experience Survey, employees told us...

#### My Physical Well-Being



### What we offer in the My Well-Being portal

**Virtual Health** (Maple) are offered to all employees of CBC/Radio-Canada and their dependents. For information on how to register for virtual health services please refer to this [link](#).

**Phzio** - Through the Phzio platform you and your dependents get access to therapeutic content to help solve some of those musculoskeletal issues and also to live sessions with licensed practitioners! For those who are working from home, ergonomic assessments information is also available.

**LIFT** - Get a personalized fitness routine and Get Fit. Answer a few questions about your fitness goals, habits and personal situation and a routine suited to you will be offered. In addition, you can chat with a coach to get tips and skills. Also for you and your dependents, wellness on demand gives you access to recorded content that you can access any time, from stretching, mindfulness while walking, low impact training and much more.

In the Employee Experience Survey, employees told us...

#### My Financial Well-Being



### What we offer in the My Well-Being portal

**Find a deal** - check out Employee discounts (Workperks) in the portal or on [iO](#).

Enroll in [Perkopolis](#)

Create a will by accessing a legal online will service and create protection for your family and a fraction of the cost.

Contribute to the [CBC/Radio-Canada Group RRSP](#) which gives you the opportunity to supplement your retirement income in a simple and convenient way.

[Your CBC/Radio-Canada pension resource hub](#) provides information about the Pension Administration Centre website, the Pension Board website, Pension Plan basics and getting ready for retirement. Read this [article](#) on joining the Pension Plan and buying back service.

Enroll for the course on [Emotional Effects of Retirement](#).

**The following additional services are offered through My Well-Being at a discounted price, or preferred pricing, for all benefits-eligible employees**

### **1 on 1 Personal Training**

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Activate your [LIFT](#) account and take the first step to achieving your personal fitness goals and use code **CBCMBE@23** to register today! In addition to self-guided and on-demand personalized fitness sessions, you can also access **1-1 workouts**. These are available at a discounted price after you register for you and your dependents.

### **Expert Sleep Coaching**

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#### **Comprehensive Sleep-Health Diagnostic & Treatment program**

If you go on My Mental and Emotional Well-Being/[Trouble sleeping?](#) You can access the sleep screening tool. This assessment helps identify potential sleep disorder risks, providing instant results and clinical guidance. After completing the screening, you'll receive a detailed report outlining recommendations and the next steps for clinical evaluation, testing, and treatment.

Furthermore, you have access to supplementary sleep evaluation tools and diagnostic services. Your consultant will review these options, including associated costs, and explore potential insurance or provincial funding opportunities.

### **Personalize your diet**

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Take a DNA test and a detailed report to understand how your body interacts with food groups, what is best and what to avoid. This detailed report can also be reviewed with a nutrition counselor.



## You have two great things to help you look after your fur buddies - Pet Insurance and Virtual Vet!

### **Pet Insurance**

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If you go to My Financial Well-Being/Pet Insurance tab you have access to Petsecure, Canada's leading pet insurance provider with a dedicated team of licensed insurance advisors, bilingual customer service agents, and specialised claims representatives who are trained animal health technologists.

Protect your pet at a discounted price

#### **At your expense (preferred pricing when using the portal)**

- Coverage for unexpected illnesses and accidents for your dog or cat, including associated treatment costs
- Up to 80% of your bill is covered, including exam fees
- Routine dental care included

### **Virtual Vet**

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If you go to My Social/Family Well-Being/Virtual Vet tab, you can connect with veterinarians anywhere, anytime. Choose from thousands of licensed top-rated vets and book an appointment that fits your schedule. Stay home, avoid stressful travel with your pet, and get help when and where you need it.

#### **At your expense (preferred pricing when using the portal)**

- Access a network of licensed veterinarians
- Book the vet of your choice – search by location, availability, pets treated, and more
- Connect with a vet in minutes, with appointments available 24/7
- Address common pet health topics including skin issues, minor cuts and wounds, gastrointestinal and dietary concerns, general pet health, and more
- Discount off regular pricing