



Niagara Region's New Parents

Continuum of Support Through the People Plan

Women's Advisory Committee

Nov. 12, 2024

Agenda

Request from the Women's Advisory Committee: Provide information regarding Niagara Region's policies and procedures supporting new parents.

Insight into Niagara Region's People Plan:

- Flexible Workplaces
- Healthy and Well Employees and Workplaces



Continuum of Support for New Parents

Healthy and Well Employees and Workplaces

Niagara Region creates and supports psychologically healthy and safe workplaces, and overall positive health and well-being for employees.

2027 Target: 80%

2024 Score: 68%

What we heard:

- Supportive organization and leaders
- Benefits that extend to family
- Proactive and responsive options
- Increased access to mental health supports
- Time and flexibility

Plan focus and supports:

- Benefits
- Supportive leadership
- Access to mental health resources
- Education
- Tools and resources



Continuum of Support for New Parents

Flexible Workplaces

Work-life balance where employees can establish and maintain a reasonable balance between the demands of their working and personal lives.

2027 Target: 75%

2024 Score: 64%

What we heard:

- Flexibility day-to-day (childcare, appointments)
- Work location
- Ability to disconnect

Plan focus and supports:

- Flexible work
- Work-life balance
- Time-off for appointments, holidays and observances
- Policy and procedure



Benefits and Resources to Support Healthy and Well Employees and Workplaces

Maternity and Parental Leave Top-up

- 100 Maternity leaves per year (average)
- Additional 30 Parental leaves per year (average)
- All non-union and union employees have access to our Maternity Top-up benefit programs
- Some union employee groups have access to Maternity and Parental Leave Top-up benefit programs

Family Building

- Helps to fill the gaps tied to services not covered by provincial or territorial government health plans
- Introduced to Niagara Region's Non-Union benefit program in 2024:
 - Fertility services
 - Surrogacy
 - Adoption



Benefits and Employee and Family Assistance Program



- Drug coverage
- Extended health and dental coverage
 - Paramedical services
 - Mental health services

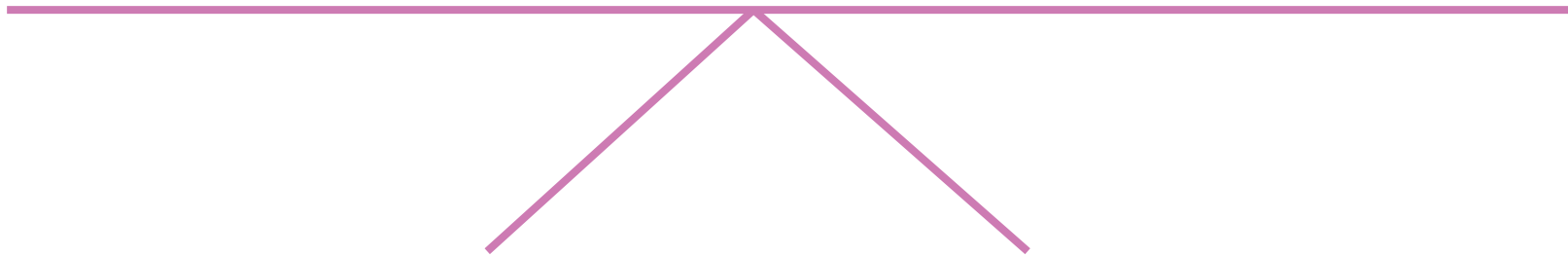


- 7 days a week, 365 days a year
- Multi-modal supports:
 - Short-term counselling
 - Family support services
 - Health coaching and nutritional services
 - Financial and legal resources

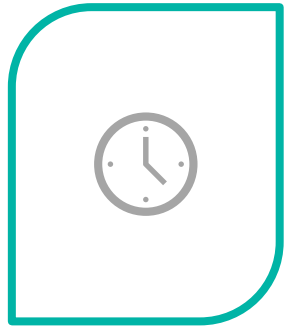
Policies and Procedures to Support Flexible Workplaces

Community Focused Organization

Flexible work options and arrangements need to consider our ability to maintain the needs of our community, partners, mandated service requirements and collective agreements.



Flexible Time



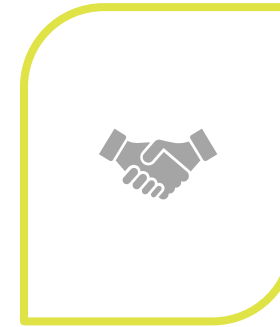
Short and
long-term
Altered Hours
of Work



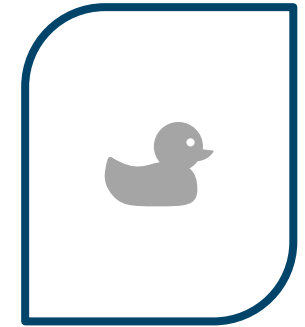
Vacation
Time



Compressed
Work Week



Extra
Professional
Services
(Lieu Time)



Float Day

Work Arrangements

Hybrid Work

An employee may be eligible, role pending, to work up to 50 per cent of their time at their regular work location, and 50 per cent of their time from their home.

Job Share

Employees who are interested in sharing their job with another employee, where the position, work and/or collective agreement is supportive of the arrangement.

Supportive Workspaces

Reflection Spaces

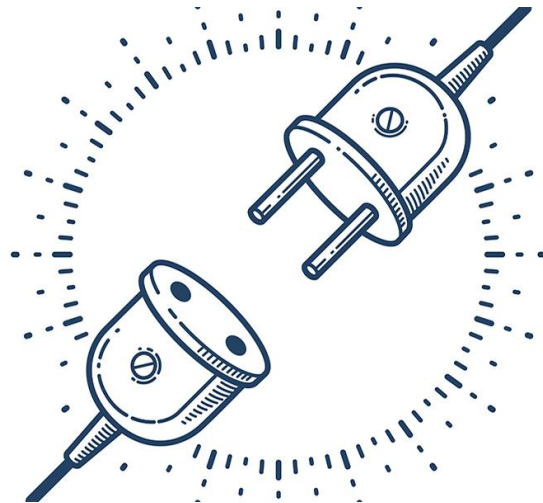
- Introduced through the Diversity, Equity and Inclusion Action Plan
- Calming spaces for employees of all backgrounds to find solace, meditate, or pray

Breastfeeding Workplace Policy

- Niagara Region promotes and supports breastfeeding and expressing breast milk on its premises

Disconnecting from Work

Recognizes the importance of being free from work-related responsibilities outside of regular/scheduled working hours e.g. not engaging in work-related communications.



Committed to a Continuum of Supports for New Parents



TOP TALENT

- Attract
- Hire
- Grow
- Internal movement
- Retain

STRONG LEADERS

- Develop and grow leadership skills
- Recognize
- Cultivate and promote
- Link work to plan
- Everything in all three other pillars



FLEXIBLE WORKPLACES

- Hybrid work
- Work-life balance
- Time off for appointments, holidays and observances
- Policy and procedure

HEALTHY AND WELL EMPLOYEES AND WORKPLACES

- Benefits
- Supportive leadership
- Access to mental health resources
- Education
- Tools and resources

Questions?