

Mental Health Promotion

Corporate Programs, Activities, Services and Benefits

Promoting Work- Life Balance

Care for ill-dependent days

Childcare and eldercare leave

Earned deferred leave

Family medical leave

Pregnancy leave and accommodation for pregnant employees

Parental leave

On-site daycare in some city locations

Part-time work

Flexible work arrangements where operationally feasible

Increasing employee capacity to manage stress and emotional challenges

Employee Assistance program available to all employees and their family:

Personal Counselling

Legal Services

Financial Services

Employee Health and Rehabilitation Services

Comprehensive health benefits including:

restorative services

psychological services

Availability of corporate courses including:

Stress management

Coping skills

Fitness Centres in some Civic centres with availability of exercise classes

Allowing Continuous Learning

A funded corporate learning strategy

Tuition Assistance reimbursement

Extensive Corporate training calendar providing learning opportunities on work time

Acting assignment guidelines to support fair developmental opportunities

Encouraging respectful and non-derogatory behaviours

Having Conflict resolution practices in place

Human Rights and Anti Harassment policy and procedures

Hate Activity procedures

Workplace Violence policy and programs

Employment accommodation policy and guidelines

Management training for supervisory staff; leadership development

Doing It Right: Missions and Values and Ethics for the Toronto Public Service

Recognition and Reward

Say Thanks Program

You Make the Difference Program

25 Years Service Event

Health and Safety Recognition Event

Toronto Public Service Week

United Way Campaign