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VP, Human Resources

Vancity




Key Facts about Vancity Employees

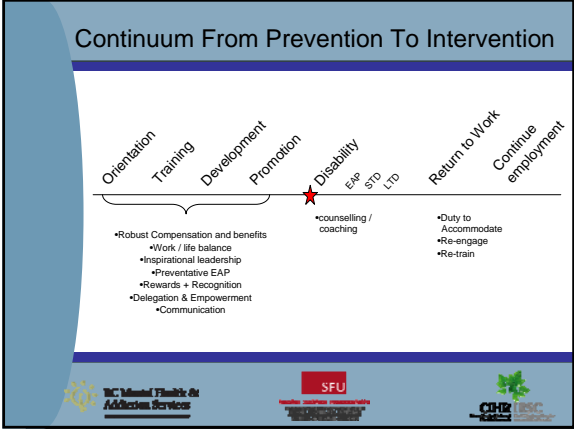
- 2600 employees incl. 500 unionized
- 69% female
- 36% visible minority
- 57% under age 40
- Employee engagement Top 100 range
- Named best company to work for in Canada (MacLean's Magazine, 2005)



VP Role in mental health & addictions

- Lead an extraordinary team of HR professionals who...
...develop and implement policies and programs that provide a healthy, stimulating work environment and support employees in a time of life stress or crisis...
- Champion employees at the executive table





- ### Challenges/Barriers within Role(s)
- Accessing information on how to support employees with addictions or mental challenges.
 - Manager perceptions about reasonable accommodation
- Logos at the bottom: BC Mental Health & Addiction Services, SFU, and CHIR BSC.

- ### Needs from other Stakeholders
- Better clearing houses for information (Eg. BC Health, Addiction Research Foundation, rehabilitation case workers)
- Logos at the bottom: BC Mental Health & Addiction Services, SFU, and CHIR BSC.

Key Research Questions

- 1) What is the best method of integrating employees with mental health and addictions back into the workforce who work:
 - Nightshifts
 - On-call / variable shifts
 - In call centres?