



## COUNCIL NOTICE OF MOTION

**Date of Meeting:** December 12, 2023  
**To:** Council  
**From:** Deputy Mayor Kobasiuk  
**Re:** Workplace Mental Health and Wellbeing

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Take notice that at a Regular Meeting of Council on January 9, 2024, Deputy Mayor Kobasiuk will MOVE:

“THAT Council direct Administration to develop framework and policy to support workplace mental health and wellbeing for Parkland County employees.”

### Information Supporting the Notice of Motion

Purpose to prioritize the health and well being of employees is of the utmost importance to Parkland County and are to equally encourage and support employees to prioritize their health and wellbeing while working and while away from work. A policy framework would help employees achieve a healthy and sustainable work-life balance. Parkland recognizes that every employee is entitled to switch off outside of their normal working hours, and enjoy their free time away from work without being disturbed unless there is an emergency, urgent matter, or agreement to do so. The intent of a policy would outline Parkland County’s commitment to employees, and the responsibilities of employees to ensure there is a supportive work culture which enables employees to feel they can disconnect from work and work-related devices outside their normal working hours without repercussion.