Occupational Wellness

Balance Your Career and Personal Life!

T. Kim Pham
Work/Life Program Coordinator
thi.pham@ucr.edu
951-827-5588
Occupational Wellness relative to Work/Life Balance

- Get personal fulfillment from our jobs or our chosen career fields while still maintaining balance in our lives
- Achieve a balance between work and leisure time, addressing workplace stress and building relationships with co-workers
UC Support of Wellness & Work/Life Balance

- Problem-solving strategies to work/life issues
- Wellness is the integration of states of physical, mental, and spiritual well-being
- Wellness includes social, emotional, spiritual, environmental, occupational, intellectual and physical wellness
Work/Life Program Goal

- Provide resources and services related to:
  - Child & elder care resources;
  - Education and professional development;
  - Flexible work arrangements;
  - Financial planning and development;
  - Pre/Post-Natal Support;
  - Stress management;
  - Community resources; and
  - Recreation and employee well-being activities
The Path to Occupational Wellness

- Personal satisfaction and enrichment in one's life through work
- One's attitude about one's work.
- Contributing your unique gifts, skills and talents
- Conveying your values through your involvement
- Your choice of profession, job satisfaction, career ambitions, and personal performance are important
Group Expectations

1. Would anyone like to share an example of how you are enhancing your occupational wellness?

2. What would be helpful to you to achieve Work/Life balance?
Getting Started:

Navigating UCR HR online resources

- Achieving a healthy balance between work, family, and personal lives can be challenging
  - The Work/Life Program is here to help
- Understanding existing campus work/family policies, programs, and resources
  - The Work/Life team can offer assistance
Web Resource –
http://humanresources.ucr.edu

Benefits
- Disability Management
- Domestic Partners
- Insurance Programs
- Long-Term Care Insurance

Campus Services
- Campus Health Center
- Campus Safety Escort Service
- Career Services
- Child Care
- Environmental Health & Safety
- Staff Assembly
- Student Recreation Center

Child Care
Elder Care
Employee Assistance Program
Family Friendly Policies
- Alternative (Flexible) Work Schedules
- Leave Policies
- START Program

Finance & Legal
- Credit Union
- Financial Planning
- Legal Insurance
- Retirement & Savings Plan

Professional Development
- Academic Business Officers' Group
- Career Services
- Professional Development Policies
- Reduced Fee Enrollment Program
- Education & Development
- Toastmasters
- UC Systemwide Programs
- University Extension

Wellness Programs
Alternative (Flexible) Work Schedules

- Allow some flexibility in defining when, where and how work is done
- Promotes diversity, and has positive impact on workplace culture and employee morale
- Shown to ↑ productivity, ↑ employee engagement and retention, provide extended coverage and cross training opportunities, and ↓ unplanned absences
- Includes the compressed workweek, flextime, and telecommuting
START Program

- **Staff and Academic Reduction in Time (START) Program**
  - Reduce working hours and corresponding pay between 10% and 50%
  - Requires department approval
  - Temporary program - available during the period July 1, 2008 through June 30, 2010
START Program - continued

Coverage
- All Regular status (non-probationary career) employees and all academic appointees (except those in faculty and student academic titles and Postdoctoral Scholars)
- 99, CX, RX, TX, SX, EX, HX, NX

Advantages of START Participation
- Maintain your pre-START vacation & sick accrual rate
- Maintain your pre-START UCRP service credit accrual rate

Additional Resources
- START Contract
- START Brochure
Child Care Resources

- Child Development Center
- The Dependent Care Assistance Program (DEPCARE)/Health Care Reimbursement Account (HCRA)
- Future plans for on-campus Lactation Sites
- April 22 Expectant Parents workshop
  - Child Care Resources (center-based programs, au pair/nanny services), College Savings Plan, Alternative Work Schedules
Ask Yourself. . .

Are you engaged in the process of Occupational Wellness?

1. *Do I enjoy going to work most days?*
2. *Am I balancing demands at work and at home?*
3. *Am I utilizing available benefits provided by UC?*
4. *Am I making progress toward my career AND personal goals?*

If you answered "No" to any of the questions, it may indicate an area where you need to improve the state of your occupational wellness.
What has been learned

- UC Supports Work-Life Balance
- Steps to achieve Work-Life Balance
- Steps to achieve Occupational Wellness

All of the above is vital to your career success
Apply what you’ve learned

» UCR HR website
  » http://humanresources.ucr.edu

» Work/Life Program
  » T. Kim Pham, Program Coordinator
  » (951) 827-5588
  » thi.pham@ucr.edu

» Wellness Program
  » Julie Chobdee, Program Coordinator
  » (951) 827-1488
  » julie.chobdee@ucr.edu

» Attend Expectant Parents workshop on April 22, 2009
  » Child Care Resources, College Savings Plan, Alternative Work Schedules
Feedback Welcomed

- Comments are appreciated
Thank You!
Thank You!
Thank You!