

Calgary



EW

**EMPLOYEE
WELLNESS**

**City of Calgary
Operational Services
Employee Fitness &
Wellness Team**

Improving safety & wellness

Calgary

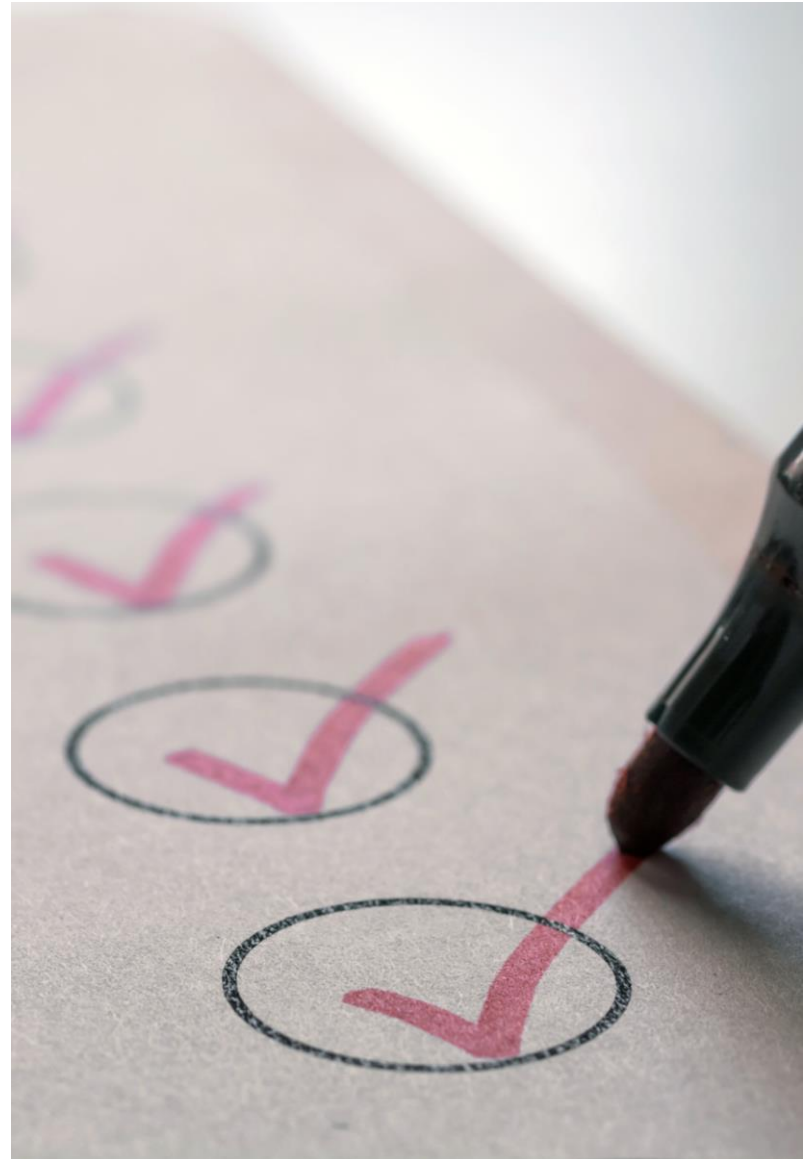


Meet the City of Calgary OS Wellness Team



Today we will

1. Injury risks facing collections and landfill staff
2. A.K.T.S. framework of the Move Well program
3. Adopting Move Well within your organization



Get to know you game



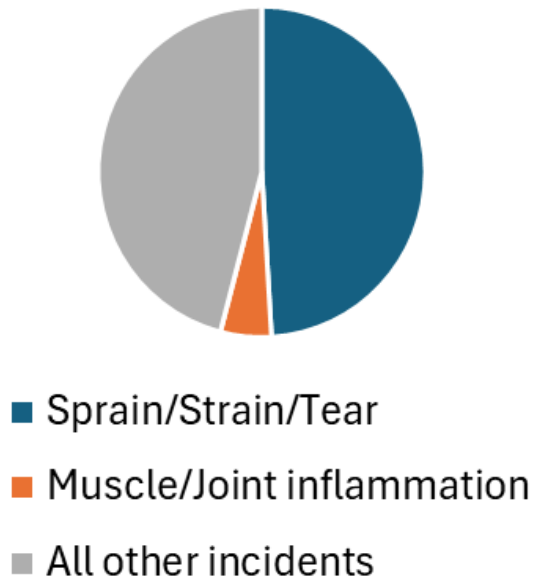
= Yes

No =



What we saw in 2025

Total reported and diagnosed incidents, WRS 2025



Area of the body injured	Injuries/year (2025)
Shoulder	26%
Lower back	14%
Ankle	12%
Knee	10%
Wrist	7%



Move Well Program

A**Activate**

Activate body before your shift or a demanding task

**K****Keep**

Keep the spine & shoulders in mind

**T****Take**

Take frequent micro-breaks

**S****Stretch**

Stretch during or after your shift



7:00 am





9:00 am



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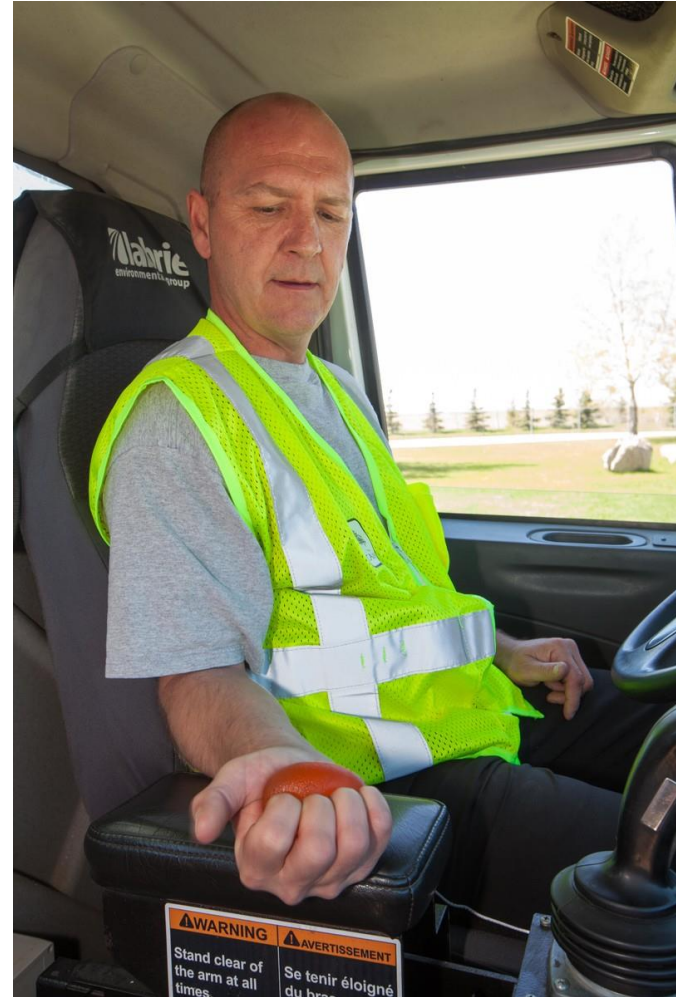
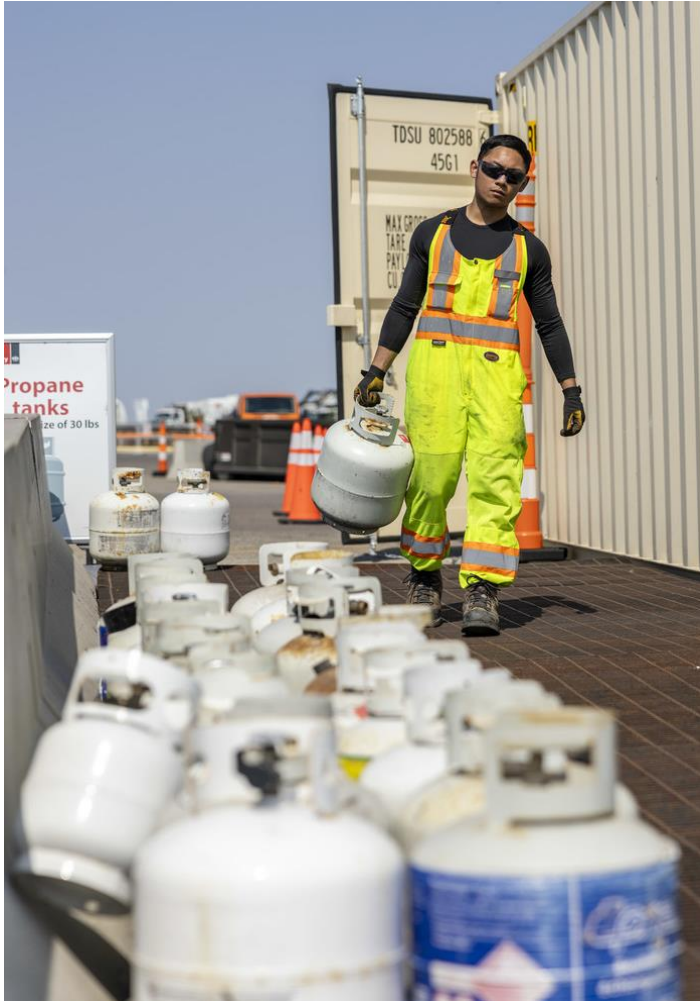


11:00 am





1:00 pm



4:00 pm



The Move Well Daily Program starts the day with a group warm up



The Move Well Daily Program



Calgary Recreation

W&RS Landfill Move Well Daily Program- January 2026

Client
Operational Services
Operational Services, W&RS
Landfill
 Online access
login.wibbi.com
 Client ID
 51993690

Notes :

Spend 8-10 minutes completing the following drills at the beginning of a shift or prior to any heavy strenuous tasks. These exercises also form useful micro-breaks that can be performed throughout the day to break up repetitive movement. Please be sure to listen to your body and move in your pain-free, strain free range of motion.

1 Hip Hinge Shoulder Squeeze



Stand with your feet hip width apart and hinge at your hips (no rounding the back). Then come back up to standing and take your elbows out to the sides as you squeeze your shoulder blades together. Be sure to keep your core stable throughout the exercise. Repeat.

Sets: 1 Reps: 5-10

2 Resisted Standing Marches



Raise your left knee up as high as is comfortable (ideally over 90 degrees). Place your right hand on your knee and push down as your left leg resists, exhale and feel the abdominals contract. Repeat on the other side.

Sets: 1 Reps: 5-10

3 Archer Pull Blade Squeeze



Start with your feet twice as wide as your shoulders. Take your arms and reach them out across your chest, palms together. Rotate your spine to one side, keeping your palms together as if you were about to draw an arrow. Now simultaneously pull the left elbow to the side as you squeeze your shoulder blades together. The same side knee can bend at the same time. Return to the start with your arms in front of you, palms together. Repeat 3x on each side and change sides.

Sets: 1 Reps: 3/direction

4 Foot 4-Direction Weight Shifts



Stand with your feet flat on the ground at approximately hip width apart. Shift your weight to the right, back, left and front, while standing in place. You should be like a long reed in the wind, moving in a circular motion as you transfer your weight to the different areas of the foot (front, back, sides). Repeat 5-10 rotations.

Sets: 1 Reps: 5-10

5 Neck Retraction to Side Bending - Part 1



COMBINE EXERCISE 4 and 5
 Stand or sit in a good upright posture. Place your hands behind the back of your head. Slightly nod your chin to neutral and maintain this posture as you push your head back into your hands. Hold that contraction, then relax.
 After the last repetition, move to exercise 5 as you hold the neck retraction....

Sets: 1 Reps: 1-3



Move Well Daily Implementation

Phase 1

Initiate Communication and attend Safety Meeting



Phase 2

Initiate Move Well Program for Staff & Train the MWC



Phase 3

Ongoing Support

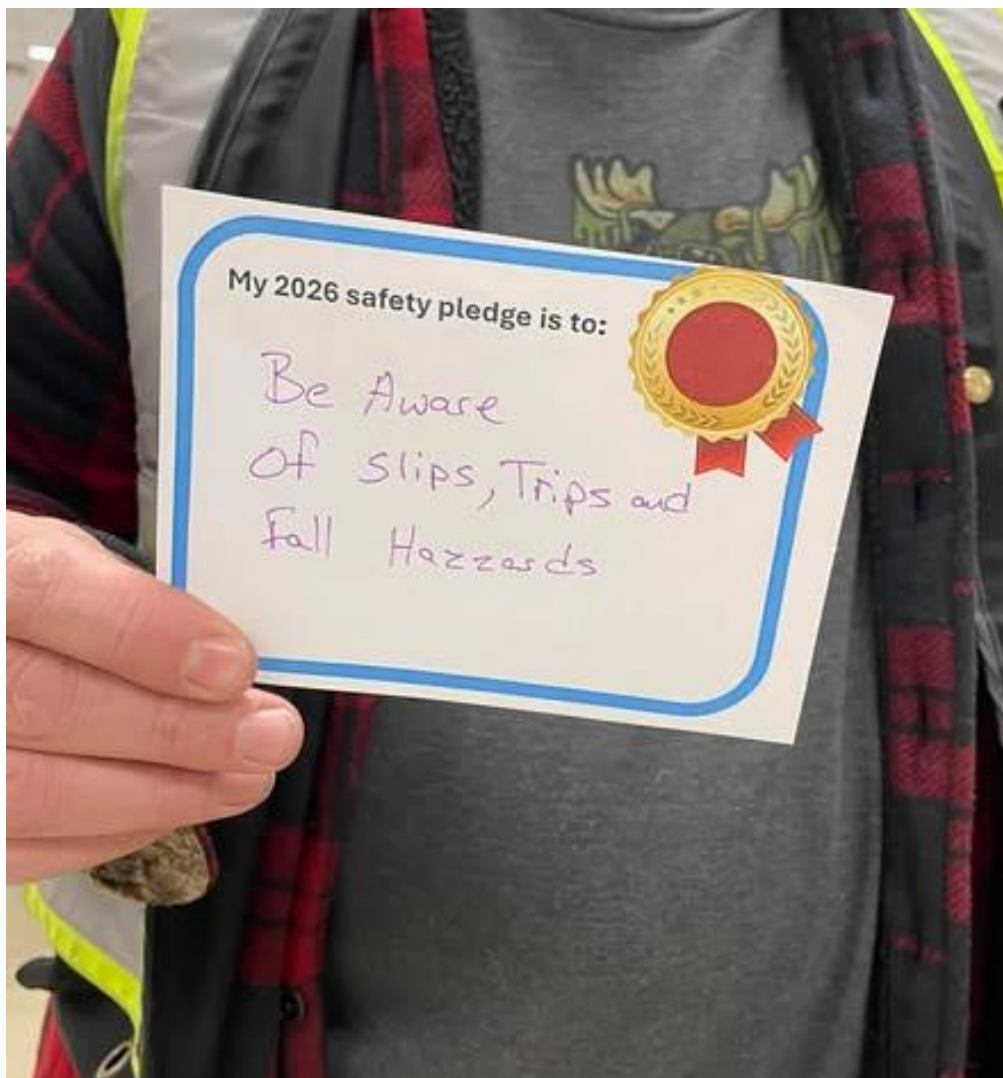
Lessons Learned over the last 2 years

- Gauge the “appetite” of your staff
- Encourage vs. Mandate
- Change takes time, so does behaviour
- Leaders must model



Other initiatives at the City in Waste & Recycling Services

- Mental health matters month
- Safe Start 2026
- New hire orientations
- Fitness check-ins
- Professional development day



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Questions?

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Thank you!

OS Fitness & Wellness Team

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