

**ECAT**

Employee & Client  
Assistance Team  
403-819-0583

Phones do not accept text  
messages. Staff need to call ECAT.



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Time Sheet  
Hand-In

January 14, 2026  
For all shifts worked  
between January 1-15

January 30, 2026  
For all shifts worked  
between January 16-31



**HEALTH AND SAFETY**  
**MEETING**

January 16, 2026 @1:30PM

**RPAC MEETING**

January 13, 2026 @10:30AM



**REFERRAL**  
**PROGRAM**

**REFERRAL INCENTIVE**  
**RECIPIENT**

Employees or Support Home Operators  
who refer a person to ICE who  
successfully meets our hiring  
requirements and completes their three-  
month probation with a minimum of 120  
hours worked, receive \$100.00!

# ICE PAGE

## SPECIAL EDITION

### *President's Message*

*On behalf of ICE, I would like to congratulate all of the award winners for 2025. You were selected because of your excellent work in 2025 and your commitment to providing great service to those we are here to support. I also want to thank the employees being recognized for their long service. Your many years of dedication bring stability and valuable experience as we continue our mission to serve the community.*

*Sincerely,*

*Brandy Thompson*  
*President*

Independent Counselling Enterprises (ICE) held its annual Calgary Open House and Employee Award Celebration on Thursday, December 4, 2025. The event saw a wonderful turnout, with ICE employees, clients, family members, and other valued stakeholders in attendance. The celebration continued with heartfelt employee recognitions, honoring staff for their outstanding commitment to health and safety, excellence in service delivery, and long-term service milestones.

## ICE ANNUAL AWARDS 2025

### *Community Connection Award of Excellence*



Joyce D.

Joyce joined ICE in 2014 and has been a steadfast advocate for her clients since the beginning of her tenure. Working in the small town of Claresholm, she consistently demonstrates exceptional dedication, and we are pleased to recognize her outstanding contributions by presenting her with the Community Connector Award for 2025.

Joyce actively supports her client in building meaningful community connections, developing new skills, and engaging in new activities. She continually promotes social inclusion and personal growth, and her unwavering commitment to ensuring her client feels respected, valued, and empowered is truly commendable.

Joyce, we sincerely appreciate the care, encouragement, and professionalism you bring to your work each day. Thank you for your exceptional service. You make a significant difference, and we are deeply grateful for all that you do.



## ICE ANNUAL AWARDS 2025

### *Award of Excellence (Creativity and Diversification)*



Omolade O. &  
Presenter: Jacqueline  
M.

Lade is a reliable staff, who has worked with ICE for almost 4 years. She supports the clients with compassion by listening and finding the best ways to redirect the clients. Lade is an important asset to the team. She has proven the ability to show dedication towards ensuring that she provides optimal care to the individuals she supports. Lade has connected the clients to their community and assisted in helping the clients reach their goals. Thank you for everything you do.



### *Award of Excellence (Professionalism and Commitment)*

This award is presented to Lucille W for consistently going above and beyond in service, demonstrating remarkable professionalism and showing a commitment to our shared goals. She shows consistent dedication to her work responsibilities within the residential program.



Lucille W. & Presenter:  
Cindy M.



## ICE ANNUAL AWARDS 2025

### *Long Term Service Awards- 10 Years*



Bhupinder M.



Gideon G.



Presenter Ashley J. and  
Aji M.

We would like to extend our heartfelt congratulations and gratitude to the recipients of the 10-year Service Award in Calgary. Your dedication, drive, and hard work over the past decade have been instrumental in supporting the agency's mission and contributing to our overall success. From your consistent commitment to the individuals you support to the strong relationships you've fostered with colleagues and supervisors, you bring immense value to our team. We are deeply grateful for your unwavering commitment and thank you for all you do. Congratulations!

## ICE ANNUAL AWARDS 2025

### *Long Term Service Awards- 20 Years*



Presenters: Ashley J. and  
George K..



Presenters: Ashley J. and  
Stephanie N.

We would like to extend our deepest gratitude and congratulations to the recipient of the 20-year Service Award. Your unwavering dedication, commitment, and hard work over the past 20 years have played a pivotal role in the agency's success and the invaluable work we do. Your contributions have made a lasting impact, and we are incredibly grateful for your exceptional service. Congratulations on this extraordinary milestone!





## ICE ANNUAL AWARDS 2025

### *Health & Safety Employee of the Year Award*



Ijeoma A.

Ijeoma has been with ICE for four years. Ijeoma constantly assesses her surroundings for hazards and immediately reports any hazards she finds and takes the appropriate steps to mitigate or eliminate the risks. We would like to thank her for her commitment of the health and safety of herself, her co-workers and individuals she supports.



## ICE ANNUAL AWARDS 2025

### *Residential Staff of the year*



Presenter: Jacqueline M., Alaba O. and Susan L.

The Residential Staff of the Year is Alaba. Alaba is a great staff and employee of ICE. She has worked with ICE for 7 years. Alaba has strong professional boundaries with the clients she supports. She is a hardworking staff who is always willing to help out in the program. She is reliable and diligent in the supports she gives to the clients. Alaba is always willing to step up when needed and respected by her peers. Thank you for the amazing work you do.



### *Provincial Health & Safety Thank you Card Winner*



Justin S with President  
Brandy T.

Justin is a dedicated and safety-conscious team member who consistently goes above and beyond. He is always ensuring clients receive safe and reliable support. Justin provides compassionate and patient care, making him a valuable asset to the team. We are proud to have him with us.

Congratulations, Justin!



## ICE ANNUAL AWARDS 2025

### *Non-Residential Staff of the year*



Presenter Ashley J. and Bhupinder M.

This award is being presented to Bhupi in recognition for her role in enhancing the quality of time her clients spend in the community. She works with two clients on their day programs. Through her initiatives, she was able to successfully motivate her clients to try different activities and access various facilities in the community. Over time she has created good rapport with the client's families and conducts herself professionally with staff, community members and others stake holders. Her paperwork is always on time and complete. On many occasions, she has displayed ability to think and act independently in the best interest of her clients and is pro-active too when the situation demands. She is also well aware of her role in promoting health and safety based on the organization policy parameters.



## Open House and Award Celebration Pictures



### Health & Safety Committee



## JANUARY TRAINING

#### **Pre-Employment Training**

January 6,7,13,14,20,21,27,28

#### **Depression/Schizophrenia Training**

January 8, 2026 (1:00 PM -4:00 PM)

#### **Manual Material Handling Training**

January 9, 2026 (9:30 AM -1:00 PM)

#### **Parkinson's, FASD, Healthy Eating Training**

January 12, 2026 (1:30 PM -4:30 PM)

#### **WVHB Prevention for Supervisor's Training**

January 12, 2026 (2:00 PM - 4:00 PM)

#### **Epilepsy/Cerebral Palsy/Brain Injury Training**

January 15, 2026 (1:00 PM - 4:00 PM)

#### **LGBTQIA2 Training**

January 16, 2026 (9:30 AM - 12:30 PM)

#### **Burn Out Compassion Fatigue, Diversity in the Workplace Training**

January 19, 2026 (1:30 PM - 4:30 PM)

#### **Diligence for Supervisors and Managers Training**

January 23, 2026 (9:30 AM - 1:30PM)

#### **Promoting Safety Training**

January 23, 2026 (1:30 PM - 4:30 PM)

#### **Diabetes/Healthy Eating Training**

January 26, 2026 (1:00 PM - 4:00 PM)

#### **Abuse Prevention Training**

January 29, 2026 (10:00 AM - 12:00PM)





**Stephanie Nordin**  
Payroll Assistant  
Employer Co-Chair  
(403) 219-8422



**Joanne Dolo**  
Training Coordinator  
Worker Member  
(403) 219-8421



**Ashley Johnson**  
CR Manager  
Employer Member  
(587) 620-6231



**Aji Michael**  
Community Support  
Coordinator  
Employer Member  
(403) 219-8356



**Anu Tresa George**  
CR Manager  
Employer Member  
(403) 219-8359

## ICE Calgary Health & Safety Committee

**WHAT WE ARE:** A group of worker and employer representatives working together to identify and solve health and safety concerns. We also promote awareness and interest in health and safety. We provide support for the 3 basic rights that all Albertans have in protecting their health and safety:

**the right to know,  
the right to participate,  
and the right to refuse dangerous work.**

**WHY:** A health and safety committee benefits both employers and workers. A healthy and safe workplace cuts down on injuries that hurt you and hurt your company with reduced productivity and expensive insurance coverage.

**It is also the law.** Occupational Health and Safety (OHS) legislation, passed in June 2018, mandates companies to have Health and Safety Committees/ Representatives.

**HOW:** The Health and Safety Committee works to improve your work environment by completing [Grab your reader's attention with a great quote from the document or use this space to emphasize a key point. To place this text box anywhere on the page, just drag it.]

**WHEN:** In Calgary, the committee meets virtually the Fourth Wednesday of every month at 1:30 pm (confirmation is printed each month in the ICE Page).

If you are interested in attending a meeting, please contact any member of the committee at the contact numbers listed.

**If you have concerns about your own or another employee's safety, you are obligated to report it** (*ICE policy 3.5.2 / OHS legislation*). You may report these to your supervisor or manager, call an Employee Client Assistance Team (ECAT) supervisor, **contact a member of the Health and Safety Committee**, or drop a note into the health and safety box in the reception area of the Calgary office.



**Bev Jerrett**  
Res. Support Worker  
Worker Co-Chair  
(403) 219-0503



**Gbemisola Akano**  
Res. Team Leader  
Worker Member  
(403) 219-0503



**Caroline Gattinger**  
Non-Res. Support Worker  
Worker Member  
(403) 219-0583



**Tsegay Gebrelibanos**  
Res. Support Worker  
Worker Member  
(403) 219-0503



**Juju (Wegdan) Mohamed**  
Res. Team Leader  
Worker Member  
(403) 219-0503

## *Creating a Psychologically Healthy and Safe Workplace*

A strong workplace is not defined only by physical safety—it also requires psychological well-being. Psychological health refers to a person's ability to manage everyday stress, work productively, and maintain healthy relationships. When workplaces prioritize psychological safety, employees are more engaged, resilient, and supported.

Organizations that actively foster psychological well-being help reduce stress, prevent burnout, and create a culture where employees feel valued. Building this type of environment requires awareness, consistency, and shared responsibility.

Everyone plays a role in promoting psychological health. A supportive workplace culture can be strengthened through simple, everyday actions:

- Offer encouragement and empathy to colleagues who are dealing with stress or personal challenges
- Maintain professionalism and a cheerful outlook, contributing to a respectful team environment
- Seek help promptly if witnessing or experiencing harassment or inappropriate behaviour
- Use breaks, days off, and holidays to rest and recharge—fatigue is a major contributor to stress
- Practice healthy daily habits such as balanced eating, regular physical activity, and adequate sleep

These actions not only support individual well-being but also contribute to a safer, more productive workplace overall.

A psychologically safe workplace benefits everyone. Employees feel confident speaking up about concerns, collaborating openly, and supporting one another. This leads to healthier communication, stronger teamwork, and a more resilient organizational culture. By prioritizing psychological well-being, organizations reinforce their commitment to the safety, dignity, and overall health of all staff members.

### Additional Resources

To learn more about psychological health and safety in the workplace, visit:  
Canadian Centre for Occupational Health and Safety – Healthy Minds @ Work  
<https://www.ccohs.ca/healthyminds>

Government of Canada – Mental Health in the Workplace  
<https://www.canada.ca/en/public-health/services/mental-health-workplace.html>

