

ECAT

Employee & Client
Assistance Team
780-512-3129

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 6, 2026 @10:00am

RPAC MEETING

January 13, 2025 @2:30PM



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!

January 2026 | Northwest

ICE PAGE

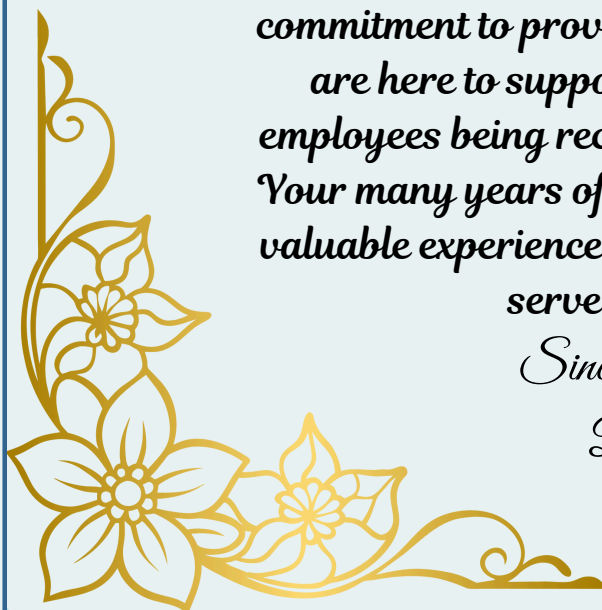
SPECIAL EDITION

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 Northwest Open House and Employee Award Celebration on Wednesday, December 10, 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 Capacity



Presenter: RM Jodie B. and Melody B.

The Community Capacity Award is presented to a staff member who has demonstrated outstanding effort, commitment and dedication in facilitating community connections for the people supported by ICE.

This years winner ensures that every client in her care has meaningful opportunities to participate in community activities and she motivates them with patience, positivity and genuine encouragement. She exemplifies excellence in client support and community engagement. Her ability to inspire clients to step out, get involved, and enjoy new experiences is truly remarkable.

In addition she is always dependable and readily available to take clients for shopping, and essential outings. Her proactive nature and unwavering dedication demonstrate her deep commitment to their well-being and independence.

This staff's work not only enriches the lives of her client but also reflects the highest standards of professionalism and compassion. For all of these reasons she stands out as a deserving candidate for the Community Capacity Building award.

Congratulations Melody and thank you for all you do!



ICE ANNUAL AWARDS 2025

Outstanding Employee of the Year



Presenter: Ambrose C. and Donna A.

The Outstanding Employee Award is presented to a staff member who has demonstrated overall exceptional dedication, professionalism and commitment to ICE.

This years winner exemplifies excellence in every aspect of her role. She is consistently punctual and demonstrates a clear understanding of her responsibilities always knowing what needs to be done at any given moment. During the team lead's LOA she stepped in seamlessly ensuring continuity and maintaining a high standard of performance.

She is thorough and diligent, reporting errors promptly and contributing to a culture of accountability and improvement. Her dedication to her work is truly admirable and worth emulating. She provides exceptional care to her clients, ensuring their safety, comfort and wellbeing at all times.

In addition she maintains a clean, organized and safe environment reflecting her strong work ethic and attention to detail. She truly is an outstanding employee whose reliability, professionalism and commitment greatly enhance our team.

Congratulations Donna!!!!

ICE ANNUAL AWARDS 2025

Health & Safety Employee of the Year Award



Abimbola O. and Presenter: Ezinne A.

The Health and Safety Award is presented to a staff member who has outstanding commitment to promoting the Health and Safety of employees and clients.

Our winner is an employee who demonstrates excellence in every aspect of her role. She takes workplace safety seriously, consistently maintaining an environment that is clean, orderly, and free from hazards. Her health and safety practices are exceptional.

She not only follows established protocols but also takes initiative in identifying potential risks and addressing them before they become issues. As one of the Health and Safety committee members her proactive approach shows her genuine commitment to the wellbeing of both clients and colleagues.

Our winner's dedication to her clients is equally remarkable. She provides care with compassion, patience and professionalism, ensuring that every individual feels respected.

Her punctuality and reliability are examples for others to follow. She shows up ready to work, contributes positively to the team and consistently goes above and beyond expectations. Her contributions have made a significant impact on the workplace and she is truly deserving of recognition for her exceptional performance.

Congratulations Abi!



ICE ANNUAL AWARDS 2025

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!

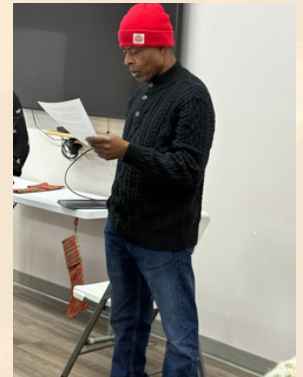


Thank you Card Incentive Prize Winner



Bonny B. has received Thank you card from the co-worker for shopping for the DJ program.

Open House and Award Celebration Pictures



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)

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>

