



SUBJECT: General Council & Employee Wellness Account	POLICY NO: ADMIN – 4	LAST REVISED: March 26, 2023
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Policy

The Saskatchewan Polytechnic Students' Association Inc. believes in encouraging a healthy work-life balance through wellness and healthy living programs.

Procedure

Executive Council has established the following credit program:

1. Wellness Spending Account
All SPSA General Council Members and SPSA employees who work a minimum of 15 hours/week will be entitled to an accumulated total of \$400.00 credit per fiscal year towards fitness memberships, nutrition plans, professional/personal development activities, and SPSA-sponsored events (please see Appendix A for a list of eligible expenses). Prior approval must be received to ensure that expenses meet the eligibility criteria. Approval of eligible expenses will be at the discretion of the VP Finance and the General Manager.
2. Any misuse will result in the suspension of the privilege. The Wellness Spending Account shall be used exclusively by the General Council member or employee.
3. General Council members, after the completion of 90 days in office, may submit eligible receipts for reimbursement. General Council members will receive a pro-rated Wellness Credit based on the number of months served on Council.
4. SPSA Employees, after completion of the mandatory 3-month probationary period, may submit eligible receipts for reimbursement.



Appendix A

1. Nutrition

- Nutrition counselling
- Over-the-counter vitamins and supplements
- Specialized food (carb free, Keto meals etc.)
- Weight Management

2. Fitness

- Fitness/Sports Equipment
- Baseball bat, gloves
- Bicycle helmet
- Boxing gloves
- Equipment rentals such as skis, skates, snowboards, canoe, kayak
- Ergonomic office equipment
- Foam roller
- Frisbee
- Goggles
- Golf clubs
- Hiking boots
- Personal hockey gear such as shoulder pads, shorts, socks, gloves, helmet, cage, elbow pads, bag, pucks and sticks
- Home free weights & Home treadmill
- Life jacket
- Outdoor bicycle
- Protective gear such as sports helmet, goggles, shin guards, wrist guards, mouthguards
- Punching bag
- Rock climbing shoes and rock-climbing harness
- Running shoes
- Ski hat, gloves, face mask
- Snorkel gear
- Courses/lessons/memberships
- Club memberships
- Dance lessons
- Fun Run registration fees
- Golf registration fees
- Ice hockey arena rental fees
- Marathon/race registration fees
- Martial arts lessons
- Parkour gym fees
- Personal training fees
- Self-defense course
- Skating lessons
- Ski passes
- Ski/snowboard lessons
- Sports team registration fees



- Swimming lessons and swimming pool entrance fee
3. Professional / Personal Development
 - Books/Software
 - Courses/conferences/seminars
 - Continuing education
 - Language training
 - Parking for course
 - Professional membership fee
 4. Personal Interest
 - Art classes/supplies
 - Horseback riding lessons
 - Music lessons
 - Pre-natal classes
 - Sign language classes
 5. Mental Health
 - Art therapy
 - Hypnosis
 - Mindfulness
 - Reiki
 - Retreat Registration fees
 - Hiking retreat
 - Meditation Retreat
 - Yoga Retreat
 6. SPSA Sponsored Events

*Reimbursement will not be used for expenses related to cannabis, cannabidiol or other related products.