



Don't Count Sheep, Make Your ZZZZZ's Count!

Struggling to get enough shut-eye? We've all been there – wide awake at 3am, staring at the clock, counting sheep, unable to fall back to sleep until we drag ourselves out of bed and go to work, exhausted.

A good night's sleep plays an important role in your health, and the flow on effect means it's also good for your workplace. Staff missing out on quality sleep can cause a raft of issues such as the inability to concentrate on tasks, mistakes, lack of judgement, or worse, an accident. Poor sleep may also increase stress and affect relationships among co-workers.

Worksafe NZ defines fatigue as, "a physical and/or mental state caused by overexertion. It reduces a person's capabilities to an extent that may impair their strength, speed, reaction time, coordination, decision making, or balance." Normally, a good quality sleep can reverse the impacts of fatigue; however shiftwork and long hours can cause excessive fatigue.

Regardless of whether your workplace incorporates shift work or not, your workplace can structure work, including rosters, to facilitate healthy sleeping habits amongst staff by:

- implementing a flexible work policy which outlines the process to apply for changes to work schedules (such as start and finish time or length of lunch breaks)
- ensuring rosters are circulated in advance, so staff can plan their activities outside of work
- ensuring staff working shifts have adequate breaks between rostered days on to make sure they get the rest or sleep they need

- ensuring management lead by example when it comes to work-life balance. For example, refraining from sending emails to staff late at night or during weekends
- promoting the 'power down' message with staff (15-30 minutes of technology free time before sleep).

For further information on the benefits of healthy sleep patterns for your staff, check out *Tips for Coping with Shiftwork* or *Good Sleep Habits* at www.otago.ac.nz/wellsleep/tips/ and the new WorkWell mental health and wellbeing resource on work-life balance available on the WorkWell website.

Staff who are parents may also be interested to know that the Ministry of Health has produced guidelines on sleep recommendations for children. These guidelines recognise the importance of quality sleep for children and young people for growth and development, and as an aspect of (or factor in) healthy weight management.

Uninterrupted quality sleep of 9 to 11 hours per night is advised for those aged 5 to 13 years and 8 to 10 hours per night for those aged 14 to 17 years, with consistent bed and wake-up times.

Also consider making your family's bedrooms free of screens and devices so you all have a good night's sleep.

For more information see www.health.govt.nz/your-health/healthy-living/food-and-physical-activity/sleeping

Source: www.health.govt.nz/our-work/preventative-health-wellness/physical-activity

Ovation Gisborne Join the Ranks

Toi Te Ora – Public Health Service has been working with other district health boards across New Zealand to make WorkWell available across the country. As a result, WorkWell continues to expand across the country. Ovation Gisborne are an integrated lamb sourcing, processing and exporting business located in Gisborne who employ around 360 staff. Supported by their WorkWell Provider, Hauora Tairāwhiti – Population Health Ovation Gisborne recently held a healthy breakfast event to celebrate the launch of WorkWell.

During the breakfast, over 80 team members were given tips and ideas to arm them with the skills to make daily quick, easy and affordable breakfast options. A highlight for the team was starting the day trying out all sorts of new and healthy kai! The breakfast

Ovation Gisborne serves up fresh, healthy kai during their WorkWell launch.



included bircher muesli, fresh fruit salad, yoghurt and fruit cups, smoothies and toasted sandwiches.

Well done to Ovation Gisborne on this innovative and interactive launch of WorkWell!



Lose the Liquor and Reap the Rewards

It's estimated that New Zealand workplaces lose \$500 million each year in loss of productivity relating to alcohol. This can be due to absenteeism, poor decision making, increased accidents, injuries, and workplace fatalities. A well-functioning team can also suffer, with co-workers having to pick up the slack when team members are suffering the lingering effects of alcohol while at work, or when taking a sick day.

The good news is, encouraging your staff to be alcohol-free can result in many benefits for your workplace, including staff being more productive, having fewer workplace accidents and improved health of staff.

Having clear expectations of what is considered acceptable behaviour within a workplace can set the tone and culture of the workplace and can positively influence staff drinking behaviour outside of work. Further benefits of having an alcohol free workplace include:

- compliance with occupational health and safety and related legislation
- fostering a respectable business reputation
- cost-savings from not providing any alcohol at work functions.

For more information visit www.workwell.nz/facts-and-information/alcohol/

New Mental Health and Wellbeing Resources

A workplace can have a big influence on the mental health and wellbeing of staff. A mentally healthy workplace can lead to better life outcomes for staff and your workplace. Staff who are mentally healthy have higher job satisfaction and self-esteem. They are more likely to be engaged with work tasks and the workplace itself, can be more creative, make better decisions, problem-solve more efficiently and effectively, have less experience with stress and take fewer sick days.

To help workplaces understand how they can positively influence the mental health and wellbeing of their workplace, the Mental Health Foundation of New Zealand and Toi Te Ora have identified seven influential mental health components in the workplace. A factsheet has been developed for each identified component, these align with the new mental health and wellbeing questions in the WorkWell Staff Survey. They explain why the component is important to your workplace, and provide practical actions your workplace can take to influence positive mental health and wellbeing amongst staff.

These new resources cover seven areas of mental health and wellbeing:

- **Overall satisfaction** – I am satisfied with my current job
- **Stress** – I am able to manage the demands of my work with little or no stress
- **Autonomy** – I am satisfied with the amount of control I have over my work
- **Accomplishment and Competence** – I feel capable and useful in my work on a day-to-day basis
- **Positive Relationships and Social Support** – I receive help and support from my co-workers, when I need it
- **Feedback and Recognition** – I receive regular and helpful feedback on my work performance
- **Work-Life Balance** – I am able to balance the time I spend on my work and the time I spend on other parts of my life.

Current News and Research

Refreshed WorkWell Website

The WorkWell website has now been refreshed to reflect WorkWell being available in various regions throughout New Zealand. We love the new map on the Regions page; this indicates where WorkWell is available throughout the country.

www.workwell.health.nz/workwell_regions

 WorkWell available in these District Health Board regions



Recently Accredited



- Awhi Rotorua – **Bronze**
- Tamaki Māori Village, Rotorua – **Bronze**
- Sanford Ltd, Tauranga – **Bronze**
- Metlifecare Bayswater, Tauranga – **Silver**
- DB Breweries, Timaru – **Silver**
- Fulton Hogan, Timaru – **Silver**
- Waipuna Hospice, Tauranga – **Gold Maintenance**

Upcoming Events – 2017

1-31 July	Dry July, www.dryjuly.co.nz/
1-31 July	Plastic Free July, www.plasticfreejuly.org/



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