



Fine tuning business health and wellbeing

WORKWELL THREE | OCTOBER 2010

Alcohol management key to successful work events

With the end of the year fast approaching, work celebrations, customer functions and other staff functions start filling up the diary. Being intoxicated at work functions can have embarrassing consequences, but WorkWell warns the wider implications can be far more serious.

“Alcohol consumption is one of the leading causes of harm in New Zealand, with a quarter of all injury claims being alcohol-related,” says WorkWell Advisor Dave Wood.

Often the injuries don't happen when the person is intoxicated but the next day, when they are hung-over or fatigued.

“The employee may not be able to function fully or make good decisions and that makes them a danger at work - to themselves, their work colleagues and their employer,” says Dave.

Dave advises that while employers can't control what their employees do outside work hours, they are responsible for behaviour at work functions.

WorkWell is an easy-to-use wellness system that helps workplaces identify health priority areas that need to be addressed.

“WorkWell businesses have free access to online resources, guidelines and policy templates for creating a safe drinking and drug free workplace,” says Dave.

Tips for successful work celebrations

- Have a clear start and finish time.
- Provide non-alcoholic drinks and substantial food choices.
- Have nominated “sober” drivers and provide access to a phone for taxis.
- Organise activities or entertainment so that drinking is not the main feature of the event.
- Limit the supply of alcohol, or consider being alcohol free.



Free Workshop in November

The WorkWell team and Toi Te Ora – Public Health Service are pleased to bring you another WorkWell Solutions Workshop in November 2010.

Come along to learn more about implementing a programme to help minimise workplace issues associated with alcohol – absenteeism, accidents and lowered productivity.

Register online at www.workwell.health.nz/workwell_workshop_locations

Concerned about drinking habits?



Contact the Alcohol and Drug helpline on 0800 787 797 for confidential information and advice.

www.workwell.health.nz

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Toi Te Ora
Public Health Service
BAY OF PLENTY DISTRICT HEALTH BOARD
Serving Bay of Plenty and Lakes Districts

Our Workplace, Our Responsibility

Workshop your way to a healthier workplace

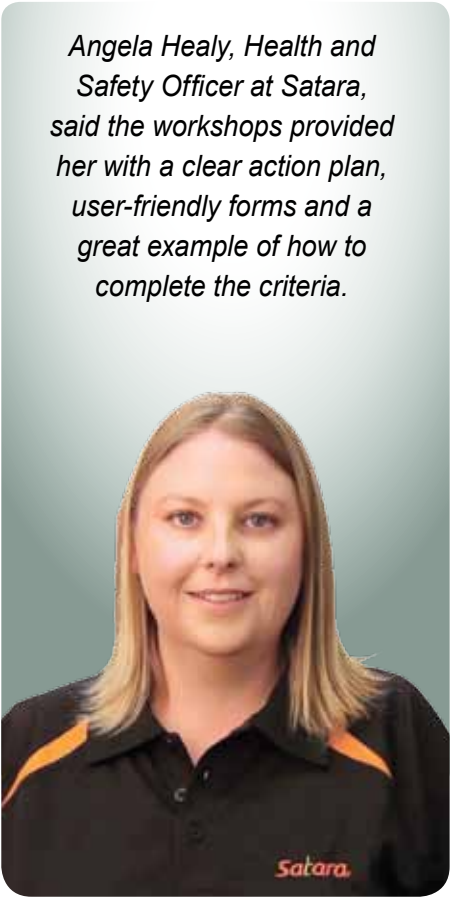
Since the launch of WorkWell earlier this year, twenty-one businesses have attended introductory seminars designed to provide an overview of how WorkWell can help boost the wellbeing of their employees and their business.

For those businesses who have made a start on a WorkWell programme, further support is available by way of workshops: Read on to learn more about some of the workshops on offer.

Introducing WorkWell

Our Introducing WorkWell seminars are designed to give business owners, managers and HR advisors a broader understanding of the importance of health and wellbeing in the workplace, the WorkWell system and accreditation.

Introducing WorkWell seminars are run on a regular basis in Tauranga, Rotorua and Whakatane. Morning sessions are devoted to workplaces who might be interested in developing or reviewing a wellness programme within their organisation. The afternoon session is for providers who might be interested in offering their health and wellness services to WorkWell businesses.



Angela Healy, Health and Safety Officer at Satara, said the workshops provided her with a clear action plan, user-friendly forms and a great example of how to complete the criteria.

WorkWell Prepare

This workshop is designed to provide WorkWell Leaders with in-depth knowledge of Steps 1-3, as described in the WorkWell Leader and Group Manual.

As well as providing an opportunity to network with other leaders, the workshop considers the essential components for developing a functioning WorkWell Group, and provides detailed strategies to ensure comprehensive results are obtained when gathering baseline data. Other topics include information on gaining management commitment and identifying priority health and wellbeing issues.

WorkWell Action & Advance

This workshop is for WorkWell Leaders ready to undertake Steps 4-7, as described in the WorkWell Leader and Group Manual. Like WorkWell Prepare, it is designed to further support the material in the manual.

Ideally, leaders will have already completed some level of workplace survey and be ready to develop actions. The workshop will explore theory around the development of a robust action and evaluation plan, requirements and submission of accreditation portfolios and consider how to positively influence the health and wellbeing of employees.

What attendees had to say

"A real motivation and passion for improvement."

"Clear and to the point presentation."

"Hearing others raise similar concerns ..."

"Informative relaxed environment."

"Very good introduction, definitely something our organisation would benefit from..."



WaipunaHOSPICE
Life is Special

"Attending the workshops reinforced the foundation to build the rest of the WorkWell programme; their knowledge and enthusiasm was inspiring," said Annie Grinter-Telfer of Waipuna Hospice.

To find workshop locations and dates near you, go to

www.workwell.health.nz/workwell_workshop_locations

Agriculture, education, health and forestry organisations working well

Bay of Plenty Polytechnic

At Bay of Plenty Polytechnic student success and wellbeing is at the heart of their business. Their short courses, certificates, diplomas and degree pathway programmes are relevant and hands-on, all taught in a first-class learning environment. Their comprehensive range of support services are designed to help students achieve their career goals and get the most out of student life.

Lakes District Health Board

The Lakes District Health Board is the largest employer in the district, with a staff of some 1250. Lakes DHB works within allocated resources to improve, promote and protect the health and independence of the 100,000 people in the Lakes region, which includes Rotorua, Taupo, Turangi and Mangakino.

Lakes DHB is both a funder and through its public hospitals and secondary community services at Rotorua and Taupo, a provider of health care services. With an emphasis on population health gain, the DHB is committed to work with community, iwi, consumers and primary health providers towards achieving its vision, 'Healthy Communities – Mauriora!'

Red Stag Timber Limited

Red Stag Timber owns and operates Waipa Sawmill, located 5 minutes south of Rotorua. It is an independent, privately owned timber company which is currently producing around 300,000 m³ per annum of structural timber, and currently employs 220 staff, and around 80 regular contractors.

Red Stag Timber is a company which promotes a safe and healthy workplace for all employees and contractors working on site. Employee involvement is encouraged through their Health, Safety and Environmental Committee, along with opportunities to participate in various events, competitions and family days throughout the year. Red Stag is excited to integrate its existing Wellbeing Plan with the WorkWell programme and look forward to achieving accreditation as a WorkWell Employer in the Bay of Plenty.

Tauranga City Council

Tauranga City Council is constituted under the Local Government Act 2002 and is required to maintain or enhance the social, cultural, environmental and economic wellbeing of the people of Tauranga. The Council is made up of the elected members, who make decisions on behalf of the citizens of Tauranga, and the Council staff who provide the services and the facilities/projects which deliver on the decisions made by the elected members.

As a large employer, Tauranga City Council is committed to the health and wellbeing of its employees and providing a supportive working environment.

Silver Fern Farms goes for Bronze

Silver Fern Farms recognise their employees are a key asset, and that having happy and healthy staff will impact positively on production and performance.

"The health and safety of our employees is fundamental to their own wellbeing and to our future success," says Joanne Kingi, Technical Officer at Silver Fern Farms.

The whole Health and Safety Committee from Silver Fern Farms attended an Introducing WorkWell Information Seminar to find out about WorkWell.

"We recognise WorkWell can enhance current systems and become integral in our policy of progressive improvement in health and safety standards," said Joanne.

The Health and Safety Committee has since gained management support for WorkWell and is working towards Bronze Accreditation.

"We feel that WorkWell will have a positive impact on employees and not only while they are at work," says Joanne.

New Zealand's leading marketer of sheep meat, beef and venison, Silver Fern Farms employs more than 45 staff in Rotorua in jobs ranging from office work through to processing venison for the local and export markets.

Technical Officer Joanne Kingi (left) and Quality Control Officer Catherine Kiel attending introduction seminar.



Employers working with staff to make healthy changes

WorkWell businesses are focusing on health issues identified from their staff surveys and putting in place strategies to encourage change.

General feedback shows that many employees want to eat healthier foods and quit smoking.

Healthy eating toolkit

A WorkWell for Healthy Eating Toolkit is available to any employer who would like to address healthy eating as a specific area for improvement within their workplace.

Go to www.workwell.health.nz/vdb/document/182 or speak to a WorkWell Advisor on 0800 221 555.

Smokefree toolkit

The WorkWell for Smokefree Toolkit has some great tips for motivating individual change through increasing knowledge, influencing attitudes and challenging beliefs.

Go to www.workwell.health.nz/vdb/document/180 or speak to a WorkWell Advisor on 0800 221 555.

Health and wellness service providers wanted



WorkWell's online directory of health and wellness service providers is up and running. Businesses can now easily locate and access local services they require. You'll find the directory at www.workwell.health.nz/provider_directory

If you are interested in having a listing in the directory, register for a Workwell Provider workshop now at www.workwell.health.nz/workwell_workshop_locations

MEMBER UPDATES



Bakels Edible Oils

WorkWell has enabled us to place a number of ongoing health and wellbeing initiatives under the "WorkWell" umbrella. WorkWell highlights to our staff a commitment from the company to minimise the impacts of a 24/7 shift work environment," says Bakels Edible Oils' Health and Safety Manager, Martyn Noakes.

Te Runanga O Ngati Pikiao

Te Runanga O Ngati Pikiao Health Services WorkWell Group says their challenge for the year is to encourage employees to make healthy lifestyle changes. They are currently doing fitness classes, including Zumba and Karate to get more active.



The misuse of alcohol and drugs in the workplace

Alcohol remains the most commonly used drug, with 85% of New Zealanders reporting themselves to be consumers.

It is very likely that any organisation will have amongst their workforce a number of individuals who are using alcohol or other drugs in a manner which is hazardous to their health and a risk to those around them.

workplace. An employee under the influence of drugs and/or alcohol could pose a significant risk to other people's safety and could be considered a hazard.

Free Workshop

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Alcohol and other drugs can negatively affect a person's reaction rate, co-ordination, judgement, memory and learning ability. Alcohol and other drugs can also intensify emotions like anger and frustration, leading to violence and destructive actions.

Safe Drinking and Drug Free

Organisational and environmental changes are necessary to support and maintain long-term behaviour changes in employees and effect improvement in their health and wellbeing.

Regardless of the industry or the size of the workplace, WorkWell can help implement a reliable and effective safe drinking and drug free policy and programme.

Employer responsibilities

Employers have responsibilities to take all practical steps to eliminate, isolate or minimise significant hazards in the

PROVIDER PROFILE

WorkWell providers have attended an introductory seminar to find out what WorkWell is all about and can offer services to assist workplaces in improving the health and wellbeing of their staff. Each issue will feature recent additions, so watch this space for some of the great options available!



AIMAT NZ Ltd is an independent career guidance and counselling service operating in the Bay of Plenty and South Waikato. Services include: career planning, job coaching, psychometric testing, counselling, organisational development, change management, facilitation/leadership skills development, mentorship, and stress management.



FULL Balance provides budgeting and independent financial planning advice, teaching individuals and families to manage their finances to avoid stress and provide for their future. Services include: money personality profiling, budgeting, goal planning, hardship applications, creditor negotiation, retirement planning, financial literacy seminars.



Psychology Works Tauranga offers a range of services for groups and individuals wishing to address mental health issues. Services include: anxiety, trauma education and management, mild-moderate depression management, sleep education and management, grief support and management, stress, conflict and communication management, and coping strategies for home and work.



Website Updates

New links

- The DrugHelp website is for people concerned about how drugs are affecting their lives – whether it's through their own use or because someone close to them has a problem.
- The Skills Highway website, developed by the Department of Labour, is to help employers identify reading, mathematics and communication issues within their organisation and find ways to improve these.
- The Healthy Food Guide website offers simple answers to important questions about health, hundreds of recipes and information on topics such as hygiene and reading food labels.

Provider directory

The provider directory is now live! With a wide variety of providers getting involved, this is a very useful area for WorkWell businesses to gain information and assistance! You can find it under the 'partners' tab on our website.

Corkboard

This new exciting area of the website includes interactive tools, copies of previous newsletters, photos of WorkWell in action, and links to a number of helpful and interesting websites.

Upcoming Events

13 October	<ul style="list-style-type: none"> • Introducing WorkWell Information Seminar (Tauranga) • WorkWell Provider Workshop (Tauranga)
15 October	<ul style="list-style-type: none"> • Global Hand Washing Day
21 October	<ul style="list-style-type: none"> • Introducing WorkWell Information Seminar (Whakatane) • WorkWell Provider Workshop (Whakatane)
9 November	<ul style="list-style-type: none"> • WorkWell 'Prepare' Workshop (Whakatane) • WorkWell 'Action and Advance' Workshop (Whakatane)
17 November	<ul style="list-style-type: none"> • WorkWell 'Prepare' Workshop (Rotorua) • WorkWell 'Action and Advance' Workshop (Rotorua)
18 November	<ul style="list-style-type: none"> • WorkWell Solution Workshop – Alcohol (Tauranga and Rotorua)
25 November	<ul style="list-style-type: none"> • WorkWell 'Prepare' Workshop (Tauranga) • WorkWell 'Action and Advance' Workshop (Tauranga)

Register online at www.workwell.health.nz for access to our free workshops and support and advice from a WorkWell Advisor.



October is “Live to Play” month in Tauranga

This October, you're invited to discover fantastic parks, reserves and facilities with Live to Play, a month jam-packed with fun things to do.

Since 2006, Live to Play month has seen thousands of people getting out into new places and trying new activities. From glow worm tours to beach volleyball, there's something for everyone. Tauranga City Council, local clubs and organisations have pitched in to offer fun activities for all ages and abilities. The best part is, most of it is free! So try something new and go somewhere you've never been.

Live to Play is brought to you by Tauranga City Council, Sport Bay of Plenty, YMCA and Tauranga Leisure.

Pick up a Live to Play physical activity guide from Tauranga City Council, Sport Bay of Plenty or your local library.

Check out www.sportbop.co.nz for physical activity options across the whole Bay of Plenty

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