



Fine tuning business health and wellbeing

WORKWELL FIVE | MAY 2011

ACC encourages businesses to improve workplace safety

In April 2011, ACC launched a new way of charging work levies called "experience rating".

Under experience rating, a company's work levy will be adjusted to more fairly reflect the company's own safety record, not just that of the industry as a whole. Historically, a business's work levy was based solely on injury rates within its industry. This meant that employers paid the same levy as others in the same industry, despite differences in their safety records.

ACC General Manager Insurance and Prevention Services, Dr Keith McLea, says it makes sense those businesses with fewer injuries, and those that help injured

employees get back to work, are rewarded for their efforts.

"If you can improve workplace safety now, and reduce your claims, it will have a direct impact on the levies you pay later.

"Experience rating is all about getting people back to work after an accidental work injury and encouraging better workplace safety.

"That's good for employers, it's good for ACC, and most importantly of all, it's good for the employees," says Dr McLea.

Workwell can help reduce your ACC levies

Poor mental and physical health contributes to employee tiredness and stress which can increase workplace accidents and injuries.

Jennifer Murray, Health Improvement Manager, says WorkWell puts in place strategies to help motivate individual employee behavior, increasing knowledge, influencing attitudes and changing beliefs.

"WorkWell takes a multi level approach that affects individuals' decisions and abilities to practice positive behaviors, or to make needed lifestyle changes," she says.



What's inside:

- Bronze Accreditation Awards
- Smokefree goes outdoors
- World Smokefree Day
- Emergency Planning Workshop

www.workwell.health.nz

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

Our Workplace, Our Responsibility

Two local businesses achieve Bronze accreditation



In April, Te Runanga O Ngati Pikiao Trust became one of the first WorkWell members to achieve WorkWell Bronze Accreditation.

Jolene Rupapera, the Trust's Community Health Worker attributes their success to the involvement of staff in policy making and in activities.

With the goal of helping their employees lead healthier lives, the Trust chose to address healthy eating, physical activity and smoking cessation as part of the accreditation process.

"Staff were involved in developing our healthy eating guidelines and reviewing our current smoking policy," said Ms Rupapera.

The Trust's WorkWell Group engaged with staff keeping them informed in daily routines like karakia every morning and held full monthly staff meetings.

They also ensured that health and safety was an integral part of their Human Resource Management Policy and Procedures Manual.

Te Runanga O Ngati Pikiao Trust is passionate about improving the wellbeing of their staff and found WorkWell a great way to introduce healthy policies and practices into the workplace and boost the health and morale of their workforce.



From left - Jolene Rupapera, the Trust's Community Health Worker, Toi Te Ora - Public Health Service's WorkWell Advisor and Caroline Jones, Ngati Pikiao Trustee.



In going for WorkWell Bronze Accreditation, Satara wanted to ensure staff felt valued, achieve a safer workplace, reduce absenteeism and increase productivity.

WorkWell Leader, Angela Pootjes, said the culture of the organisation has improved as staff realise we value them and that we are putting them first.

"We made staff buy-in easy by following the process of setting up a committee and surveying staff to see how they wanted to tackle improving their health.



From left to right - Jamie Grunwell, Satara's Health & Safety Manager; Sue Williams, Canteen Manager and Safety Representative; Adrian Osterman, Site Manager and Safety Representative.

"Senior management were happy to come on board as they could see tangible benefits such as reduced absenteeism being addressed through improving the health and wellbeing of their staff," she said.

Satara addressed the health and wellbeing areas of healthy eating, physical activity and smoking cessation.

Encouraging other businesses to go for it, Satara says "go for it."

"You can achieve a lot with WorkWell resources, tools, workshops and with the help of an advisor," said Mrs Pootjes.



Fulton Hogan leading from the front

Fulton Hogan have recently joined WorkWell, as it offers them an opportunity to recognise what they are already achieving in workplace wellness and it allows them to measure the effectiveness of the current systems.

Regional Manager, Kevin Fisher, was impressed with the way WorkWell engages staff in the decision-making.

Kevin has taken on the role of WorkWell Leader, as he is a strong believer in walking the talk.

"Fulton Hogan want its employees to have more influence on what wellness systems and programmes are implemented as this will result in better use of resources.

"My team and I were very impressed by what WorkWell is offering and are proud to be the first business from our industry to participate.

"We look forward to seeing some positive results in our people's health and wellbeing," he said.



Holiday Inn support employee wellbeing

"Becoming involved in WorkWell has allowed us to gain access to tools and support on how we can support employee and potentially community health and wellbeing," says Holiday Inn Human Resources Manager, Burnadette Payne.

With more than 120 staff, Holiday Inn want to gain an understanding of what their staff want to address and what will make the most impact.

"We have had support from Dave and the team at WorkWell to gain that information and we're excited to think about the next steps in establishing a plan to make a difference," says Ms Payne.

Holiday Inn believe if they are able to assist staff to improve their

health and wellbeing (and potentially the health of their family), then they will see improved productivity and happier staff to serve guests.

"It's a win/win situation," says Ms Payne.



Rotorua District Council wants happier, healthier staff

Rotorua District Council has joined WorkWell to reinforce their commitment to the health and wellbeing of their staff.

"Our success is reliant on our people and we need to provide an environment that supports their physical and mental health, and general wellbeing," said Health & Safety Advisor, Sue Dunn.

The Council already provides many wellness initiatives but wants to ensure they are meeting staff needs.

"WorkWell will ensure that we are thorough, accountable and able to measure our results.

"This programme really fits well with our Health and Safety focus and we are really excited about launching it.

"WorkWell has a great reputation for its professional and friendly expertise in workplace wellness," she said.



KLC aim to improve work life balance

"We have joined WorkWell for all the obvious reasons," says Tony Cox, KLC's Human Resources and Health and Safety Manager.

"Hopefully it will help employees reach a better and more balanced life, making them healthier and less prone to illness.

"It will also show them we actually do care about their wellbeing and want them to stay healthy as they will make better employees and KLC will be a better employer.

As well as being about reducing sick days, it's about employees being happy to be at work, about enjoying living and doing it better and longer," he said.

Is your business prepared for a fire, earthquake, flood, tsunami?

Emergencies exact their toll on both business and people. The costs, in terms of both lives and dollars, can be substantial.

By planning ahead, most businesses can lessen the impact of the unexpected and resume normal operations much faster.

Find out how at our special FREE June workshop on Emergency Planning, where emergency management experts will share their knowledge in reducing risks.

12 – 1pm Wednesday, 1 June 2011
Papamoa Library, Gravatt Road, Papamoa

12 – 1pm Thursday, 2 June 2011
Te O A Marama at Ohinemutu, Rotorua

A light lunch will be provided

Phone 0800 221 555 for details or visit our website
www.workwell.health.nz

Second-hand smoke kills

Prior to enactment of the smokefree legislation amendment, around 350 New Zealanders died each year because of exposure to second-hand smoke, and many others became sick.

This made second-hand smoke exposure the leading environmental cause of death in this country.

Second-hand smoke is the smoke that

fills restaurants, offices or other enclosed spaces when people burn tobacco products such as cigarettes, bidis and water pipes. There is no safe level of second-hand tobacco smoke.

Every person should be able to breathe smoke-free air. Smoke-free laws protect the health of non-smokers, are popular, do not harm business and encourage smokers to quit.

Second-hand smoke comes from two places

- smoke breathed out by the person who smokes, and
- smoke from the end of a burning cigarette.

It contains a lethal mix of more than 4,000 chemicals, including ingredients used in products such as paint stripper, moth balls, toilet cleaner, car batteries and car exhaust - 200 are poisons, 43 cause cancer.

Some New Zealand Statistics

There are about 388 deaths caused by second-hand smoke in New Zealand each year.

This represents an additional 8% over and above deaths due to direct smoking and about three quarters the number of people killed each year on the roads in New Zealand in recent years.

Second-hand smoke is known to cause cancer in humans and has been linked to the development of lung cancer, heart disease, stroke and respiratory illnesses such as asthma.

- Only 5.4% of people are protected by comprehensive national smoke-free laws.
- In 2008, the number of people protected from second-hand smoke increased by 74% to 362 million from 208 million in 2007.
- Of the 100 most populous cities only 22 are smoke free.
- Almost half of children regularly breathe air polluted by tobacco smoke.
- Over 40% of children have at least one smoking parent.
- Second-hand smoke causes 600,000 premature deaths per year.
- In 2004, children accounted for 28% of the deaths attributable to second-hand smoke.
- There are more than 4000 chemicals in tobacco smoke, of which at least 250 are known to be harmful and more than 50 are known to cause cancer.

Smokefree goes outdoors

Research shows that the less children and young people see other people smoking, the less likely they are to start smoking.

Many Councils in New Zealand are considering developing smokefree policies to discourage smoking in outdoor areas such as playgrounds and parks used by children.

With the support of Toi Te Ora - Public Health Service, the Opotiki District Council adopted an educational Smokefree Outdoor Public Spaces Policy in March 2008 making all Council owned outdoor spaces smokefree. Rotorua District followed suit shortly after and, in December 2008 all children's playgrounds in the Rotorua District and the Redwoods Forest Park were smokefree.

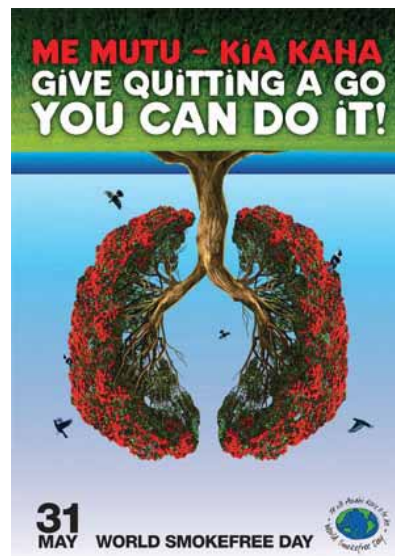
World Smokefree Day Aotearoa New Zealand – 31st May 2011

Encourage your workplace to get involved

World Smokefree Day is all about celebrating and working towards smokefree/ auahi kore lives for New Zealanders.

Internationally the day is known as 'World No Tobacco Day' and was first marked by the World Health Organisation in 1988. In New Zealand this day is known as 'World Smokefree Day'.

The focus for World Smokefree Day 2011 is about providing an opportunity to focus on supporting those on their quitting journey, and the friends and whanau who helped them along the way.



Support your employees to quit smoking

Tobacco use is the leading cause of preventable death in New Zealand, accounting for between 4,300 and 4,700 deaths every year.

When deaths associated with exposure to second-hand smoke are included in these figures, the rate rises to over 5000 per year.

There is increasing pressure on workplaces to implement total bans on smoking covering their entire worksites.

Employer responsibility

Legislation requires that all workplaces maintain a smokefree environment throughout all indoor areas, and that designated smoking areas meet

particular standards to ensure minimal harm to those working or taking a break in close proximity.

Some workplace facts

- Half of all people who smoke today, and continue to do so, will eventually be killed from a smoking related illness, and will die an average of 15 years earlier than they would if they were a non-smoker.
- Employees who smoke take up to 33% more sick leave than non-smokers.

- A smoker taking four 10-minute breaks each day works a month less than a non-smoker in the course of a year.

WorkWell for Smokefree

Through WorkWell, employers can establish an organisational culture where encouragement from colleagues and a supportive policy can help trigger attempts to quit amongst employees and their families.

Check out www.workwell.health.nz and download our comprehensive WorkWell for Smokefree Toolkit, or call one of our Advisors on 0800 221 555.

PROVIDER PROFILE

Professional service providers

If your services are compatible to WorkWell and you would like to make them available for WorkWell Members in the Bay of Plenty or Lakes region, please contact a WorkWell Advisor on 0800 221 555.



Te Ngae Physiotherapy provides spinal and peripheral joint mobilization, manipulation, acupuncture, sport injury rehabilitation and therapeutic massage. We provide education as well as treatments to achieve the best possible outcome for patients by tailoring our services to meet individual needs and working alongside other health professionals to achieve optimum rehabilitation management. Our on site gym facilities offer pilates, strengthening and fitness to enhance rehabilitation and return to work.



Achieve Workplace Health is a one-stop-shop for all your occupational health needs. The team are highly qualified and experienced to provide quality services to enable your business to meet all of your Health and Safety obligations and also become a healthy and productive workplace.



With health, rehabilitation and childbirth qualifications, Reap Taupo is able to offer employees and employers support with both antenatal and postnatal education. Reap Taupo can assist your workplace to become breastfeeding friendly through development of a breastfeeding friendly policy or procedure and can provide education and resources to your workplace and employees.



A safety consulting and training company with a full repertoire of traditional and new methods to suit all companies. Services include safety management systems, inspections, audits, safety culture programs, worker engagement workshops, wellness programs, safety coaching, video behaviour analysis, contractor management, safety influencer workshops, 360 peer review programmes.

WorkWell team update

Introducing Angela Pootjes

“Being a member of the WorkWell team allows me the opportunity to work with businesses and guide them to improve the team and ultimately become an employer of choice,” says Angela Pootjes who was previously Health & Safety Manager at Satara for seven years.

All topics covered within WorkWell have an assigned Advisor. This allows the team to remain up-to-date with the latest information to support workplaces. Angela is responsible for Healthy Eating and Breastfeeding.

Do not hesitate to contact Angela if you need assistance in these areas.



Angela Pootjes recently joined the WorkWell team

What's new online

Be active in Rotorua

Bike rides for beginners during the months of May and June. Open to anyone and last between 45-60 minutes



on flat and scenic cycle paths. Rides start at the Redwoods Information Centre and will be on May 29 and June 5, 12 and 19.

Family Violence it's not OK - Online Business Toolkit

Good business information to help employers increase understanding of family violence and support employees affected by it.

Your safe driving policy

A booklet developed by the NZ Transport Agency and ACC, helping you to manage work-related road safety and keep your employees and vehicles safe on the roads. Visit www.acc.co.nz/search-results/index.htm

National Action Agenda

The National Action Agenda 2010-2013 bridges the gap between the Workplace Health and Safety Strategy for New Zealand to 2015, and the activities of workers on the frontline.

The Strategy's aim is to reduce injuries and fatalities at work and deliver healthy and productive workplaces for all New Zealanders. The social and financial cost of workplace injury and illness is still much too high.

The Action Agenda focuses on the five sectors with consistently high levels of injuries and fatalities - construction, agriculture, forestry, manufacturing and fishing. It sets out health and safety priorities for the next 3 years at both a sector and a national level. Actions will be delivered through partnerships with industry leaders and worker representatives.

DON'T LET THE FLU STOP YOUR BUSINESS

Up to one in five people will become ill with influenza every year.

The influenza (flu) vaccines are 70% to 90% effective in healthy adults, reduce sick leave and are therefore cost effective for employers. Contact your local GP to discuss options for your business or for more information go to www.influenza.org.nz

Why do healthy people need influenza immunisation?

Being fit and healthy will not protect you from influenza. Immunisation against influenza will protect you and lesson the chance of you spreading it among your work colleagues, bringing it home to a baby, older relative, or someone with a medical condition who could develop serious complications from influenza.

How effective is the vaccine for healthy adults?

Influenza vaccination is about 80% effective in preventing infection with influenza A and B viruses in healthy adults under 65 years of age, when there is a good match between vaccine and circulating influenza strains.

For more information, visit www.fightflu.co.nz

Upcoming Events 2011

27 May	World Vision 40hr Famine
31 May	World No Tobacco Day
1 June	Emergency Planning Seminar (Tauranga)
2 June	Emergency Planning Seminar (Rotorua)
14 June	World Blood Donor Day
21 June	WorkWell "Prepare Workshop" (Taupo)
21 June	WorkWell "Action and Advance Workshop" (Taupo)
22 June	WorkWell "Prepare Workshop" (Rotorua)
28 July	World Hepatitis Day

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

Disclaimer: The material in this newsletter is not necessarily the view of Toi Te Ora – Public Health Service. Copywrite: Extracts from this newsletter may be reprinted with acknowledgement.