

Kia ora and welcome back to the Healthy Workplaces newsletter

Canterbury

District Health Board

Te Poari Hauora o Waitaha

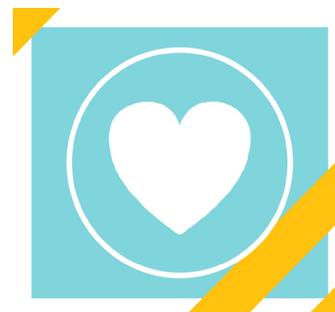
Issue 11

While many of us had hopes for a different start to 2021, it appears that Covid-19 is still very much part of our lives. Here in Aotearoa New Zealand we are fortunate that we have been spared the large losses of life suffered in many other countries, but the impact has been felt by many people, including employers and employees. Times have been – and continue to be – tough.

One of the best things we can all do to support each other and limit the impact of Covid-19 is to turn on Bluetooth tracing and scan QR codes wherever you go. This allows rapid and efficient contact tracing to find COVID-19 and stamp it out. For the latest on QR Tracing, Bluetooth tracing, covid poster refresh visit: covid19.govt.nz

Something else we can do for each other is to offer our support. Have a look at **Dr Ramon Pink's message** about the **5 Ways to Wellbeing** / Ētahi ara e rima ki te ngākau ora can boost your mood: <https://www.facebook.com/allrightnz/posts/1532206103636002>

For more examples of workplace support during Covid-19 times go [here](#).



Whatever you're feeling – it's okay.
Be kind to others.
Be kind to yourself.

Find out more at
[Covid19.govt.nz](https://covid19.govt.nz)
New Zealand Government

Unite
for the
RECOVERY

Have you heard about this “miracle cure”?

As you know, miracle cures are hard to come by and any claims that a treatment is 100% safe and effective must always be viewed with intense scepticism.

There is perhaps one exception: physical activity has been called a miracle cure by no less a body than the [Academy of Medical Sciences](#); and the supporting science grows stronger by the day.

The British Medical Journal (BMJ) recently published a systematic review ([see the review here](#)) showing that any level of physical activity is better than none, and more is better still.

The evidence that activity is good for both body and mind is impressive: people who are more active live longer and have lower rates of cardiovascular disease, cancer, and depression.



Physical activity is safe and beneficial for almost everyone. People should “start slow and build up” to avoid injury, and those with chronic illness may benefit from a tailored exercise prescription.

Breastfeeding & Work: Let's make it work! – Me whakamahi tātou i ēnei Kaupapa!

Many women are returning to work after the birth of their baby and wish to continue to breastfeed. Combining work and breastfeeding is made possible with a good plan and support from the workplace and family/whānau.

[Supporting working women to breastfeed is] a win-win situation that builds loyal employees, gives babies the best source of nourishment available and benefits society as a whole.
(Flavia Bustreo, World Health Organisation)

These are some of the benefits for your workplace when you support employees to continue to breastfeed while working:

- SAVE money and time by retaining skilled and experienced staff
- SAVE money by reducing the need to recruit replacement staff
- SAVE money by breastfeeding employees who use fewer sick days because of improved child health
- INCREASE productivity with well-supported, happy staff
- GAIN breastfeeding-friendly workplace status and promotion by:
 - being listed as a Breastfeeding Friendly Workplace on our website and other publications and being eligible to apply for relevant business awards
 - PROMOTE company image as a good employer
 - MEET legislative requirements to support breastfeeding women



To assist workplaces, the Canterbury Breastfeeding Advocacy Services facilitates the **Breastfeeding Friendly Workplace Initiative**.

This service provides **free support to businesses** to plan how they can support both new and returning employees with breastfeeding and how they can become recognised as a breastfeeding-friendly workplace.

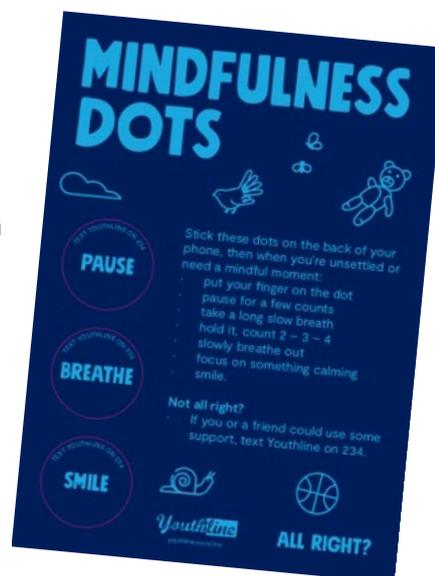
The service also provides support to women who are wishing to continue breastfeeding and working.

There are several **free** resources for businesses and women providing information and support for breastfeeding and work.

For more information contact Kelly on 029 773 1589 or kelly.dorgan@omwwl.maori.nz or have a look [here](#).

A new free resource from Community Health Information Centre: stick these Mindfulness Dots on your phone.

Order this resource:
<https://www.allright.org.nz/free-resources/mindful-and-calming-dots>



Is gambling affecting your workplace?

Gambling - playing the pokies, a trip to the casino, placing a bet or buying a lotto ticket - is generally considered as harmless entertainment that just might pay out. However, about 2 per cent of Kiwis are severely harmed by gambling disorder, an addiction to gambling, and up to 20 per cent are suffering from some form of gambling harm - either their own or someone else's gambling.

Did you know that gambling

- costs over 6 million dollars every day in New Zealand, or 2.4 billion dollars per year (DIA 2020). Another 500 million is thought to be lost to internationally-based online gambling.
- is an addiction, similar to alcohol or drug addiction and equally harmful (DSM 4 2013)

Gambling harm is

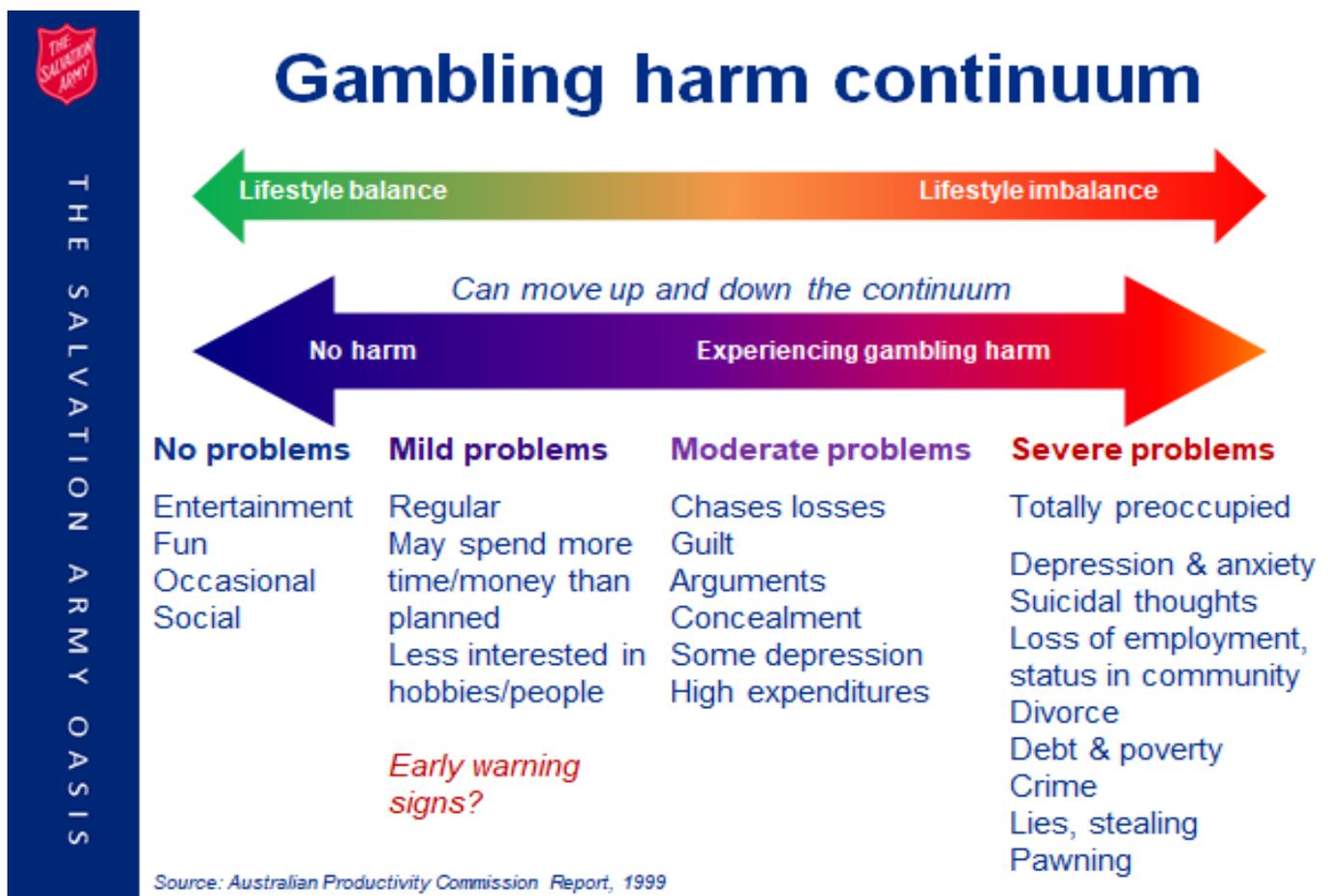
- strongly linked to drug and alcohol abuse, anxiety and depression, domestic violence, financial problems, crime and suicidal ideations.
- considered more of a health burden than diabetes or osteoarthritis (MoH 2018)

The Salvation Army Oasis Centre has been working with people affected by gambling for over two decades. **All our services are FREE and easily accessible;** we have professional caseworkers for clients and a public health worker who works with employers, agencies, staff and clients to increase public awareness and reduce gambling harm.

If you would like more information, or to talk about how to set up your workplace gambling policy, please contact Nicky on 021 718 629 or email nicky.taylor@salvationarmy.org.nz

Your workplace and/or your staff could be at risk from gambling harm. It is a secretive issue and causes high levels of shame and stigma to sufferers.

Your workplace and/or staff



Diversity in the Workplace

Your employees are a diverse group in many ways ... a proportion of your staff will identify as 'other than heterosexual' i.e. as Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual or **LGBTQIA+**

Recent research with the Ōtautahi / Christchurch LGBTQIA+ community showed that:

- 53 percent of people surveyed agreed that their workplaces were safe and inclusive.
- Some referred to the benefits of being “able to bring their whole selves to work”.
- Education of the majority occurs when the minority group are visible, welcome and heard.
- 67% of those surveyed would like to see their work environment display a rainbow friendly emblem such as a poster.

- Homophobic, biphobic and transphobic language was still considered to be an issue.

Participants felt that disparaging language wasn't always intended to be hurtful or homophobic. It was felt visibility and education would prevent people making unwitting word choices that could hurt others.

“I see homophobia all the time, people don't really know they are doing it.” (Survey respondent)



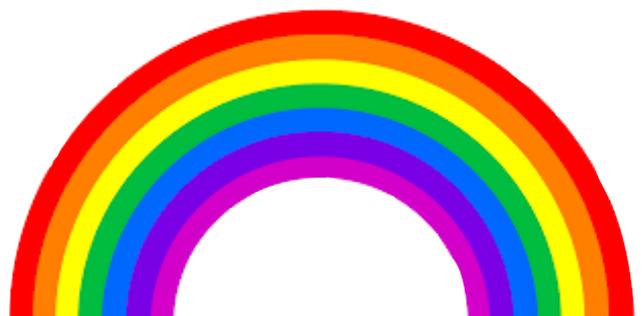
To ensure that LGBTQIA+ people feel welcomed and included in your workplace, you could consider doing some of the following:

- Be aware of language e.g. using the term “partner” rather than girlfriend / boyfriend or wife / husband is neutral and shows that you are not making any assumptions about people's sexual orientation.
- Displaying posters, pamphlets, magazines, a rainbow flag etc in the workplace to show your awareness and support, and to give a signal that all people are in a safe space to be open about who they are.
- Be aware of pronouns. Trans people may prefer to use they / them instead of she / her or he / him. If you're not sure do check with them on their preference (don't assume this based on their appearance).

If you would like to learn more you can follow the **links** below:

- www.cph.co.nz Your Health / LGBTQIA+ Health / Supporting the health and wellbeing of the local rainbow community
- Wellbeing in the Ōtautahi LGBTQIA+ Community www.allright.org.nz

A truly diverse and inclusive workplace is directly linked to a more efficient and productive workforce



Are you getting ready for the colder months?

Help available to keep you warm and healthy with Community Energy Action (CEA)

CEA provides advice and services to homeowners and tenants in Canterbury and the West Coast to make their homes healthy and energy efficient. Here are some ways we can help you:

Free home advice

Book a Home Energy Check and our friendly and qualified advisers will visit your home and provide you with detailed verbal advice about the health and energy efficiency of your home. You will also receive a written report prioritising the best ways to cut energy bills and improve the health of your home. In Christchurch this service is free for all homeowners. Tenants will need permission from landlords.



Insulation and heating subsidies

The government's Warmer Kiwi Homes programme is now offering some great deals. Eligible home owners can receive a 90% subsidy for a home heating appliance, (such as a heat pump or log burner, to a maximum of \$3,000 incl. GST) and free ceiling and underfloor insulation and an on-ground moisture barrier. CEA can help you access this financial support and provide quotes for installation for homes that do not qualify. Our installation services get booked up over winter so be in quick.



Free curtains

Good curtains are important to shut out the cold and keep in the heat. CEA collects good quality second hand curtains and makes them available to households. Our Curtain Bank is a free service, but a gold coin donation from low income households and a \$20 donation from landlords is greatly appreciated to help us with our running costs.

For more information and to book your free Home Energy Check visit: www.cea.co.nz or call 0800 GETWARM.



From Ann Vanschevensteen, your Healthy Workplaces Health Promoter / WorkWell Advisor
at Community and Public Health:

Enjoy the last days of summer!