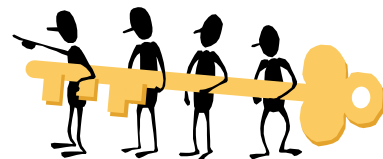




Sudbury & District Health Unit
Service de santé publique de Sudbury et du district

Workplace Wellness

The Key to Better Health



Valuing People

by Marjorie Collie, Public Health Nurse

Microsoft Chairman, Bill Gates, once said, “Little of today’s technology is proprietary. Technology is easily obtained and replicated and only levels the playing field. An organization’s valued human assets cannot be copied.”

“It’s All About Valuing People” is the theme for this year’s Canada’s Healthy Workplace Week (CHWW), which is celebrated from October 22 to 28, 2007. CHWW is about celebrating success and accomplishment. Today, stress in the workplace and at home is often caused by our neglect of important relationships. Although most of us do value our colleagues and appreciate their contributions, sometimes stress and the pace of work erode relationships and create perceptions that people are not valued as much as they should be.

Knowing what employees want from their jobs by getting their input is an important starting point. Research shows that job satisfaction and recognition of skill and aptitude, both critical elements of organizational culture, are important components of demonstrating to employees that they are valued.

A healthy organization is one that is productive, effective, has high morale, high employee engagement levels, and a healthy bottom line. Organizational health is impacted by the well-being of the employees, but is also affected by workplace culture, leadership, communication, job design, decision making styles, etc. Ultimately, these factors affect employee health.

(www.healthyworkplaceweek.ca)

For ideas on what your workplace can do to celebrate CHWW, visit www.healthyworkplaceweek.ca or call the Sudbury & District Health Unit’s Workplace Wellness team at (705) 522-9200, ext 290. We provide free consultations and support services to help you plan for a healthier workplace.



October 22-28, 2007

healthyworkplaceweek.ca

Home of Canada’s Healthy Workplace Week

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The Business of Kindness:

Creating work environments where people thrive.

Kindness to Oneself: Nurturing the Human Spirit

- Authenticity: honour who you are
- Attitude: exercise your power to choose
- Resilience: develop strong roots
- Excellence: commit to grow

Kindness to Colleagues: Creating a Circle of Friends

- Trust: practice honesty with consideration
- Compassion: show you care
- Courage: step through fear to do what is right
- Friendship: welcome others into your circle

Kindness in the Community: Sustaining our Capacity to Thrive

- Service: reach out
- Responsibility: take positive action
- Integrity: do the right thing
- Tolerance: honour the strength in diversity.

- Olivia McIvor

Adapted from “The Business of Kindness: creating work environments where people thrive”, Canada’s Healthy Workplace Week 2007.

HIV/AIDS is a Workplace Issue

by Kathy Gelinias, Public Health Nurse

Anyone can be infected with HIV, no matter what your age, sex, sexual orientation or ethnic origin. It's not who you are that puts you at risk for HIV infection, it's what you do. You can get HIV if the blood, semen or vaginal fluid of an infected person gets into your bloodstream through a break, cut or tear in your skin. This could happen if you:

- Have sex without using a condom, even with a regular partner.
- Inject drugs, including steroids, with needles that were also used by someone else before you.
- Have a body piercing or tattoo done with a needle that was also used by someone else before you, or by someone who is not a professional artist.
- Have ever had unprotected sex with someone who could have possibly done any of the above.

It is also important to understand that blood-borne infections are not transmitted through casual contact in the workplace but stress, anxiety and fear are.

HIV/AIDS education programs can play an important role in the workplace in helping employees understand HIV/AIDS and prevention, thereby reducing anxiety and fear. In addition, workplace policies can demonstrate an organization's commitment to addressing such health issues as HIV/AIDS.

If you are interested in promoting a healthier environment in your workplace, contact the Workplace Wellness team at 522-9200, ext. 290. For all personal inquiries about HIV/AIDS, please call the Sudbury & District Health Unit Clinical Services Division at 522-9200, ext. 483.

Policies Work!

A workplace policy provides you with the guidelines to effectively and appropriately deal with topics such as HIV/AIDS and hepatitis B and C. A policy also communicates to employees and clients that your company is concerned about the well-being and rights of its staff and the people it serves.

Your workplace may already have policies related to HIV/AIDS or other sexual health issues. These policies are often not obvious, but rather are implemented into existing facets of other policies, such as healthy lifestyles, discrimination policies, universal precautions (like handwashing), exposure to blood-borne infections, family and work-life balance, and healthy environments.

Wear the Red Ribbon. This international symbol of AIDS awareness shows respect for those who have died of AIDS, demonstrates concern for those living with AIDS/HIV, and is a reminder of the need for the constant fight against AIDS.



"Take Action for Healthy Living" ... at Work!

- ♥ **Be Active!** ♥ Make time to be active every day. Take a walk! Enjoy the outdoors.
- ♥ **Eat Well!** ♥ Include vegetables and fruit in your lunch. Variety adds enjoyment.
- ♥ **Be Yourself!** ♥ Take regular breaks to re-energize. Have some fun! Laugh and be with people you enjoy.
- ♥ **Be Smoke-free!** ♥ Think about quitting today. Be supportive of co-workers.

Heart Health Coeur en santé
Take it Heart! from the source!

This program is supported by the Government of Ontario.
Ce programme bénéficie de l'appui du gouvernement de l'Ontario.

www.sdhu.com 522-9200

Getting To Know Your Community



A message from your Sexual Health Coalition

Options & Communications Sexologist 114 Pine St., Sudbury 669-1200
Sudbury & District Health Unit Public Health Nurses 1300 Paris St., Sudbury 522-9200
Sudbury Sexual Assault Crisis Centre Crisis Intervention Worker 111 Elm St., Suite 206, Sudbury 675-8071
Sudbury Action Centre for Youth 105 Elm St., Sudbury 673-4396
Le Centre Victoria pour femmes P.O. Box 308, Sudbury 670-2517
L'Association des jeunes de la Rue Foyer Notre Dame House – Community Outreach Program 213 Pine St., Sudbury 675-6422
ACCESS-AIDS Network Healthy Sexuality Program Coordinator 111 Elm St., Suite 203, Sudbury 688-0500 or 1-800-465-2437
Northeast Mental Health Centre Community Case Management 336 Pine St., Sudbury 675-9193
Centre de santé communautaire de Sudbury Nurse Practitioner 19 Froid Rd., Sudbury 670-2274
Shkagamik-Kwe Health Centre 161 Applegrove St., Sudbury 675-1596, ext. 224

This list includes agencies in your community that are here to help.

Some topics are just harder to talk about than others, right?

If you or someone you care about is dealing with a sexual health issue, there's support available.

The Sexual Health Coalition is a group of concerned individuals and community agencies working together to address gaps in sexual health services and improve the sexual health of our community.

We are here to talk to you about:

- Sexually Transmitted Infections
- HIV/AIDS
- Sexual orientation
- Planned or unplanned pregnancy
- Safer sex
- Talking to kids about sex
- Sexual assault
- Sexual harassment

Questions? Concerns? We have answers.

Mind Your Business

by Cheryl Harvey, Public Health Nurse

While policies and procedures govern the workplace, the use of alcohol during the “off-hours” is not the boss’ business. Or is it?

Most people who choose to drink do so responsibly and safely. However, the misuse of alcohol costs Canadians billions of dollars, mainly in increased health care, law enforcement costs and reduced productivity. If you can’t get to work because your vehicle was impounded on the weekend or your Monday morning hangover is causing your computer monitor to phase in and out, absenteeism and loss of production is a direct cost to your employer.

Education is an easy way to promote safe and responsible behaviours where alcohol use is concerned. Employers can help reinforce the Low-Risk Drinking Guidelines.

Low-Risk Drinking Guidelines are not for everyone. Some people should not use alcohol, or should drink less than indicated by the guidelines. If you are concerned about how drinking may affect your health, check with your health care provider.

For more information on this topic, or to book a presentation or display, call the Workplace Wellness team at 522-9200, ext. 290.

0	Zero drinks = lowest risk of an alcohol-related problem		
2	No more than 2 standard drinks on any one day		
9	Women: up to 9 standard drinks a week		
14	Men: up to 14 standard drinks a week		
1 standard drink = 13.6 grams of alcohol =			
wine	spirits	beer	
	or 	or 	
5 oz/142 mL of wine (12% alcohol)	1.5 oz/43 mL of spirits (40% alcohol)	12 oz/341 mL of regular strength beer (5% alcohol)	

Adapted from Low-Risk Drinking Guidelines, Centre for Addiction and Mental Health.

NO more accidents!

Call it what it is... Injury, Collision, Incident or Crash

These words help remind us that 90% of all injuries are not “accidents” - they are predictable and preventable! Injuries may be unplanned or unintentional, BUT you can plan to avoid injury and protect your health.



Buckle Up



Drive Sober



Look First



Wear the Gear



Get Trained

Contact the Sudbury & District Health Unit
Injury Prevention Program
522-9200, ext. 520.



Nutrition • Health • Safety

Thinking About Your Health?

Stress • Shiftwork

The Workplace Resources program has added over 650 resources on workplace wellness, health and safety to the Greater Sudbury Public Library. You'll find heart healthy cookbooks, fitness videos, workplace safety information and much more.



**Order the 2007-2008 Check It Out!
Workplace Resources catalogue
for your workplace.**

Join the Workplace Resources Committee for a celebration at the Greater Sudbury Public Library, Main Branch at 74 MacKenzie Street, Sudbury, on **Thursday, October 25**, from 11 a.m. until noon.

Enter the draw at any Greater Sudbury Public Library to win a Golf Set provided by SportChek. (Draw closes October 24, 2007)

For more information, call the Sudbury & District Health Unit at (705) 522-9200, ext. 290.

Sun Hats

for
kids



And the Winning Workplace is ...

The Sudbury & District Health Unit is pleased to announce the winner of the very first Sun Hats for Kids Workplace Collection Challenge!

Congratulations go out to the Sudbury Regional Hospital's Regional Cancer Program for helping make our event a success. During the months of March and April, participating workplaces were encouraged to collect new or gently used wide-brimmed sun hats with a great sun safety prize as the incentive. Whether donations were big or small, each workplace received a ballot for a chance to win a unique prize. Over 60 hats were collected through the workplace challenge and we would like to take this opportunity to extend a great big thank you to all challenge participants. Your contributions have been paramount to helping keep children safe from the harmful effects of the sun.

Is there
wellness in
your fortune?

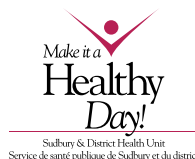


The Workplace Health Network provides free facilitator and peer training for people who influence health and wellness in the workplace.

Sessions will provide an opportunity to share your workplace success stories and challenges, and to learn from others.

Don't leave it to chance.

The Workplace Health Network meets three or four times a year. Membership is free, call (705) 522-9200, ext 290.



Public Health in Your Community Annual Report 2006

The Sudbury & District Health Unit's bilingual annual report 2006 is now available online at www.sdhu.com or call 522-9200 for your copy.

Make it a
**Healthy
Day!**

Sudbury & District Health Unit
Service de santé publique de Sudbury et du district

Upcoming Events

Cervical Screening Awareness Week takes place October 22 to 28, 2007, and October is Breast Health Awareness Month. The Sudbury & District Health Unit is working in partnership with the Ontario Breast Screening Program and Ontario Cervical Screening Program to promote awareness of how important it is for women to have regular screening for breast and cervical cancer. An education package on breast and cervical screening is available for workplaces that wish to provide the information to their employees. Packages are available in both English and French. To get this package or to request a presentation on breast or cervical health for your workplace, please call Workplace Wellness, Sudbury & District Health Unit, at (705) 522-9200, ext 290.

Mark your calendar! **Public Forum on Colorectal Cancer.** You are invited to attend a free public forum on November 22, 2007, featuring guest speaker Dr. Linda Rabeneck. Dr. Rabeneck is Medical Director, Colorectal Cancer Screening Program, Cancer Care Ontario. Colorectal cancer is the second leading cause of cancer death in Canada. Attend this

forum and learn why it doesn't have to be. Forum will be held from 7:30 p.m. to 9 p.m. at Laurentian University, Fraser Auditorium. No registration necessary.

Countdown to Quit Day. A program for smokers who want to quit. This Sudbury & District Health Unit program gives those who want to quit smoking the skills to do so. The Countdown to Quit Day series will be offered **Tuesdays from November 13 to December 4 from 6:30 p.m. to 8:30 p.m.** in the boardroom at the YMCA, 140 Durham St., Sudbury. For more information and to register for the next session, call the Sudbury & District Health Unit at (705) 522-9200, ext. 436.

People who misuse alcohol can put themselves and others at significant risk when these issues spill into the workplace. Learn more about the risk factors and risk conditions associated with alcohol misuse at the upcoming **Work, Live, Play ... The Alcohol Connection.** This Network presentation takes place **Monday, November 19, from 8:30 a.m. to 11:30 a.m.** in the Ramsey Room of the Sudbury & District Health Unit. Call (705) 522-9200, ext. 290 to register.

Want to Know More?

Canada's Healthy Workplace Week

www.healthyworkplaceweek.ca

Sexual Health

Canadian HIV/AIDS
Information Centre
www.aidsida.cpha.ca

Small Business

Regional Business Centre
www.regionalbusiness.ca

Ministry of Small Business and
Entrepreneurship
[www.sbe.gov.on.ca/ontcan/sbe/
index.jsp](http://www.sbe.gov.on.ca/ontcan/sbe/index.jsp)

Low-Risk Drinking Guidelines

www.lrdg.net

Shiftwork

National Institute for
Occupational Safety and Health
[www.cdc.gov/niosh/pdfs/97-
145.pdf](http://www.cdc.gov/niosh/pdfs/97-145.pdf)

Ask Us!

You asked: Can the support I receive from people in my workplace help protect me from the effects of stress in my work and home life?

Tim answered: According to research, social support lies in your belief that you have people in your life who are concerned for your well-being and are willing to assist you in times of need. Social support is an important contributor to health and personal adaptation to life challenges. Family relationships, friendships and involvement in social activities can offer a psychological buffer against stress, anxiety and depression. The stress and coping perspective, a theoretical perspective of social support, proposes that support contributes to health by protecting people from the unhealthy effects of stress by balancing them. It is important to have enough social support in your work and home life to help you cope with specific stressors (for example, support from a manager to help deal with work stress). Knowing and believing that others will support you in times of need is the key to reducing the effects of stress.



Tim Dubé
Health Promoter

Send your questions to
Ask Us! by email to
workplaceteam@sdhu.com,
or by fax to
(705) 677-9615.



Sudbury & District

Health Unit

Service de
santé publique

The Importance of Workplace Health in Small Businesses

by Natalie Philippe, Public Health Nurse

The small business sector is BIG business in Sudbury as well as in the rest of Canada. Providing wellness information in the small workplace can lead to the following:

- Improved productivity
- Fewer injuries
- A more adaptive workplace
- Improved customer loyalty
- Fewer sick days
- Improved staff morale
- Improved business reputation

Few small businesses have the resources or the time to provide on-site health promotion programming or to offer employees the kinds of health-related benefits that large businesses can. However, small businesses can easily access simple, inexpensive presentations and activities that take into consideration:

1. Diversity in language, culture and age of employees.
2. A range of literacy levels, education and work experience of employees.
3. Work schedules that include shiftwork, extended work hours and limited staff.
4. A style of delivery designed to capture employee interest and foster participation.

The Workplace Wellness team offers help dealing with issues of concern in the smaller workplace. Posters, pamphlets, flyers, small displays and short presentations are available for topics such as the following:

- Stress
- Healthy eating
- Sun safety
- Sexual health
- Breastfeeding
- Physical activity
- Smoking cessation
- Reproductive health
- Alcohol and drug use
- Shiftwork
- Work-life balance
- Early detection of cancer

If you are a manager or an employee of a small business and would like more information on workplace health in a small business, please call the Sudbury & District Health Unit, Workplace Wellness team at (705) 522-9200, ext. 290.

Workplace Wellness The Key to Better Health is published quarterly by:

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Espanola: (705) 222-9202
Chapleau: (705) 864-1610
Manitoulin: (705) 377-4774
Sudbury East: (705) 222-9201
Toll-free: (866) 522-9200 (where long-distance charges apply)

The place where you work and the work that you do can affect your health. How you feel can affect how well you do your job. The Workplace Wellness team of the Sudbury & District Health Unit provides information for skill building, education, support and consultation free of charge. We help employers create and implement workplace policies that reduce the risk of injury and promote the health of workers.

Please feel free to copy any information from this newsletter to your workplace with credit given. Complimentary subscriptions are available in English and French. Back issues are posted at www.sdhu.com.

Comments? Please call the Workplace Wellness team at (705) 522-9200, ext. 290 if you have any comments or questions about this newsletter.

Editor: Kathy Gelinias
Design: Roxane Oake

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A Community Call for Action

Low-wage individuals are at greater risk of heart disease, stroke, diabetes, lung cancer and preventable injuries (Taylor and Repetti, 1997). Although, there is no single definition of "low-wage worker", all involve aspects of income, working status, family structure and combinations of these factors. The working poor may be defined as "people who are employed and whose wages make up the main portion of the family's income, but who still live below the poverty line" (Urban Consortium of Waterloo).

One of the recommendations made by the steering committee for the Working Poor Project in Sudbury (2005) is to: "continue to implement health promotion, protection and safety programs focused toward the working poor population (e.g. physical activity, computer skills, nutrition classes, counselling, access to primary health care and life skills, WHMIS)".

If you have a keen interest in these issues, and would like to be involved with improving the health, well-being and safety of the low-wage working population, please contact the Sudbury & District Health Unit at (705) 522-2900, ext. 290.