

# Smart Living

for a healthy workplace

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## The Health Unit Celebrates Canada's Healthy Workplace Month

This year's theme – "Healthy Mind, Healthy Body, Healthy Work . . . simple goals for everyone!" developed by Excellence Canada (formerly the National Quality Institute) and the Canadian Centre for Occupational Health and Safety (CCOHS), provides employers and employees with information, resources, and best practices to develop wellness initiatives in their workplaces.

Excellence Canada and the CCOHS will showcase wellness initiatives and activities of small, medium and large organizations from the past year on their website. Similarly, the Leeds Grenville and Lanark District Health Unit is celebrating this year's Canada's Healthy Workplace Month by featuring local workplace wellness initiatives on our website. To enter your workplace wellness activity on our web site, email: [workplace@healthunit.org](mailto:workplace@healthunit.org)

To see more examples of initiatives that local workplaces have undertaken to help increase employee wellness, please visit our Health Unit's Workplace Health Website at: [www.healthunit.org/workplace/](http://www.healthunit.org/workplace/)

For more information on how to create a healthy workplace, please call and speak to a Workplace Public Health Nurse at 1-800-660-5853 or visit: [www.healthunit.org/workplace](http://www.healthunit.org/workplace) or [www.healthyworkplacemonth.ca](http://www.healthyworkplacemonth.ca)

### Resiliency Works at Work



Resiliency is the ability to persist in the face of adversity and "bounce back" from setbacks. The positive attributes of resiliency are learned from our upbringing, education, social/cultural connections and life experience.

Resiliency helps us cope with disappointments and obstacles, recover or adjust to change or misfortune, and deal with normal life's stresses and challenges. At work, we can use our resiliency assets to have good relationships with our fellow employees, manage our work life, and stay healthy.

Resiliency enables us to:

1. give social, emotional and practical support to ourselves and others,
2. empathize and work through our own and other's feelings,
3. problem-solve and get things done,
4. retain an optimistic, realistic, positive, hopeful thinking and attitude, and
5. identify and deal with difficult situations.

Practicing the resiliency skills of giving support, empathy, competency, optimism and adaptability creates a healthy and positive workplace.

**A healthy workplace benefits everyone!**

<http://www.desjardinslifeinsurance.com/en/life-events/Documents/Workplace%20resiliency.pdf>

**SUBSCRIBE for FREE**

If you would like to receive the *Smart Living* workplace newsletter either in hard copy or by email, please contact Lynda Earl at 1-613-345-5685 ext. 2215 or email: [lynda.earl@healthunit.org](mailto:lynda.earl@healthunit.org)



## Greenfield Ethanol Johnstown

### Many successful initiatives established over the last year

In October 2010, Greenfield Ethanol Johnstown formed a Wellness Committee with members representing various departments of the plant. Our mandate is to raise employee awareness of wellness issues, organize initiatives to encourage employee participation, promote healthy lifestyle choices, influence company policy on wellness-related issues, and to share the wellness-related successes of our employees. With assistance from the Leeds, Grenville & Lanark District Health Unit, we conducted an employee needs assessment survey to help us focus our efforts. We have since implemented many initiatives and are very proud of where we are and how our employees have responded.

#### Our activities include:

##### Activities focused on creating a supportive environment:

- Flu & blood pressure clinics are offered each fall.
- A blood pressure cuff was purchased and is available to employees. Several employees use the cuff regularly.
- EAP services were summarized and put on our TV tickers to remind employees of the resources already at their fingertips.
- A quarterly health news bulletin from the Health Unit is being sent to employees' homes so that families also benefit from the information.
- We maintain a schedule of our initiatives to help keep track of where we are, resources required, work needed, who is doing what, and approximate timelines.



##### Activities focused on physical activity:



- A Wii bowling tournament: employees faced off at lunch hour in the boardroom where other employees were able to watch and cheer. It has been great fun and we believe we will get even more sign-ups for the next tournament.
- A recumbent bike was purchased and put it in the plant. Employees that work shifts now have the opportunity to fit in some exercise during their day. We will use this as a gauge as to whether we should look into purchasing further equipment.
- Employees participated in a 100 day sit-up challenge. They were invited to perform 1 sit-up on day 1, 2 on day 2 and so on to 100 on day 100. We have seen some friendly competition and encouragement!

##### Activities focused on healthy eating:

- Free seasonal fruit in the 2 lunchrooms weekly.
- Healthy alternatives at meetings - we have attempted to minimize the cookie platters and have added fruit platters at some of the recent meetings.
- To come: lunch & learn sessions on nutrition and other health topics of interest to our employees while providing healthy snacks.

Greenfield Ethanol in Johnstown and the Carleton Place and District Memorial Hospital in Carleton Place have worked in partnership with the Health Unit to achieve a healthier workplace by piloting our workplace health program and resources.



### Access our New Healthy Workplace Toolkits! .....

The Leeds, Grenville and Lanark District Health Unit Health Promotion Workplace Team has developed two complete toolkits on shift work and physical activity that address each topic using a comprehensive workplace health approach. Each kit contains information for both employers and employees including an executive summary, Healthy Workplace Guide, business case, information on programs and supportive environments, steps to creating healthy workplace policy, and links to on-line information which you can download.

Access the **Shift Work Toolkit** at:  
[www.healthunit.org/workplace/shiftworktoolkit.html](http://www.healthunit.org/workplace/shiftworktoolkit.html)  
 Access the **Physical Activity Toolkit** at :  
[www.healthunit.org/workplace/physicalactivitytoolkit.html](http://www.healthunit.org/workplace/physicalactivitytoolkit.html)

## Projects Report Successes

This partnership has been rewarding for both the Health Unit and our pilot workplaces as their articles describe their successes over the last year. If you would like to submit examples of your healthy workplace initiatives or get more information on how to create a healthier workplace, please see our website at: [www.healthunit.org/workplace](http://www.healthunit.org/workplace)



### Carleton Place and District Memorial Hospital (CPDMH)

## How we established a successful Workplace Health Program in our Hospital

Motivated by the growing importance of formally establishing a Workplace Health Program that would improve both individual and overall health of our working environment, a volunteer, staff-driven committee was launched to actively assess and identify workplace strengths and health issues. With the help and guidance of the Workplace Health toolkit our passionate committee of volunteers, representing all disciplines within our Hospital, began to form and build a unique program for our organization.

The first point of business was to develop a program logo and a contest was launched for staff to submit entries. Communication strategies were devised to showcase the winning logo. Then program information was distributed to staff.



A workplace wellness survey conducted with all staff had a response rate of 85%. The committee reviewed the survey findings to determine priority actions, identified activities for change, and formed into subgroups to address areas of interest. To date, changes to the workplace have included the following:

- a healthy snack basket for breaks
- a new healthy beverage cooler
- the establishment of a walking group that includes staff, family members and volunteers
- access to yoga class on-site
- the distribution of healthy tips to improve wellness
- the posting of resources for smoking cessation.



This fall, the CPDMH's Workplace Health Program will focus on staff learning sessions that address the challenges associated with shift work. In addition, the walking club is examining the potential of adding a virtual walking club to maintain and expand its membership.

The agreement to create and sustain a healthy, supportive work environment through a formal program and intentionally linked wellness activities fits within the hospital's strategic priority to become an Employer of Choice. CPDMH recognizes and commends the valuable contribution of the Leeds, Grenville and Lanark District Health Unit Health in the formation of our Workplace Health Program. The expertise of the public health staff and resources provided by the Health Unit was a significant factor in the in the successful launch of this program and on behalf of our staff we would like to thank you for your help!

**PowerPoint presentations** on shift work and physical activity are also available. These presentations highlight the impact of shift work and physical activity on employee health, include strategies to improve health and wellness, and list the benefits to employers who invest in employee health.

To access these PowerPoint presentations, please contact the Health Unit at 1-800-660-5853 and speak with a Workplace Public Health Nurse, or email: [workplace@healthunit.org](mailto:workplace@healthunit.org)

## Did you know about...



### Lumps & Bumps for Men

Although you may have been taught as a boy not to touch your “privates”, this is not healthy advice for men. Testicular cancer is the most common cancer in men between the ages of 15 and 29 years. Men should examine their testicles on a monthly basis and see their doctor if they notice any new or unusual lumps. For more information, go to: <http://www.tctca.org/>

Another disease of the genital area that men should watch for is genital warts caused by the Human Papilloma Virus (HPV). This infection is most common in men who have multiple sexual partners and do not use safer sex practices. Genital warts look and feel like small bumps on the shaft of the penis, the testicles, in the pubic hair or around the anus.

A lot of advertising about HPV vaccine has been directed at women for the last few years. The Ontario Ministry of Health funds free vaccine for girls in Grade eight. The purpose of the program is to reduce the incidents of cervical cancer in women. This same vaccine is licensed for use in males but receives no public funding. Vaccine administered to men can reduce the incidence of penile, anal and throat cancers.

People can have themselves or their children (over 9 years) vaccinated with HPV vaccine at any Health Unit Clinic. The cost is \$150 for each shot for a series of three. Check if you have health insurance benefits that would pay for the vaccine. For more information, go to: <http://www.cdc.gov/std/hpv/stdfact-hpv-and-men.htm>

## New & Expanded Immunization Schedule

The Ontario Ministry of Health announced a new and expanded publicly funded immunization schedule starting in August 2011.

The changes included:

- A new oral Rotavirus vaccine to protect infants against rotavirus, which causes severe diarrhea, vomiting and dehydration.
- A combined Measles-Mumps-Rubella-Varicella vaccine that will reduce the number of immunizations a child needs. Varicella is currently given as a stand-alone vaccine.
- A second childhood dose of Varicella vaccine to enhance protection against chicken pox and
- A lifetime dose of Pertussis (whooping cough) vaccine for adults age 19-64, who often pass this highly-contagious disease to infants and children.

If you need immunization, please call your health care provider to make an appointment. If you do not have a health care provider, please call the Health Unit at 613-345-8565 or 1-800-660-5853 or for more information, visit our website at: [www.healthunit.org](http://www.healthunit.org)

Remember to keep your personal immunization record (yellow card) updated and notify the Health Unit when you receive immunization.

AGE	Diphtheria	Tetanus	Pertussis	Polio	Hib	Pneumo conjugate	Rotavirus	Measles	Mumps	Rubella	Meningococcal C vaccine	Varicella	Hepatitis B	Meningococcal conjugate	HPV (females)	Influenza
2 mo.	○	○	○	○	○	○	○									
4 mo.	○	○	○	○	○	○	○									
6 mo.	○	○	○	○	○											
12 mo.						○		○	○	○	○					
15 mo.												○				
18 mo.	○	○	○	○	○											
4-6 yr.	○	○	○	○				○	○	○		○				
12 yr.													○ <sup>†</sup>	○		
13-14 yr.															○ <sup>††</sup>	
14-16 yr.	○	○	○													
* 19- 64 yr.	○	○	○													
Every 10 yrs. thereafter	○	○														
Every autumn																○ <sup>†††</sup>

\* 1 time only † 2 doses in Grade 7 †† 3 doses for Grade 8 girls

††† Only babies under 6 months should not have the shot