



# WHS

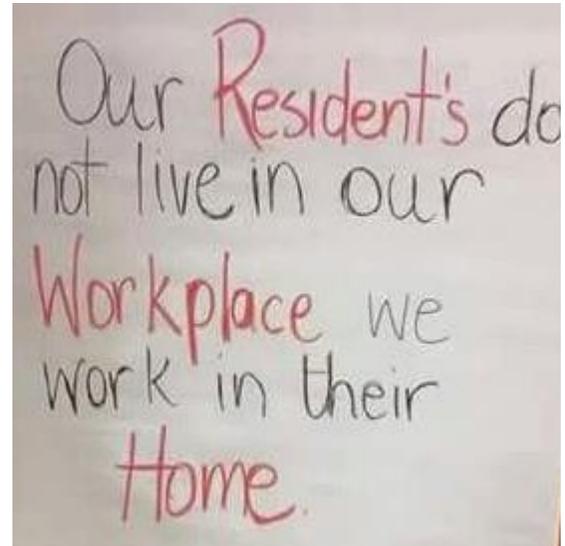
# NEWS BULLETIN

[www.meercroft.org](http://www.meercroft.org)

Welcome to the **41st** edition of the **Work Health Safety News Bulletin**



*Pictured above: winter sun rise over Bass Strait as seen from Meercroft Care Inc. in June 2017*



## NURSE CALL ANNUNCIATOR PANEL

An additional nurse call annunciator panel was recently installed in **Seaview**, adjacent to the link way in Laurel Lane as pictured below:

The purpose of the annunciator panel is to alert staff when a nurse call bell has been activated in a resident's room, ensuite, lounge area, dining room and so on.



The annunciator panel is also connected to the main fire panel in the event of an alarm activation. In which case the location of the emergency is visually displayed on **all annunciator panels** located throughout the facility.

Similarly, the nurse call bell system and the main fire panel are also connected to DECT phones carried by care staff.

## DRUG AND ALCOHOL SCREENING



*Pictured above from left: Sandra Wilson and Melanie Bird from Australian Work Force Assessors during a 'Drug and Alcohol Screening' education session for staff.*

## PROBLEM SOLVING

Recently, a problem was identified in our secure dementia unit involving a resident using their feet on numerous occasions to manually push the bed they were laying on away from the wall. Then subsequently rolling into the duly created gap and onto the floor.

An investigation undertaken by the Maintenance staff identified that the brakes on the bed were inadequate given the circumstances.

In an attempt to resolve the situation a **rubber stopper** was affixed to the undercarriage of the bed and trialled which resulted in immediate success!

Namely: when the floor-line bed is remotely lowered to the floor the wheels on the undercarriage move forward, thereby enabling the bottom of the rubber stopper to make direct contact with the floor, firmly securing the bed.



*Pictured above: one of 4 **rubber mounts** affixed to the under carriage of a floor-line king size single bed to stop it moving when lowered to floor level.*

## DRUG AND ALCOHOL POLICY

On Monday, 10<sup>th</sup> July 2017 Meercroft care Inc. will be introducing a new **Drug and Alcohol Policy**.

The introduction of same follows an extensive staff consultation process and in-house education sessions.

The said policy will initially commence with pre-employment drug and alcohol testing, with random testing being phased in towards the latter part of the year.

The random testing will affect all employees, volunteers and contractors.

It is understood Meercroft Care Inc. is the **first residential aged care facility in Tasmania** to introduce random drug and alcohol testing.

## INSTALLATION NEW DEEP FRYER

In May 2017 a 2nd deep fryer was installed in the main kitchen in order to mitigate the risk of people succumbing to an **allergic reaction on account of seafood**.

As a precautionary measure, one deep fryer has now been reserved specifically for seafood. This in turn also has the added advantage of staff not having to change the oil every time sea food has been cooked.



*Pictured above: Scott Brown from **Gas Standard Safety** conducting an inspection re the installation of a new deep fryer in the main kitchen.*

## GLASS ELEVATION

In response to **safety concerns**, a glass elevation partition (as pictured below) has now been added to the top of the existing glass partition wall located at the eastern end of Waratah Lane overlooking the staff main entrance and stairwell.

The welcome addition has increased the overall height of the existing wall by a further 600mm to 1,585mm.



## WORKPLACE BULLYING & HARRASSMENT

All employees have the right to work in an environment free of interference by other staff who wish to insert their own influence by causing intimidation by physical and/or emotional trauma by what is called “bullying”.

### Why do Targets get Hurt?



Targets are better liked, they have more social skills, and quite likely possess greater emotional intelligence. They have empathy (even for their bullies). Colleagues, residents, and management (with exception of the bullies and their sponsors) appreciate the warmth that the targets bring to the workplace.

Targets are ethical and honest. Some targets are whistle-blowers who expose inappropriate practices. Every whistle-blower is bullied. Targets are not schemers or slimy con artists. They tend to be guileless. The most easily exploited targets are people with personalities founded on a prosocial orientation – a desire to help, heal, teach, develop, nurture others.

Targets are non-confrontational. They do not respond to aggression with aggression. (They are thus morally superior.) But the price paid for apparent submissiveness is that the bully can act with impunity (as long as the employer also does nothing).

## MENTAL HEALTH HARM



Bullying is often called **psychological harassment** or violence. What makes it psychological is bullying's impact on the person's **mental health** and sense of well-being.

The personalized, focused nature of the assault destabilizes and disassembles the target's identity, ego strength, and

ability to rebound from the assaults. The longer the exposure to stressors like bullying, the more severe the psychological impact. When stress goes unabated, it compromises both a target's **physical and mental health** often resulting in psychological – emotional injuries e.g.:

- ▶ Debilitating anxiety
- ▶ panic attacks
- ▶ post-traumatic stress
- ▶ shame
- ▶ guilt
- ▶ and overwhelming sense of injustice

## HOW CAN BULLYING AFFECT THE WORKPLACE?

- ▶ Increased accidents or injuries
- ▶ absenteeism – increased worker turnover
- ▶ poor teamwork / relationships
- ▶ lowered staff morale
- ▶ declining respect for an employer or workplace that lets bullying / harassment continue.

Proactive measures to stop/report bullying and harassment in the workplace is **everyone's responsibility**. In order to achieve a positive outcome this requires:



## MANAGEMENT AND CONTROL OF BULLYING

- ▶ Immediately following the reporting of ill treatment by bullying and or harassment a **risk assessment** will be initiated by Management. (The victim will be involved in the process.)
- ▶ Once the problem has been identified a **plan** will be put in place and actioned to limit or prevent further incidents.
- ▶ Close monitoring of inappropriate behavior by the **bully** AND the emotional and physical needs of the **victim** will be evaluated until the problem is satisfactorily resolved.



# EMPLOYEE FOCUS



**Vicki Salter RN**  
**Team Leader – Secure Unit**

I was born and raised in the Launceston area and I come from a blended family of 5 siblings. I was born with or at least as far as I can remember having a love of horses, not just riding them but simply being in their presence. As a child my life revolved around horses much to my non horsey dislike.

As a child I would hang around trotting and thorough bred stables learning how to drive pacers and ride track work for a family friend.

As a family today we still involved in the harness industry with a highlight of our lives seeing our own bred and trained boy going around the track.

When I left high school I was unsure what I wanted to do. So I took jobs working in hospitality, retail and being a bookmaker's clerk for a while and somehow, chose nursing as a career.

With a passion for human rights and dignity I was part of the extensive process that assisted in the closure of the institution in Willow Court in New Norfolk and there became my strong interest in psychiatry.

I enjoy specialising in a field that focuses on working with people strengths and with people to meet their recovery needs in partnership with whom they desire.

My love of horses and psychiatry sees me very privileged with a friend I run my own private practice engaging in the Eagala model, which incorporates horses and mental wellness.

We engage in equine assisted learning (EAL) where we focus on incorporating horses experientially for educational, personal growth and development.

My husband and I live on 7 acres which is our piece of paradise. We grow our own fruit and vegetables along with numerous free ranging chickens and our horses. Our property and live stock is guarded by our passion for maremma dogs. The maremma sheepdog is a livestock guardian possessing a natural protective instinct. They are friendly towards their own family and flock but very wary of strangers.

My husband I have been blessed with an amazing daughter and son in law. Our grandson Hunter is with nanny (*pictured below*) and we are eagerly awaiting the birth of grandchild number two late July 2017.

### Things I like are:

- Honesty and integrity both at work and personal life
- Being surrounded by my family
- Being supported by my mind coach
- Meercroft staff and residents you have all made me feel so very welcome
- Horses (of course)
- Maremma dogs
- Sewing
- The smell of farm life (our 7 acres) it embraces me

### Things I dislike:

- False people
- Red Meat
- Terror bombings
- Morning alarms (particularly on weekends)



**Workplace Health & Safety Committee 2017**

