



WHS

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WHS

NEWS BULLETIN

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NEWS



to the **54th** edition of the **Work Health Safety News Bulletin**.

NEW APPOINTMENT QUALITY MANAGER



Pictured above Maree Feby Meercrofts new Quality Manager

Maree has had 30 years' experience in Aged Care working in a variety of roles, her most recent role being facility manager at Rubicon Grove. Maree is passionate about Aged Care and ensuring the best possible experience and quality of care for people living there.

Maree looks forward to meeting everyone, getting to know you and getting your suggestions to improve what we do. In the role of Quality Manager she will be assisting the team at Meercroft in ensuring that Accreditation Standards are maintained.

SAFETY CONSIDERATIONS THROUGH OUT THE SEASONS

Winter is now upon us, so we need to consider the safety risks for our staff, who at times required to work outside in increment weather conditions.

Mild hyperthermia has been known to contribute to increased risk of injury. Due to these risks, Meercroft Care Inc. alternates incremental duties for their Maintenance staff to complete when the weather poses a risk to their health and safety. However, at times they may be required to complete essential repairs in cold temperatures. This, in collaboration with our beach side location means increased risk of becoming unwell.

To minimise the risk of mild hyperthermia, the COLD Acronym can be followed to ensure maximized protection.

Cover: To prevent body heat escaping from your heat wear a protective covering for an example a beanie on your head. Wearing gloves and waterproof shoes additionally assists in protecting the extremities to the elements.

Overexertion: Activities that lead you to sweat especially if your clothing is wet can lead to immense heat loss and dehydration.

Layers: Water proof out side layers are recommended for wind/chill protection, loose wool fitting clothes underneath are good for holding warmth in

Dry: Avoid becoming wet if possible rug up, wear appropriate foot wear and clothes and minimise the time required to be out in the elements. (Workplace Issues No 90

HAZARDS IDENTIFIED IN THE WORK PLACE



Pictured above: A hazard identified by staff in a resident's room

As winter kicks in, it brings its own unique hazards. Staff identified the serious potential risk that this item in front of a heater potentially could ignite and cause a dangerous incident.



Pictured above: A hazard identified on our boundry along Clements street

Not only could this be a trip hazard for residents, staff and visitors entering our facility, but it has the potential of being a risk for the many children and adolescence who ride scooters and bikes down this path daily. Falling on this broken edge could cause serious injury.

Pictured below: The below dispenser was found to contain bleach.



Combining certain chemicals together can be very dangerous. Chemicals that are safe to use alone may become deadly when mixed together with another substance. Probable consequences can result in chemical reactions occurring thus omitting toxic fumes or even explosion



An incident investigation occurred due to the identified chemical near miss. The findings of this investigation have resulted in a full review of hazardous and non-hazardous chemical use at our facility. One of the out comes from this review has resulted in mandatory chemical training to take place for all Cleaning staff. We will update you on additional improvements to be implemented from this review in the next WHS Bullet





Work place bullying and harassment is not ever accepted at Meercroft Care Inc., as identified in the EMP005 Workplace bullying policy. There are also national Anti-bullying laws to protect people from bullying and harassment

Workplace bullying is a safety risk to both the staff and the organisation. For staff it has both short and long-term effect, which may impact the staff member both mentally and physically. Some of these effects can include but are not limited to:

- Depression, anxiety and panic attacks
- Declining relationship with family and friends
- Headaches, fatigue due to impaired sleep and gastrointestinal issues
- Concentration can be diminished along with good decision making resulting in poor work performance

For the organisation it may result in:

- Loss of reputation
- Increased absenteeism
- High staff turn over
- Workers compensation claims
- Unhappy workplace

It is paramount that we are aware of what is and what is not Work place bullying and harassment

Fair Work Australia defines Bullying as “A person or group of people repeatedly act unreasonably towards them or a group of people” (Fair Work Australia, 2018)

Work safe Tasmania defines: “Repeated and unreasonable behaviour directed towards a worker or a group of workers that creates a risk to the health and safety of others” (Work Safe Tasmania, 2018)

Repeated behaviours are important aspects to note when analysing if Bully and Harassment is occurring.

Examples of unreasonable behaviour;

- Offensive language, abuse or insults
- Deliberately excluding people
- Spreading malicious rumours
- Unjust complaints
- Unreasonable time lines to complete tasks
- With holding vital information to ensure you can complete your task

Examples of reasonable behaviours from managers and supervisors if carried out in a respectful and lawful manner include;

- Giving feedback which is fair and reasonable on a worker’s performance in the work place
- Allocation of work and duties
- Direction on the way work is to be carried out completed

Disagreements in differences of opinions naturally occur at times in the work place. If these occur in a respectful way they are not deemed as a form of workplace bullying and harassment. People are not always going to agree on situations and the defining nature of bully and harassment is **repeated** and **unreasonable** behaviour. (WorkSafe Tasmania website)

What next?



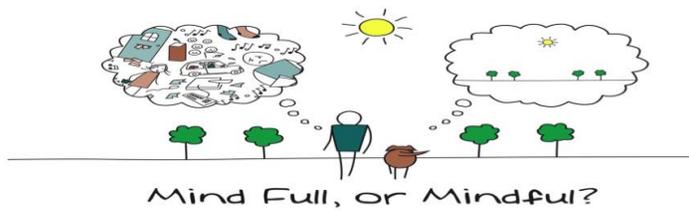
If you have witnessed or experienced workplace bullying, it is important to report it immediately as your supervisor can not address a situation they are not aware of. If you have concerns with the behaviour of your supervisor, please report this to your Team leaders, CEO, Compliance Officer, Work place health and safety representative, HR coordinator, through the appropriate complaints procedure or our CLS counselling team.



GOODBYE AND GOODLUCK



Pictured above Pauline Boyle on her last day as clinical manager for Meercroft Care Inc.



The Oxford dictionary defines Mindfulness as “A mental state achieved by focusing one's awareness on the present moment, while calmly acknowledging and accepting one's feelings, thoughts, and bodily sensations, used as a therapeutic technique”

It is about being aware of how we are feeling at any one moment and accepting that feeling, not judging it.

Mindfulness has been linked to many health benefits and documented in many studies

Schreiner, I. & Malcolm, J. (2008) Propose Mindfulness benefits include significantly reducing stress whilst additionally decreasing depression and anxiety symptoms

Often in the workplace and everyday life in general, we multitask and are not present in the moment of what we are doing. By being mindful, we are more likely to be able to complete a task well and reduces the stress we are feeling at the time.

The black dog institute fact sheet: Mindfulness in Every Day Life gives some simple techniques to assist in being mindful when feeling stressed.

Stand tall think about where you are right now.

Acknowledge the exact feeling you are experiencing, sort through a coping mechanism, then let them go

Take deep breaths, be aware of your breaths and of your surrounds, listen to the sounds you hear and how your body is feeling.

Don't allow yourself to focus solely on your thoughts just label them and let them float away.

Don't dwell on sad or hurtful thoughts acknowledge and label them “this is a sad thought” and let them decrease

Be an impartial observer or witness, rather than a person who is troubled by these feelings and emotions. This entails practice but can be useful and effective whenever you are stressed.



Karizma hair design has partnered with Meercroft Health and Wellbeing team and are offering all Meercroft staff the chance to awaken their senses and nurture their body by experiencing a blissful facial treatment. This includes a tension releasing neck shoulder and scalp massage designed to melt away any traces of stress. Karizma is offering 20% off the 1.5hrs treatment normally costing \$120 now for \$96

Staff can also renew their feet with an intensive foot therapy experience. This includes a full pedicure with a delightful foot massage to sooth away tension, and a restorative foot mask to refresh and revitalize tired aching feet. This treatment will last 1 hr. and is normally priced at \$70 with staff receiving a 20% discount making it \$56.

Be sure to mention this special offer at the time of booking to receive the discounted service.



Annual Compulsory Fire and emergency training is scheduled for August be sure to check your rosters to determine the time and date you are required to attend

Work Health Safety Committee