

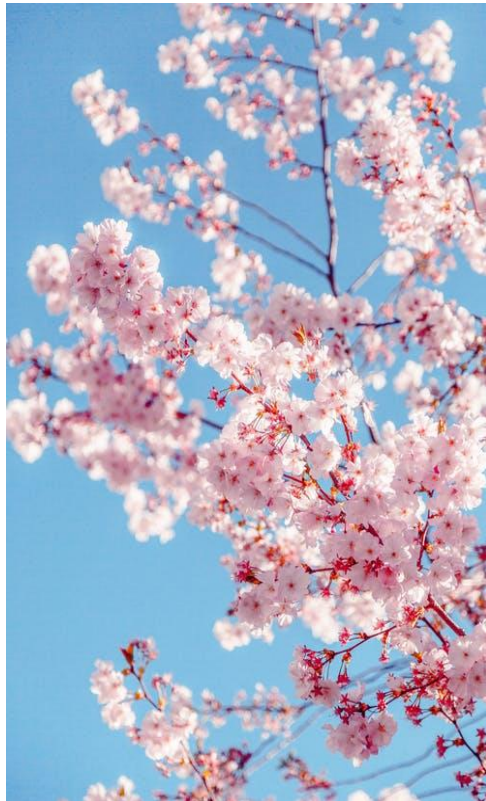


Wellness E-Bulletin

Spring 2022

This edition features:

- ❖ RU OK? Day 8 September
- ❖ September
- ❖ World Mental Health Day
- ❖ World Alzheimers Day 21 Sept
- ❖ Safe Work Month
- ❖ Springtime allergies, COVID and the Flu
- ❖ Women’s health week
- ❖ Returning to work after a COVID infection
- ❖ Movember
- ❖ Health and Wellness Calendar of events



Health & Wellness Calendar:

“September” (Cerebral Palsy Alliance)

Dementia Awareness Month	September
Womens Health Week	5–11 Sept
RU OK? Day	8 Sept
Safe Work Month	October
World Mental Health Day	10 Oct
World Food Day	16 Oct
Movember	November
World Diabetes Day	14 Nov
Food Safety Week	12-19 Nov

(see back page for details on all these events)



Your contributions, news and feedback are welcome. To provide your suggestions email whs@anu.edu.au.



RUOK? DAY™
8 September 2022

Ask RUOK?™
No qualifications needed

From: <https://www.ruok.org.au/join-r-u-ok-day>

“R U OK?Day is Thursday 8 September 2022.

It’s our national day of action when we remind Australians that every day is the day to ask, ‘are you OK?’ and start a meaningful conversation whenever they spot the signs that someone they care about might be struggling with life.

Our research has found four in ten Australians feel asking someone “are you OK?” is a conversation better had with an expert. However, R U OK? want you to know you don’t need qualifications to have an R U OK? conversation.

The work of health professionals is vital, and their value cannot be underestimated however we can all play a role in supporting the people in our world.

You don’t need to be an expert to have an R U OK? conversation. Listening and giving someone your time might be just what they need to help them through.

Ask R U OK? No qualifications needed, because a conversation could change a life.”

Across ANU consider a team building activity in person or online or a bit of both to promote the importance of our social connections and the power of an R U OK? Conversation.

Resources

[Host an Event on R U OK?Day | R U OK?](#)

Lifeline (24/7) 13 11 14
www.lifeline.org.au

Suicide Call Back Service (24/7) - 1300 659 467
www.suicidecallbackservice.org.au

beyondblue (24/7): 1300 224 636
www.beyondblue.org.au

ANU Staff support:
<https://services.anu.edu.au/human-resources/wellbeing/employee-assistance-program>

ANU Counselling:
www.anu.edu.au/students/health-safety-wellbeing/counselling/anu-counselling-centre/introduction-to-mindfulness

“Steptember”

STEPTEMBER IS BACK
1-30 SEPTEMBER
REGISTER NOW
STEPTEMBER.ORG.AU

Resources

[STEPTember | Move Together for Cerebral Palsy - https://www.steptember.org.au/](#)

[Fundraising Resources | STEPTember 2022 - https://www.steptember.org.au/resources](#)

STEP FOR PEOPLE LIVING WITH CEREBRAL PALSY
1-30 SEPTEMBER
REGISTER NOW
STEPTEMBER.ORG.AU

Another great, healthy team activity might be participating in this year’s Steptember Challenge! From <https://www.steptember.org.au/>

“LET’S MOVE FOR CEREBRAL PALSY

Every 20 hours, an Australian child is diagnosed with cerebral palsy. The most common physical disability in childhood, cerebral palsy is caused by damage to the developing brain either during pregnancy or shortly after birth. It directly affects a person’s movement and posture for life. STEPTember participants are passionate about being healthy, building a more inclusive world and making a life-changing impact for people living with cerebral palsy.

HOW TO STEP

Take on the challenge whenever, wherever, and however you choose, and make meaningful impact for people living with cerebral palsy.

SIGN UP

Get STEPPing and smash your personal goals as a solo stepper, or join as a team with your 3 favourite family, friends, or workmates!

FUNDRAISE

Share that you are making an incredible impact! We’ll share tips and tricks to guarantee a memorable fundraising experience.

STEP

Make the challenge your own. Walk, swim, ride, wheel or spin your way to 10,000 steps per day throughout September, for people living with cerebral palsy.”

World Mental Health Day 10 October

From [World Mental Health Day 2022 \(who.int\)](https://www.who.int/campaigns/world-mental-health-day/2022) - <https://www.who.int/campaigns/world-mental-health-day/2022> "The ability to reconnect through World Mental Health Day 2022 will provide us with an opportunity to re-kindle our efforts to protect and improve mental health....before the pandemic in 2019 an estimated one in eight people globally were living with a mental disorder....Estimates put the rise in both anxiety and depressive disorders at more than 25% during the first year of the pandemic. WHO will work with partners to launch a campaign around the theme of **Making Mental Health & Well-Being for All a Global Priority**. This will be an opportunity for people with mental health conditions, advocates, governments, employers, employees and other stakeholders to come together to recognize progress in this field and to be vocal about what we need to do to ensure Mental Health & Well-Being becomes a Global Priority for all."

Here at ANU we are continuing our work on the WHSMS Psychological Safety Chapter to ensure that we have clear guidance for our whole community on ways to ensure that our campus is psychologically safe and to support the mental health of all. We also continue to support our growing Mental Health First Aider Network and provide workshops and webinars on mental health self-care for interested teams. This World Mental Health Day, consider a team activity to raise awareness of the importance of creating and maintaining a mentally healthy workplace and health work practices. Some ideas to acknowledge and celebrate World Mental Health Day:

1. Host a mental health seminar, presentation or screen a short webinar;
2. Arrange a team activity be it an outing, picnic or other team building activity;
3. Have a fundraiser for a mental health charity or engage in some community work;
4. Have an awards or recognition ceremony – acknowledge successes and achievements;
5. Create a gratitude wall for team members to share their good news stories;
6. Book in a break – making plans for a period of leave - at least 2 weeks - is important for supporting good mental health. Both the leave itself and the planning and anticipating of a holiday have a strong positive impact on our health and wellbeing. Now that travel is possible again, get back in the habit of planning and enjoying a "proper" holiday!



Resources:

ANU WHSMS Psychological Safety Chapter Working Group - please contact the WHS Team whs@anu.edu.au

[Supporting mentally healthy workplaces | Comcare](https://www.comcare.gov.au/safe-healthy-work/mentally-healthy-workplaces) - <https://www.comcare.gov.au/safe-healthy-work/mentally-healthy-workplaces>

[7 Workplace Ideas To Celebrate World Mental Health Day 2022 \(vantagefit.io\)](https://blog.vantagefit.io/world-mental-health-day-2022/) - <https://blog.vantagefit.io/world-mental-health-day-2022/>

[16 Best Mental Health Awareness Month Ideas for Work in 2022 \(teambuilding.com\)](https://teambuilding.com/blog/mental-health-awareness-month) - <https://teambuilding.com/blog/mental-health-awareness-month>



<https://www.pexels.com/photo/woman-wearing-brown-dungaree-pants-holding-sunhat-and-picnic-basket-2050981/>

Resources:

[Home | Dementia Australia](https://www.dementia.org.au/) - <https://www.dementia.org.au/>

[Dementia Action Week | Dementia Australia](https://www.dementia.org.au/dementia-action-week) - <https://www.dementia.org.au/dementia-action-week>

[World Alzheimer Report 2022 | Alzheimer's Disease International \(ADI\) \(alzint.org\)](https://www.alzint.org/) - <https://www.alzint.org/resource/world-alzheimer-report-2022/>

World Alzheimers Day 21 September 2022

Dementia Awareness Month is held during September each year with World Alzheimer's Day occurring on 21 September. Alzheimer's Australia has a vision to develop dementia-friendly communities and organisations in Australia to reduce the stigma and social isolation associated with a diagnosis of dementia. The essence of dementia-friendly communities is to engage people with dementia in everyday life. Alzheimer's Disease International also release their annual report on this day. The World Alzheimer Report 2022 will continue on from the [World Alzheimer Report 2021](#), 'Journey through the diagnosis of dementia', with a centred focus on post-diagnosis. You can raise awareness of dementia on World Alzheimers day by hosting a morning tea or team walk, acknowledging the many carers in our community and providing information and support for healthy lifestyle changes that may reduce the risk of developing dementia.

From <https://www.dementia.org.au/risk-reduction>: "What is dementia? Dementia is a general term to describe problems with progressive changes in memory and thinking. Alzheimer's disease is the most common type of dementia. Dementia can happen to anybody, but it becomes more common over the age of 65, and especially over the age of 75. Early signs may not be obvious - only a doctor or specialist can properly diagnose dementia."

Being brain healthy is relevant at any age, whether you are young, old or in between. However, it is particularly important once you reach middle age as this is when changes start to occur in the brain. Your potential for developing dementia may be influenced by non-modifiable risk factors, such as increasing age, genetics or family history. Or by modifiable risk factors are risks that can be changed through lifestyle choices. You can reduce your risk of dementia by looking after your [heart health](#); [body health](#); [mind health](#). Scientific research suggests that changing certain health and lifestyle habits may make a big difference to reducing or delaying your risk of developing dementia. It's never too early or too late to start. Learn more about [how to reduce the risk of dementia](#) and explore our [risk reduction resources](#)."

National Safe Work Month



**know safety,
work safely**

Make safety at
work your priority

October is National Safe Work Month



Resources

[WHS Management System Handbook - Staff Services - ANU](https://services.anu.edu.au/human-resources/health-safety/whs-management-system-handbook) - <https://services.anu.edu.au/human-resources/health-safety/whs-management-system-handbook>

[About National Safe Work Month | Safe Work Australia](https://www.safeworkaustralia.gov.au/national-safe-work-month/about) - <https://www.safeworkaustralia.gov.au/national-safe-work-month/about>

October is National Safe Work Month—a time to commit to building a safe and healthy workplace. The theme for 2022 is Know safety, work safely - encouraging everyone to make health and safety in the workplace a priority.

Being healthy and safe means being free from physical and psychological harm. No job should be unsafe and no death or injury is acceptable. A safe and healthy workplace benefits everyone. This is why, during October each year, Safe Work Australia asks businesses, employers and workers across Australia to join National Safe Work Month and commit to building safe and healthy workplaces for all Australians. Throughout October Safe Work Australia are promoting a weekly theme – consider how you can engage your work area to discuss these themes, review and highlight a Chapter from the ANU WHS Management System Handbook and consider how they might apply to your workplace:

Week 1 – Injuries at work: Everyone has the right to be safe at work. This week focuses on common health and safety *risks* and how to control these risks to keep workers safe - whether it is from slips, trips and falls, lifting, pushing and pulling (manual tasks), or moving objects.

Week 2 - Mental Health: Mental (psychological) health, just like physical health, is an important part of work health and safety. Work-related psychological injuries (mental illness) have a significant impact on workers, their families and business. These injuries may result in longer time away from work and cost more than other injuries. During this week, which also incorporates World Mental Health Day, we include information on how to identify psychosocial *hazards* and manage psychosocial risk, highlighting practical steps to control some common hazards.

Week 3 - Managing WHS risks and preventing harm: Managing WHS risks involves thinking about what could happen if someone is exposed to a hazard and how likely it is to happen. You should always aim to eliminate risks. If you can't, you must minimise risks. During this week, we look at ways to manage WHS risks and prevent injuries and disease, including how and when to consult with workers on health and safety.

Week 4 – Safe and healthy work for all: Australia is a world leader in WHS. Unfortunately, workers and others continue to be injured at and by work, sometimes fatally. To make further gains, we need to ensure that WHS is core to how we do business in Australia. This week we look at the future of work, changing patterns and ways of working including the rise of automation, changes to work organisation and the emergence of new forms of work that will create both opportunities and complexities for Australia's WHS system.

Springtime allergies, COVID and the Flu

For some of us, the emergence of the beautiful flowers and green growth of spring is the beginning of a very uncomfortable season of hayfever and allergy. Pollen from grasses, weeds or trees can trigger symptoms of allergic rhinitis (hay fever), and asthma. With the COVID virus and a particularly nasty seasonal flu still front of mind for many at risk people, symptoms of allergy or hayfever such as sneezing or coughing may cause concern for our colleagues, friends or other community members at this time. Being aware of allergy symptoms and seasons may help to ease those concerns and prevent any stigmatisation of allergy sufferers, however during the pandemic, additional consideration could be given to flexible work options while symptomatic, wherever practicable.

While exposure to allergens is difficult to avoid, there are ways to reduce pollen allergy symptoms:

- Stay indoors until after midday, particularly in the pollen season and on windy days.
 - Avoid going out during, or after thunderstorms, particularly when pollen counts are high.
- Information about Australian pollen counts is available at www.pollenforecast.com.au
- Wear sunglasses, carry tissues, shower when you arrive home, and rinse your eyes with water.
 - Do not mow grass and stay inside when it is being mown. If mowing is unavoidable, wear a mask or take a non-drowsy antihistamine.
 - Keep windows closed at home and in the car. Use recirculating air conditioning in the car.
 - Do not picnic in parks or in the country during the pollen season.
 - Try to plan holidays out of the pollen season or holiday at the seaside.
 - If landscaping at home, research plants that are less likely to trigger allergic rhinitis or asthma.

Effective treatments are available! Seek advice from your treating healthcare provider about medications and other interventions that may relieve your symptoms.



<https://www.pexels.com/photo/a-sick->

Resources

<https://www.allergy.org.au/patients/allergic-rhinitis-hay-fever-and-sinusitis/pollen-allergy>

www.pollenforecast.com.au

<https://www.aihw.gov.au/reports/chronic-respiratory-conditions/allergic-rhinitis-hay-fever/contents/allergic-rhinitis>

Womens Health Week

From <https://www.womenshealthweek.com.au/news/its-all-about-you>

Celebrating its 10th year, the Women's Health Week annual campaign is the biggest week in Australia dedicated to good health and wellbeing for women, girls and gender-diverse people. Last year, over 128,000 people registered for over 2200 events spread across Australia – from Darwin to Hobart, Perth to Brisbane, as well as communities in the country's centre. This year Jean Hailes for Women's Health expects an even larger participation and seizes the popular campaign to let women know it's okay to put yourself first. The organisation is also encouraging women to set aside time during Women's Health Week to check in on their health.

"It may seem absurd, but women need reminding that it's okay to put themselves first. So often they put the needs of family, friends, even their pets, above their own," says Women's Health Week & Community Engagement Manager Renea Camilleri. "These seven days will be a perfect opportunity to prioritise their own health." This year's Women's Health Week daily themes are:

Day 1: Check me out – health checks at every age

Day 2: Menopause matters – menopause and perimenopause

Day 3: Pelvic power – pelvic floor health and pelvic pain

Day 4: Mind health – mental wellbeing and brain health

Day 5: Move and improve – physical activity and your health.

Resources

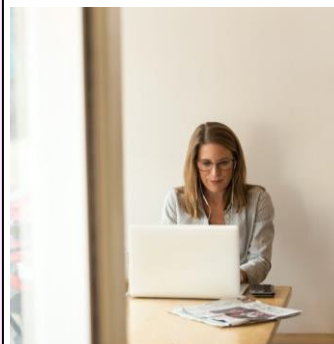
<https://www.womenshealthweek.com.au/the-week/>



Staff and supervisors should be aware that a recovery from COVID can be very different for different people. While most people recover with rest and home based care within 7 -10 days, some people have more severe illness and others are reporting long term lingering effects such as a cough, fatigue and impaired cognition that may impact decisions around a return to work. Clearing quarantine is only one factor to consider when planning to return to work and the emphasis should be on the individual's health, and their capacity to safely engage in work in a meaningful and productive way. Utilising sick leave beyond the 7 days of quarantine is very appropriate if people continue to feel unwell, and taking a little extra time to rest and fully recover before returning to work will usually result in a faster and more durable return to full capacity in the longer term. Be guided by the affected person's health care providers around treatment and return to work.

Consideration may also be given to a gradual return to work utilising sick leave, with support from their treating GP. This could be in the form of a reduced number of days per week or reduced hours per day. If you are unsure of how to negotiate this agreement locally, please refer to information on [workplace adjustments](#) and/or seek assistance from your [local HR representative](#) or the [Injury Management Team](#).

Returning to work after a COVID infection



Resources

ANU - Returning to work after a COVID Infection
<http://imagedepot.anu.edu.au/whs/information%20Sheet/Returning%20to%20work%20after%20a%20COVID%20infection%20-%20guidance%20for%20staff%20and%20supervisors.pdf>

ANU COVID Guidelines -
<https://services.anu.edu.au/human-resources/health-safety/whs-management-system-handbook/chapter-324-covid-safety-management>

Workplace adjustments at ANU -
<https://services.anu.edu.au/human-resources/respect-inclusion/staff-disability-support/workplace-adjustments>

November

From - <https://au.movember.com/?home>

Movember is an international charity raising awareness and funds to support men's health initiatives. With a current focus on Mental Health and Suicide Prevention, Prostate Cancer and Testicular Cancer, Since 2003, Movember has funded more than 1,250 men's health projects around the world, challenging the status quo, shaking up men's health research and transforming the way health services reach and support men.

Movember state that "We exist to help men live happier, healthier, longer lives – this is what drives every single one of our 1,250 men's health projects. In everything we do, we strive to be transparent and accountable. We report thoroughly on each project so that our Mo Bros and Mo Sisters can see how their support is changing the lives of men around the world."

This Movember you can create a great team building event and help a fantastic global charity at the same time by "Growing a Mo, hosting a Mo-ment, or Mo your own Way!" Check their website for information and resources on creating and promoting your Movember Mo-Ment.



Resources

<https://au.movember.com/?home>

Coming Events

September (for the month of..)	
	Run by Cerebral Palsy Alliance, the Stepember charity event challenges people to take 10,000 steps a day for 28 days straight in, yes you guessed it, the month of September. Unlike many other charity challenges, Stepember is done in your own time. Just take 10,000 steps a day whenever you like, wherever you like, and log your steps online. Sounds easy, right? Well, perhaps not. But certainly rewarding, inspiring – and enormously appreciated! https://www.stepember.org.au/
Dementia Awareness Month - September	
	The purpose of Dementia Awareness Month is to encourage Australians to become dementia-aware, have a better understanding of what it is like for a person to live with dementia, and ultimately be encouraged to create communities where people with dementia are supported to live a high quality of life with meaning, purpose and value. https://www.dementia.org.au/nsw/dementia-awareness-month
Women's Health Week 5 - 11 September	
	Women's Health Week is a week aimed at encouraging women to take the time to focus on their health and wellbeing. The week includes events in communities around Australia as well as online resources including motivating videos and practical tips and information from experts and ambassadors. https://www.womenshealthweek.com.au/
R U OK? Day 9 September	
	R U OK? Day is an annual national day of action that aims to get Australians, right across the entire spectrum of society, connecting with friends and loved ones, by reaching out to anyone doing it tough and simply asking: "Are you ok?" talking about suicide with someone at risk actually reduces the chances of them taking their life. It is the one thing we can all do to make a real difference. R U OK? Day is about prevention, preventing little problems turning into big problems. https://www.ruok.org.au/
National Safe Work Month - October	
	October is National Safe Work Month—a time to commit to building a safe and healthy workplace. During October each year, we ask workers and employers across Australia to commit to safe and healthy workplaces for all Australians. Being healthy and safe means being free from physical and psychological harm. No job should be unsafe and no death or injury is acceptable. A safe and healthy workplace benefits everyone. The theme for National Safe Work Month this year is "Know Safety, Work Safely". https://www.safeworkaustralia.gov.au/national-safe-work-month/about
World Mental Health Day 10 October	
	The 2022 World Mental Health Day campaign "Making Mental Health & Well-Being for All a Global Priority" will be an opportunity for people with mental health conditions, advocates, governments, employers, employees and other stakeholders to come together to recognize progress in this field and to be vocal about what we need to do to ensure Mental Health & Well-Being becomes a Global Priority for all. World Mental Health Day 2022 (who.int)
World Food Day 16 October 2022	
	Collective action across 150 countries is what makes World Food Day one of the most celebrated days of the UN calendar. Hundreds of events and outreach activities bring together governments, businesses, NGOs, the media, and general public. They promote worldwide awareness and action for those who suffer from hunger and for the need to ensure healthy diets for all. World Food Day 2022 is being marked in a year with multiple global challenges including the ongoing pandemic, conflict, climate change, rising prices and international tensions. All of this is affecting global food security. The theme for 2022 is "Leave No-one Behind" http://www.fao.org/world-food-day/about/en/
November is Movember	
	The leading global organisation committed to changing the face of men's health. Thanks to the support of Mo Bros and Mo Sistas we've funded more than 1,200 projects saving and improving the lives of men all around the world. Since 2003, we've committed ourselves to helping men live happier, healthier, longer lives. Millions have joined us. https://au.movember.com/
World Diabetes Day - 14 November	
	WDD is the world's largest diabetes awareness campaign reaching a global audience of over 1 billion people in more than 160 countries. The campaign draws attention to issues of paramount importance to the diabetes world and keeps diabetes firmly in the public and political spotlight. Every year, the World Diabetes Day campaign focuses on a dedicated theme that runs for one or more years. The theme for World Diabetes Day 2021-23 is Access to Care. http://worlddiabetesday.org/about/
Food Safety Week 12 - 19 November	
	Australian Food Safety Week is the major activity of the Food Safety Information Council, Australia's leading disseminator of consumer targeted food safety information. Australian Food Safety Week 2022 will be held from 12 – 19 November 2022. The theme will be 'Food safety – raw and risky' covering the risk of food poisoning from raw or minimally cooked meat, poultry, fish, eggs and vegetables as well as the risk of possible parasite infections. http://www.foodsafety.asn.au/