

Workplace health has lasting and major impacts!

Hi from your health care team. It's obvious - work consumes the greatest part of our lives. Is our work helping make our lives better *and healthier* or not? We would like to think that in Australia in the 21st century, our working lives are quite healthy. Our Federal government says: "A healthy workplace can increase productivity, reduce sick leave and absenteeism, improve staff morale and motivation and improve workplace relationships."

In this issue of our newsletter, we look at workplace health from the number of angles that we have to support you: happy and healthy at work, spine safety at work, foot health, using massage to assist your work health and tips from our dietitian.

2013 has presented some changes: Dollene and Ara are to be congratulated on the birth of their 4th child Zac. We also have some staff changes. Kiah Trindall has been working as Anthony's assistant since late last year and will start providing massage therapy from October. Mark Palmer is a new but quite experienced Podiatrist. Welcome to both!



Kiah and Mark
- healing hands and
happy feet!

Make your Workplace a Happy place!

You spend a lot of time there

"The human race has only one really effective weapon, and that is laughter. The moment it arises, all our hardnesses yield, all our irritations and resentments slip away and a sunny spirit takes their place." -- Mark Twain

People who have fun on the job are more creative, more productive, better decision-makers, and get along better with co-workers. They also have fewer absentee, late, and sick days than people who aren't having fun. Happy employees are productive employees.

Fun at work can even lead to alleviation of the inevitable boredom that arises out of dull, routine, and non-challenging tasks. Even schools recognised the importance of giving children recess breaks so that they might have the opportunity to have fun.

Did you know that ...

1. The average pre-schooler laughs or smiles 400 times a day? Or that the number drops to only 15 times a day by the time people reach age 35?
2. People smile only 35 per cent as much as they think they do?
3. Laughter releases endorphins, a chemical 10 times more powerful than the pain-relieving drug morphine, into the body with the same exhilarating effect as doing strenuous exercise?
4. Every time you have a good hearty laugh, you burn up 3 1/2 calories?
5. Laughing increases oxygen intake, thereby replenishing and invigorating cells? It also increases the pain threshold, boosts immunity, and relieves stress.

**YOU HAVE TO
MAKE A CHOICE
TO BE HAPPY**

Will you choose to be happy at work today?

Both Josephine and Angelo are experienced in dealing with workplace issues: Josephine worked for several years with federal government agencies including the former DEET and CES; Angelo, in one of his former careers as a management consultant, was often called by various companies to settle disputes in the workplace. Angelo discovered that a main reason for work disputes is that employees and employers do not read from the same page.

In today's busy society, workplace pressures continue to mount. Productivity demands, information overload and increasing pressure to balance work and home lives can take a toll on employees' health and well-being. Employers, faced with skyrocketing healthcare costs, global competition and economic uncertainty, are concerned about attracting and retaining high-quality employees and delivering superior organisational performance. Some companies have responded to these business challenges by taking care of their employees.

A Psychologically Healthy Workplace nurtures employee health and well-being while enhancing organizational performance, thereby benefiting both employees and the organisation.

- A psychologically healthy workplace will
1. Involve the Employee in the workplace
 2. Assist workers to balance the demands of work and home
 3. Assist employees growth and development
 4. Provide a healthy and safe work environment, including encouraging healthy lifestyles and mental health provision;
 5. Recognise and reward employee efforts for their contribution to the organisation.

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Happy Feet at work

Make your Workplace a Happy place! (cont)

A psychologically healthy workplace nurtures employee health and well-being while enhancing organisational performance, thereby benefiting both employees and the organisation.

Benefits to Employees:

- Increased job satisfaction
- Higher morale
- Better physical and mental health
- Enhanced motivation
- Improved ability to manage stress

Benefits to the

Organisation:

- Improved quality, performance and productivity
- Reduced absenteeism and turnover
- Fewer accidents and injuries
- Better able to attract and retain top-quality employees
- Improved customer service and satisfaction
- Lower healthcare costs.

Effective, two-way communication also plays a key role in the success of any workplace

program or policy and serves as the foundation for all five types of psychologically healthy workplace practices.

(adapted from the American Psychological Association's Psychologically Healthy Workplace Awards program)

Your feet can take a pounding in the workplace. The daily demands of your job – walking, standing for long periods, lifting, jumping on or off machinery – all place your feet under pressure. While you are working your feet may absorb up to three times your body weight.

The work environment itself can create health risks for your feet. Hazardous conditions – oily or slippery floors, wet conditions, or extreme heat or cold – put feet at risk of injury and can lead to foot problems.

Foot problems: Stress fractures, sprains, strains, corns, calluses, ingrown toenails, chilblains, and tinea are some of the many foot problems which can occur in the workplace or be aggravated at work.

Problems such as calluses, corns, and blisters can be caused by pressure. If your feet do not fit properly into standard shoes or boots, then you are more likely to experience pressure-related foot problems. Deep aches or pains in the arch, ball of the foot or heel may be related to muscle strain, which is associated with poor foot posture – correcting or improving foot posture can reduce strain.

As even minor irritations can reduce your mobility and productivity, it is important to seek help for all foot ailments including sore or tired feet. Individual assessment and advice from a podiatrist is recommended.

Foot risks: In almost every workplace there is the risk of trips, slips and falls, or objects falling or rolling on to feet. Be aware of foot hazards and use foot-safe work practices and use the necessary footwear to protect your feet.

Regardless of your workplace – office, shop, warehouse, restaurant – comfortable, properly fitted footwear is essential to maintaining foot health. Appropriate footwear can protect your feet by insulating them against cold, preventing them from getting wet or by cushioning them from the impact of your job.

In many workplaces safety shoes/boots are necessary to protect against environmental risks but they also need to be comfortable and correctly fitted.

Always have your feet measured. Remember that the length, width, and depth of the shoe should all be considered. Be specific and insistent about your requirements.

As an employer you can prevent foot problems at work by:

- promoting foot health in your workplace
- contracting a podiatrist to give a talk on foot care to employees
- encouraging your staff members to report foot problems, however minor (e.g. safety shoes that rub)
- looking at the foot health record of your company – multiple foot complaints may suggest the workplace itself is creating foot problems
- doing a “Foot Risk Assessment” in the workplace – look for ways to minimise the burden on your employees’ feet. (A podiatrist will be able to assist you with assessing workplace foot risks)
- emphasising to the safety officer or occupational physician that foot complaints should be taken seriously
- if your employees wear safety shoes, ask yourself: Do we stock an adequate range of safety shoes to suit every staff member? If not, out-sourcing the supply and fit of safety shoes may be more cost-effective;
- allowing employees a crossover period when they exchange their old safety shoes for a new pair.

As an employee, you can maintain your foot health by:

- being aware of the hazards in your workplace. If you have concerns about foot safety, alert your workplace representative or your employer;
- reporting any foot pain or discomfort to your employer or safety officer
- making sure your shoes fit for your workplace (e.g. safety shoes if applicable)
- remembering – feet shouldn't hurt. Sore feet are a sign of problems
- visiting a podiatrist if you have foot problems.

Benefits of Massage and the Workplace

There are various physical and mental benefits of massage. At Health *plus* Chiropractic, we provide a variety of massage techniques. With over 10 years of combined experience, our staff are highly certified, which separates us from our competitors. Here at Health *plus* Chiropractic, all our staff demonstrates the highest amount of professionalism and competency towards our clients, something that you won't get at other practices. From hot stone massage to remedial massage being offered, Health *plus* Chiropractic is a one stop business that can cater for all your needs.

Massages have been around for centuries, with both positive and negative reputations; however at Health *plus* Chiropractic our staff only offer our clients the best treatment possible. Massage therapy soothes muscles, tendons and ligaments while also alleviating stiffness and soreness, which is common within a range of jobs such as office jobs, labouring, nursing etc. If you are stressed at work a massage is a great way to not only relieve stress and pain but also:

- reduces fatigue and anxiety;
- relieves headaches and migraines;
- calms the nervous system;
- increases self-awareness;
- relieves back pain and improves posture;
- improves mental focus and concentration;
- relieves the commonly felt muscle tension in neck, shoulders, arms and wrists from repetitive use of the computer keyboard and mouse
- stimulates and increases blood circulation
- increases peace of mind;
- reduces anxiety;
- boosts morale;

Case study:

Chris has been working for over 5 years at a law firm and her typical work on a day to day basis involves computer work, filing cases and other reception duties. Chris works 5 days a week with long hours every day. Chris also has a young family. As a result of Chris' stressful office job and her responsibilities for her young family, a toll has been taken on her body and well-being. She has started to develop a variety of consequences such as constant throbbing headaches which has led to migraines, blurred vision, nausea and upper and lower back pain. Chris has stated "My neck and shoulders feel like rocks, I'm sick of feeling like this all the time!!" Due to these reoccurring symptoms, Chris has decided to seek treatment with Health Plus Chiropractic. Prior to Chris' treatment the massage therapist acknowledged her reported symptoms and assigned Swedish and remedial techniques to try alleviate them. During Chris' treatment the massage therapist discovered that she was:

- irritable;
- had tight, tender muscles around the head
- suffering from stiffness in both her shoulders and neck
- having trouble sleeping and was constantly fatigued throughout the day

As a result of receiving both Swedish and Remedial massage techniques on a regular basis, Chris reported that her physical symptoms such as her constant headaches, nausea and upper and lower back pain have all subsided. She has also stated that she has been able to sleep better at night and feels less irritable and fatigued throughout the day.

Do you feel OK but need your spine checked?

Have you been doing well - no injuries or flare-ups but haven't seen us for some time? Maybe you are not sure if your problem is in a muscle or is actually a joint or nerve condition? Does your child or spouse's spine need a check?

Call us for a complimentary brief spinal screen. We can quickly review posture and range of motion of the spine as indicators for you - without obligation.

All we ask is that you call to schedule an appointment for spinal screen beforehand. Just mention this notice and spinal screen.

Bookings now open for our next Relaxation/Meditation Class

If you've already found the many benefits of the Stress Management and Meditation Class conducted by our own expert psychologist Josephine Capitani, or have been waiting for the opportunity to improve yourself and your life - we are pleased to announce that bookings are now open.

Josephine provides a wonderful combination of the art and philosophy of meditation with the psychology science of how the mind and body works. These classes contain instruction on how and why meditation works for everybody and a long practical meditation session each week for 8 weeks.

Call us and book your place!

Diabetes

- more than a touch of sugar!

When you're diagnosed with diabetes, everything you eat becomes important.

Carbohydrates are the most essential factor of food you take in.

- Carbs directly affect your blood glucose almost immediately after you eat them

Some carbs affect blood glucose levels more than others.



Learning about carbs and knowing how foods affect your blood sugar can help you maintain better control.

One serve of carbohydrates = ???



How much more than this do you eat??

Eat well at work:

Buy small packets of nuts and dried fruit in the supermarket and take to work for a healthy snack.

Healthy takeaway:

Choose steak sandwiches and burgers with lean meat or chicken and salad, fresh or toasted sandwiches or hot potatoes with salad.

Build a healthy lunch:

Start with carbohydrates like pita bread or pasta, include protein like lean meat, cheese, fish or lentil patties, add delicious extras like dried or fresh fruit, yoghurt or vegetable sticks and salsa.

The Workplace affects your spine!

Are you safe at work? I'm referring to the safety of your health at work. How many of you reading this will sit at your desk for 2-3 hours without getting up for a break? How many of you work in the building industry and carry heavy objects up a flight of stairs all day on the same shoulder? These are just two examples of many unsafe work habits! This is realistic behaviour, because the work needs to be done and deadlines need to be met, but are we sacrificing our health to do this?

Recent studies have shown that prolonged sitting is a contributing factor to the development of chronic health issues such as obesity and it's becoming more common. One of my friends comes in for regular chiropractic care and has come a very long way to go with regards to working safely. 3 hours sitting was a regular occurrence due to the nature of the job, slumped posture, terrible core strength and more often than not eating lunch at the desk. Does this sound good? No, it doesn't and so we needed to make a change.

It is important to assess the ergonomics of your workplace no matter what field you work in. That means actually taking note of the things in your workplace that are or could potentially decrease your health and making alterations. It could be as simple as moving things around the desk or using left and right arms equally as much to perform tasks or taking a break from sitting by standing whilst on the phone.

Another good way to ensure an increase in activity during working hours is to introduce a walking meeting! This is something we have implemented at health plus chiropractic with a walk around Wenty! It works well to keep everyone alert during the meeting.

Productivity increases when people are feeling healthy and energetic, two things that have been shown to decline with increased physical and mental stress from an unhealthy workplace.

Chiropractic can help to identify possible sources of stress in the workplace and locate areas of dysfunction within the body that may be contributing to a decline in your health. Various techniques are used to correct and re-train the body to deal with everyday stressors that we face! We can even give some advice on how to make your workplace a safer place!

Health plus
Chiropractic

Chiropractors: - Anthony O'Reilly, Rachael Veronesi, Kerrie Park & Michael Maroon
Dietitian, Exercise Physiologist:- Rebecca Barakat
Massage Therapists: - Gary Fairhurst, Patricia De Guzman and Geraldine Eibner
Podiatrists: - Dollene and Ara Hadjetian and Mark Palmer
Psychologists:- Dr Angelo Schibeci and Josephine Capitani

52 Dunmore corner Garfield Streets Wentworthville NSW 2145 Telephone: 9631 8944 Facsimile: 9631 2984

www.healthpluschiropractic.com.au

Health Plus Chiropractic is a team of health care professionals committed to the highest quality of care and service by being consistently enthusiastic, efficient, loving and dedicated to health care. We will treat and educate those who strive for optimum health and wellbeing, and in return be rewarded by seeing satisfied patients, reaching our full successful potential and bringing joy and fulfillment to us all.