

Healthy Workplaces SA Community of Practice Event

Wednesday 15 March 2023
9.00 -11.00 am

Collaborative Partnership for Health and Wellbeing in South Australia



Government of
South Australia



Business SA
Chamber of Commerce
and Industry South Australia



SA UNIONS



SISA
Institutions of South Australia



University of
South Australia

Centre for
Workplace
Excellence

Government and statutory authorities include Wellbeing SA, SafeWork SA, Office of the Commissioner for Public Sector Employment, Department for Innovation and Skills and ReturnToWorkSA.

healthyworkplaces.sa.gov.au



Acknowledgment of Country

We acknowledge this land that we meet on today is the traditional lands for the Kurna people and that we respect their spiritual relationship with their country.

We also acknowledge the Kurna people as the custodians of the Adelaide region and that their cultural and heritage beliefs are still as important to the living Kurna people today.

We also pay respects to the cultural authority of Aboriginal people attending from other areas of South Australia and Australia.





Healthy
Workplaces

Kylie Cocks

Acting Program Manager
Healthy Workplaces
Wellbeing SA



Government
of South Australia

Wellbeing SA



Housekeeping for virtual attendance



Mute mic during presentations.



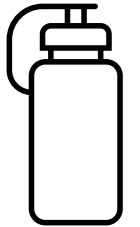
Start with video on



Use the chat section for questions and comments and be respectful to others at all times.



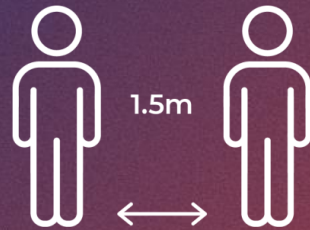
Prevent any distractions during the session.



Have water handy

HOUSEKEEPING

- * Bathrooms * Emergency Exits *
- * Mobile Phones * COVID *



#BusinessSAnetworking





Healthy
Workplaces

Today's Agenda

- Collaborative Partnership Updates
- Spotlight topic - 'Sleep and Fatigue'
- Case study presentation - 'Finlaysons Lawyers'
- Mates in Construction presentation
- Learning circles - breakout rooms
- Closing remarks - feedback survey

Collaborative Partnership for Workplace Health and Wellbeing in South Australia



Supporting SA workplaces to thrive



Healthy Workplaces Service

healthyworkplaces.sa.gov.au/service



Healthy Workplaces

Healthy Workplaces Service

Get *free* support to create a healthy, safe and thriving workplace.



Government of
South Australia



Register now
healthyworkplaces.sa.gov.au/service



Healthy
Workplaces

Healthy Workplace Check

- Available as a part of the Healthy Workplace Service
- 15 minutes survey to check across seven domains
- Provides an overall score and domain scores
- The Advisors use this to help strengthen your workplace



Healthy Workplace Check



Government
of South Australia

Wellbeing SA

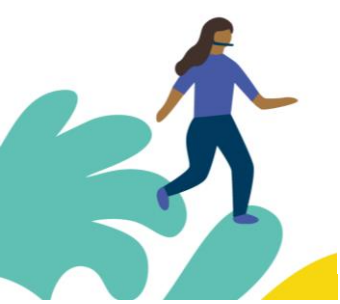
The Healthy Workplaces Check is funded by Wellbeing SA and supports the Collaborative Partnership for Workplace Health and Wellbeing and the Healthy Workplaces Service





Healthy Workplaces

The image shows a website layout. At the top is a dark blue navigation bar with a white house icon on the left and the following text links: "Healthy workplaces", "Service", "Tools and resources", "News and events", and "About". Below the navigation bar is a large banner. The left side of the banner has a teal background with a white play button icon and a progress indicator. The text on this side reads: "New Healthy Workplaces website coming soon!" followed by "To keep up to date with the latest Healthy Workplaces information, sign up to our newsletter." and a yellow-bordered button that says "Subscribe now". The right side of the banner features a white background with a large illustration of a woman in a purple shirt and dark pants walking towards the right, surrounded by large, stylized leaves in shades of blue, green, and yellow. On the far right edge of the banner, there is a vertical stack of social media icons: Facebook (f), Twitter (bird), Email (envelope), Pinterest (p), and LinkedIn (in).



Healthy Workplaces



- New Version - available soon
- Online, hardcopy and print friendly versions
- User testing phase during April - May
- 6 Step Process with tools and templates



Healthy
Workplaces

Upcoming Training and Events

- Roadmap to Workplace Wellbeing Breakfast Event for Business Victor Harbor – 17 March 7am – 10.30am.
- Managing Psychological (psychosocial) hazards & risks with SafeWork SA. Online workshop 30 March | 10:00am – 11:30am book via RTWSA -
- Building Your Workplace Wellbeing Program Workshop 9 May 9 – 12.30 book via RTWSA
- Free Mentally Healthy Workplaces interactive self-paced online module – [RTWSA/GPEX](https://www.rtw.sa.gov.au/GPEX)



Healthy
Workplaces

Professor Jillian Dorrian

Dean of Research, Uni SA



University of
South Australia

Latest Research Developments in Workplace Health and Wellbeing: Sleep and Fatigue

Prof Jillian Dorrian, Professor of Psychology, Dean of Research, UniSA: Justice & Society



UniSA

Justice & Society

Two biological processes at the heart of fatigue management

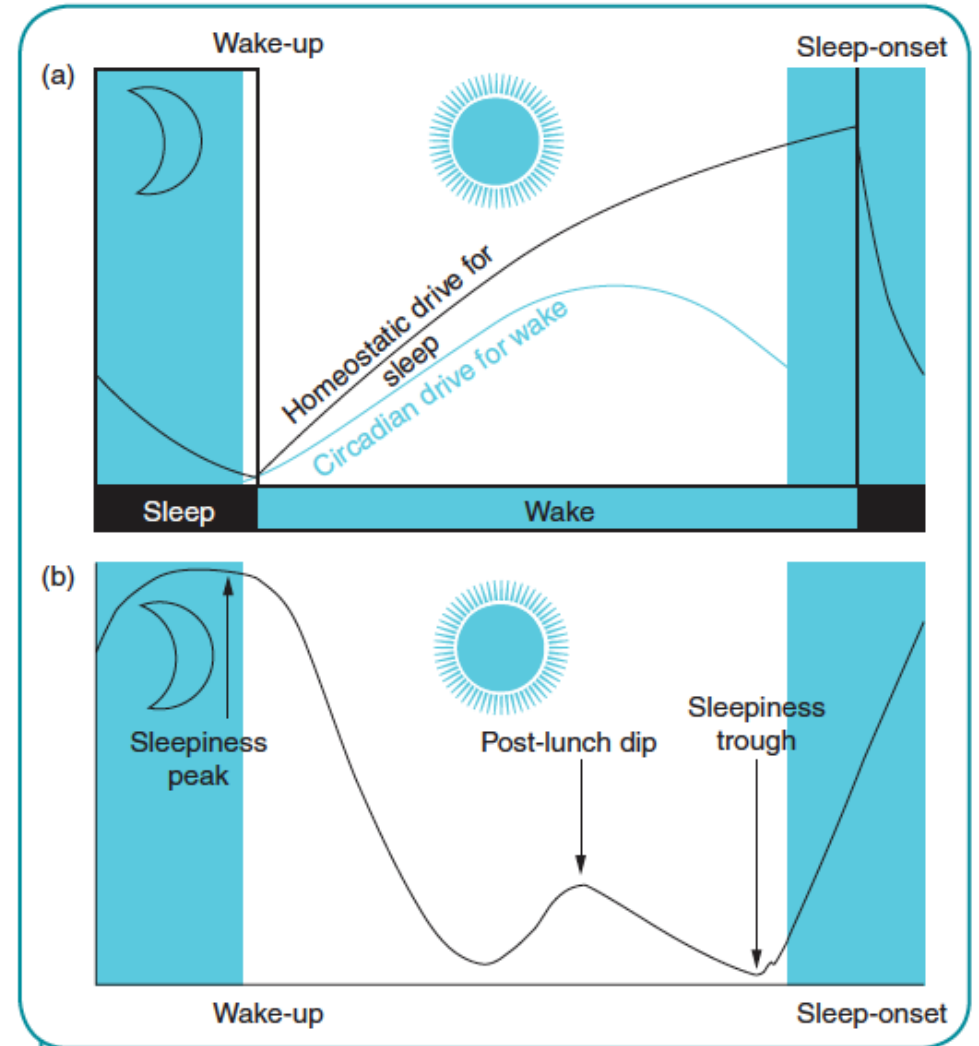
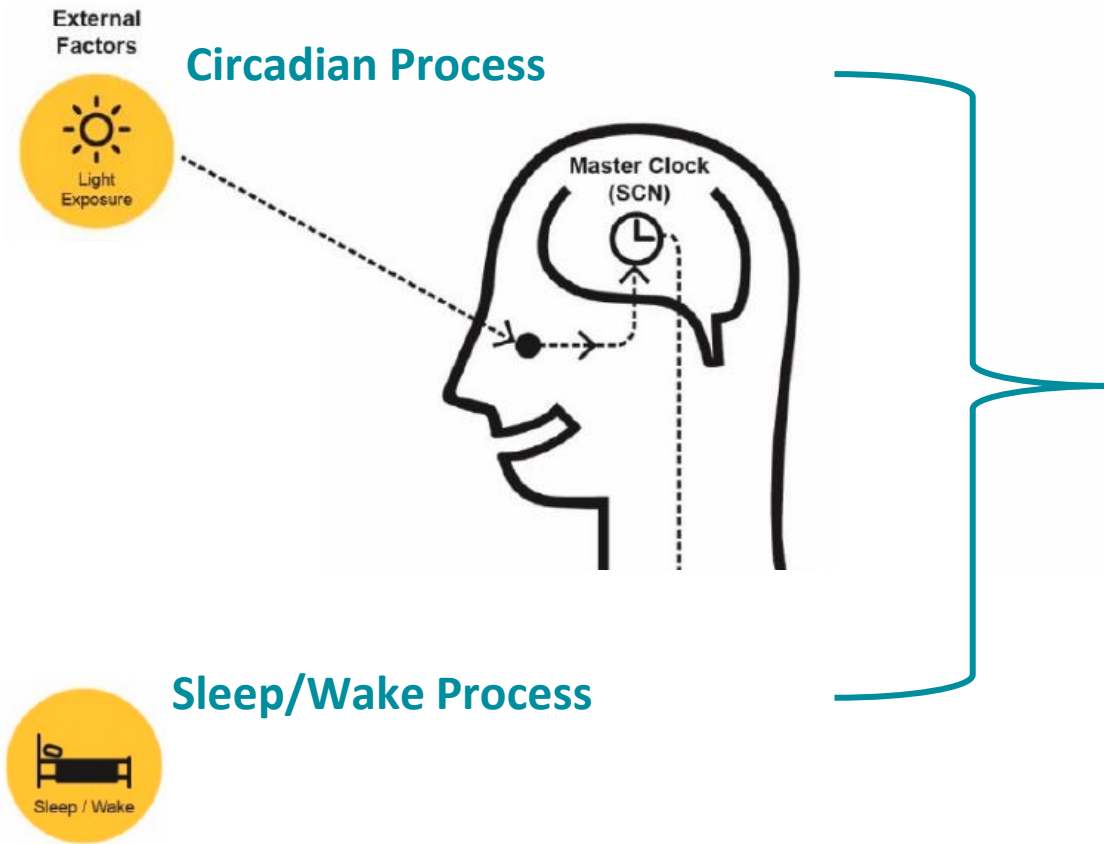
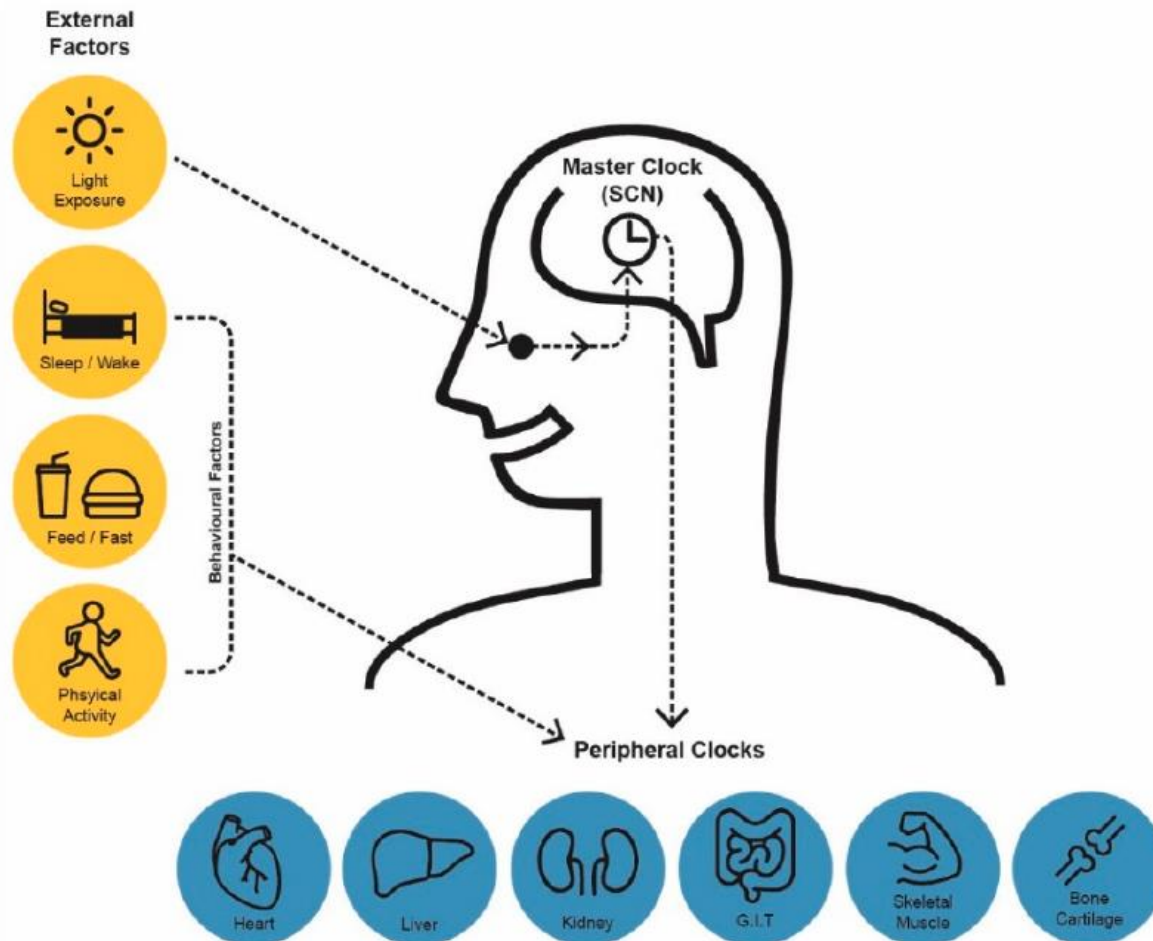


Figure 6.5 The interaction of homeostatic and circadian processes to produce our daily sleepiness rhythm

It's not just one clock

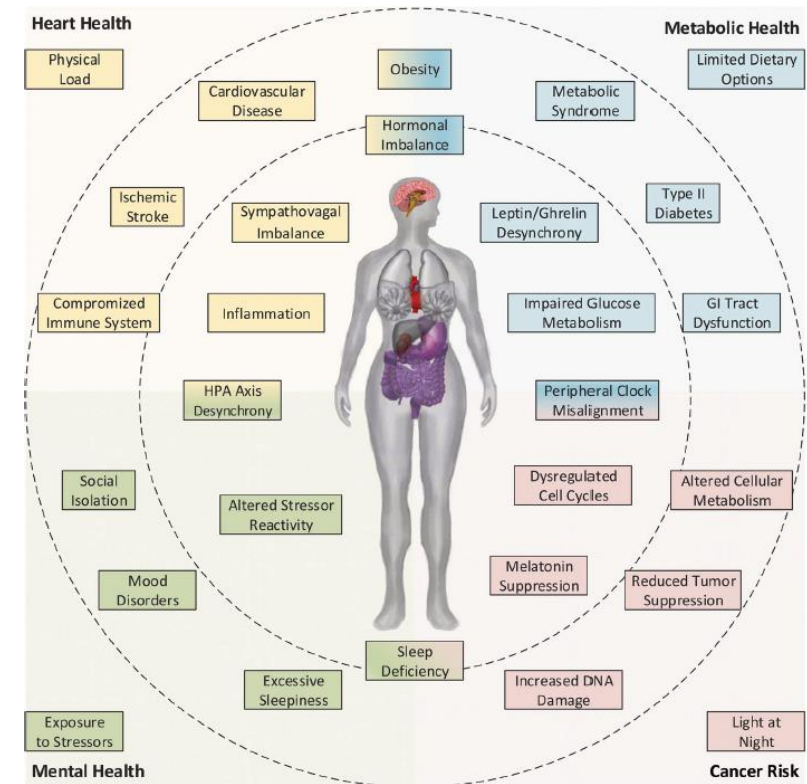


- We have a central clock in our brain that is influenced primarily by light
- We have clocks all around our body – they are likely to be influenced by different behaviour patterns
- Shiftworkers are likely to have conflicting cues from many sources

Shiftwork changes health behaviours

- Shiftwork is associated with increased risk of chronic illness
- Shiftwork influences health behaviours, changing *what* people do, *when* they do it, and *why* they do it
- Optimising long-term shiftworker health, as well as short-term health, safety and productivity is the next frontier in fatigue management

“*Shiftworker Syndrome*” – combination of digestive, cardiovascular, and psychological disorders



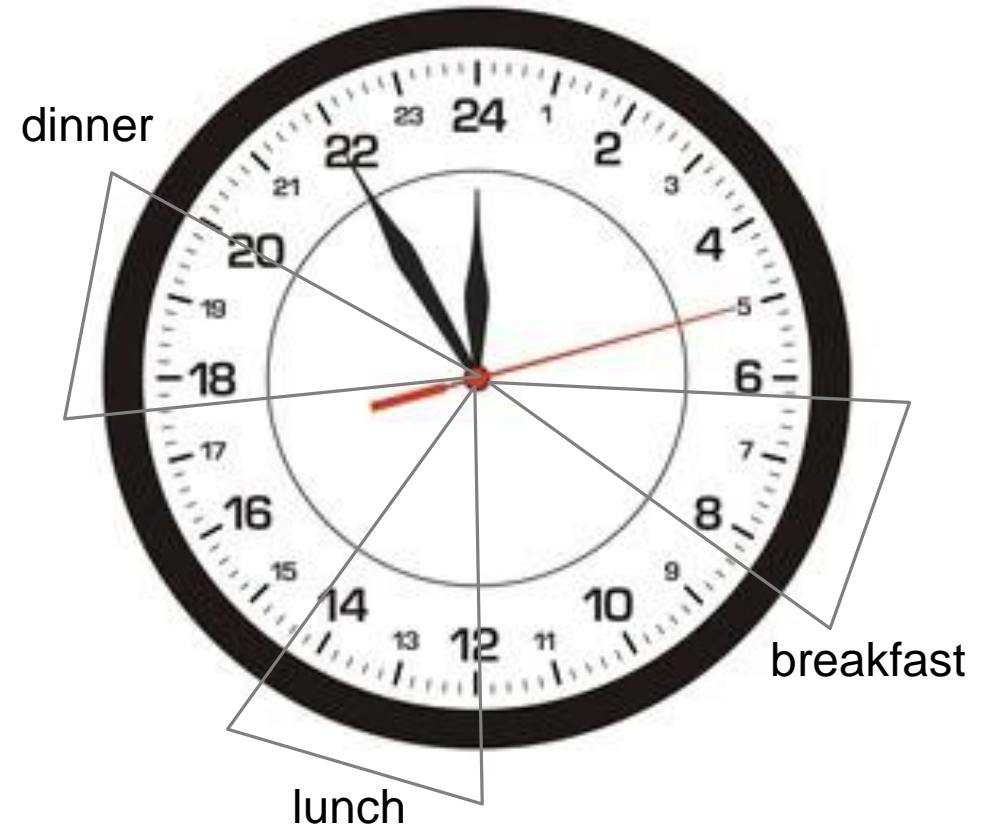
Shiftwork changes eating

Typical pattern - three main meals and an overnight fast

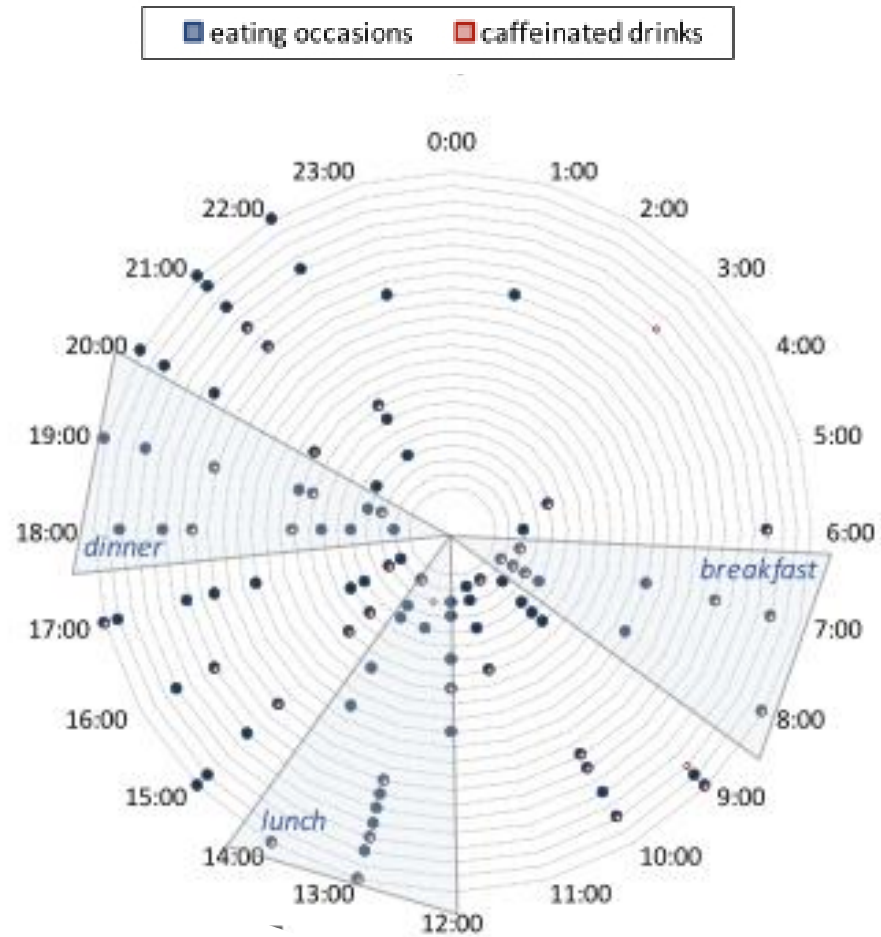
This is in synch with our circadian rhythms, which are primed to process food during the day

We are less efficient at processing food at night

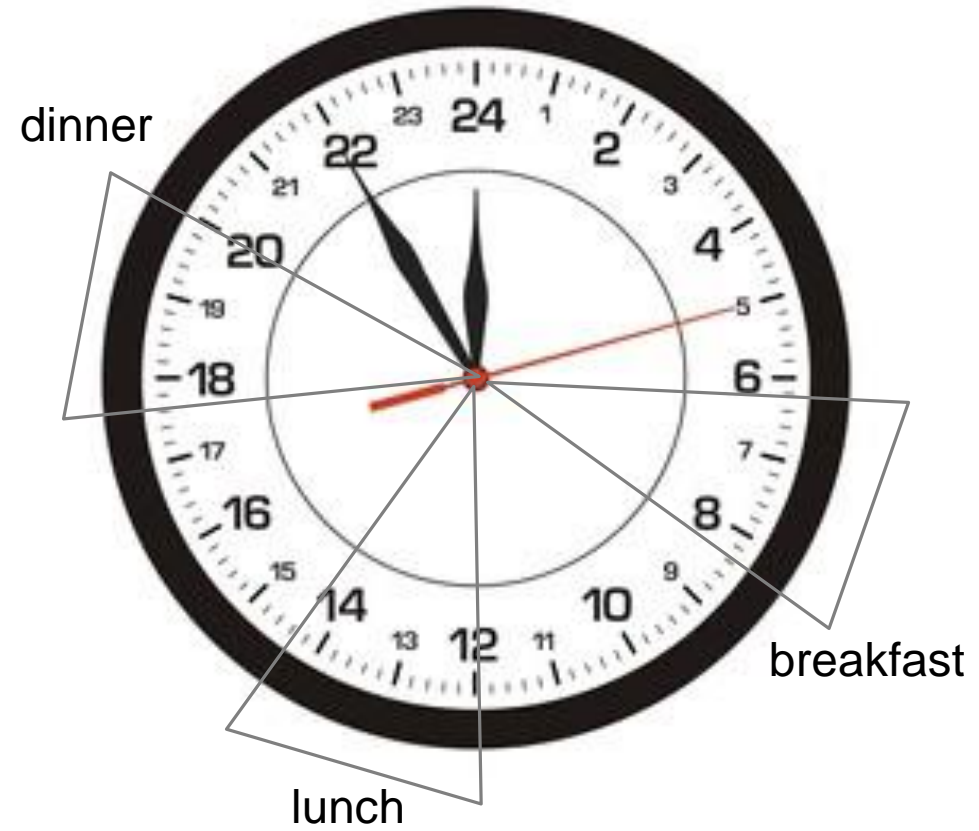
Eating at night may part of the increased risk of T2D in night shiftworkers



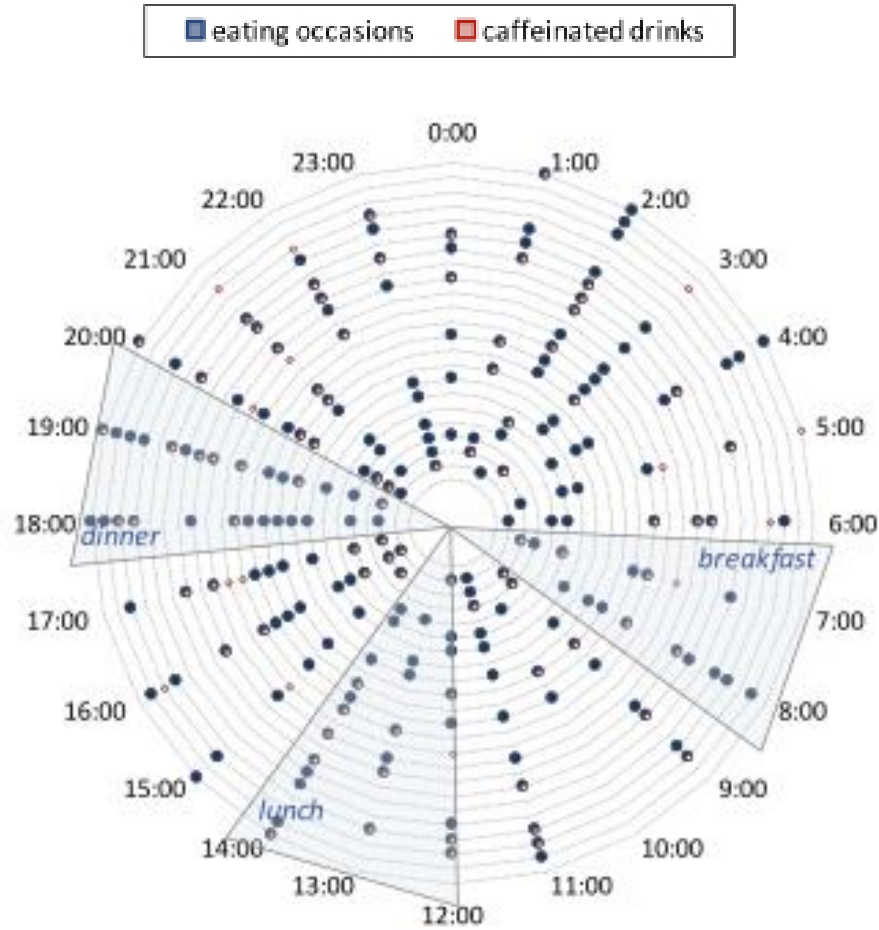
On days off, nightshift workers follow a roughly typical pattern



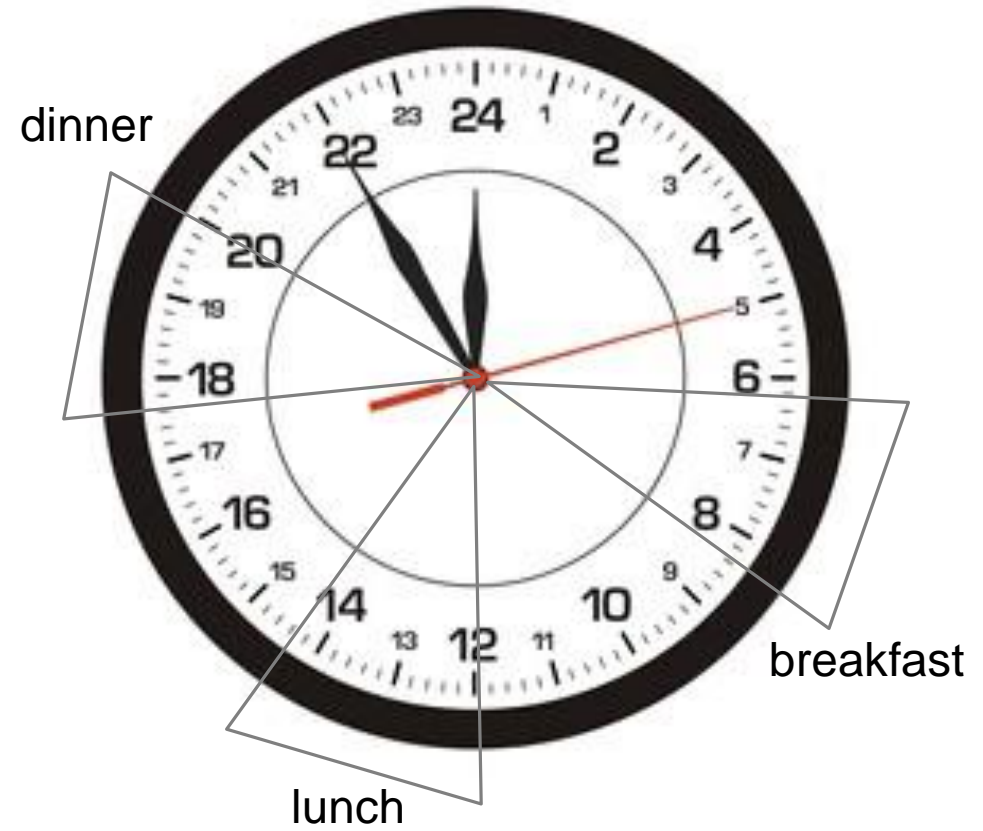
Typical eating patterns in Australia



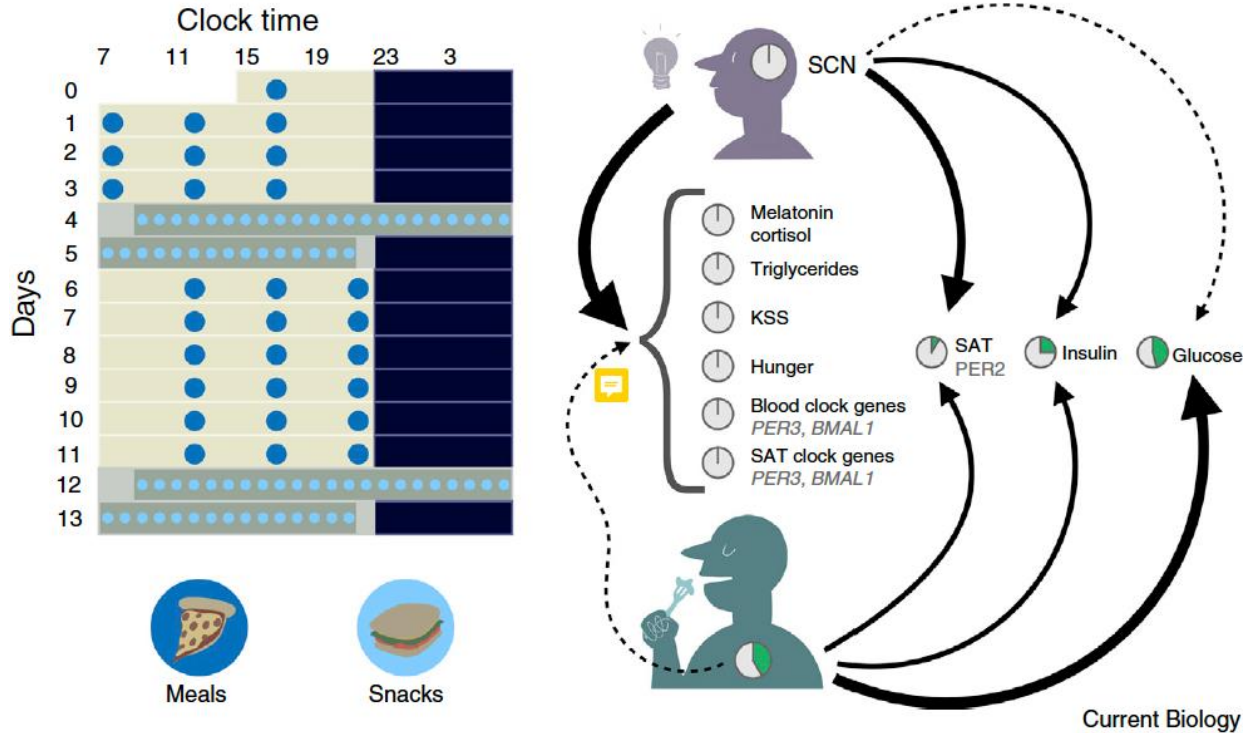
The same nightshift workers on nights eat around the clock



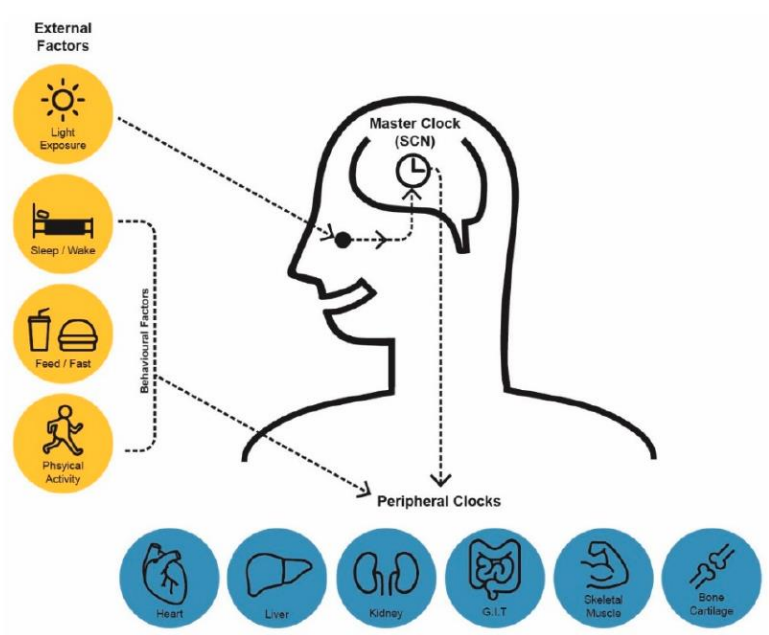
Typical eating patterns in Australia



Meal Timing Uncouples Clocks

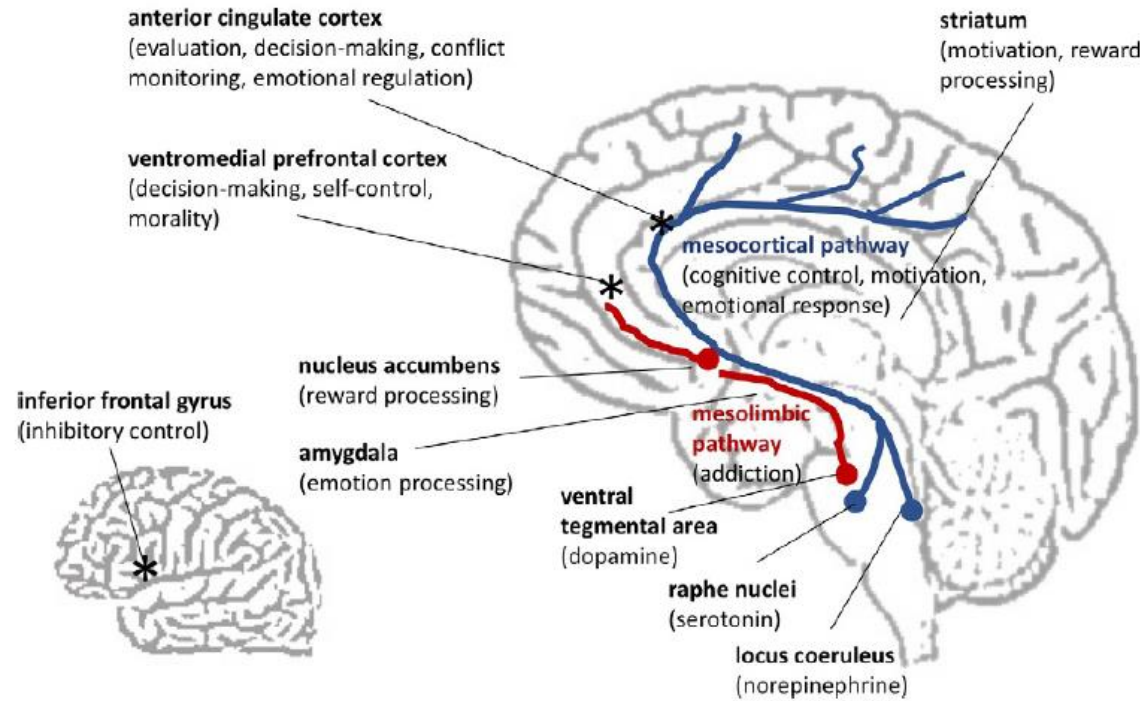


Shiftworkers are likely to have conflicting time cues from many sources



- Meals 3x per 24h | 37h constant routine | Meals delayed by 5h | 37h constant routine
- Measurements connected with the central clock not shifted
- Insulin and glucose rhythms were shifted

Shiftwork changes the timing and meaning of food



Food is a reward, a mood booster, and a social facilitator

“The CCC of nightshift: Chips, Coke and Chocolate”



Every behaviour, even if it is bad for health, is also likely to be serving a positive function

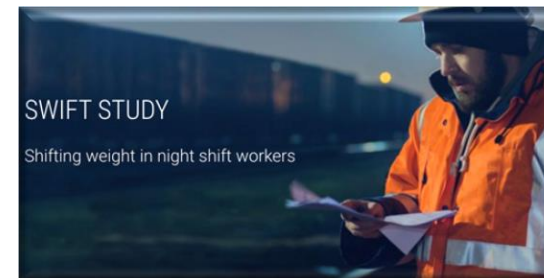


Shiftwork changes the way we process food

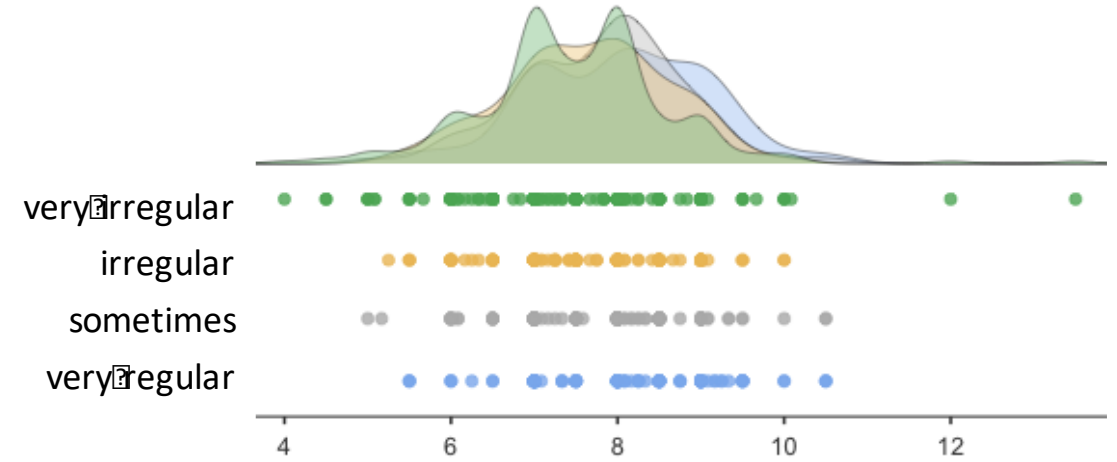
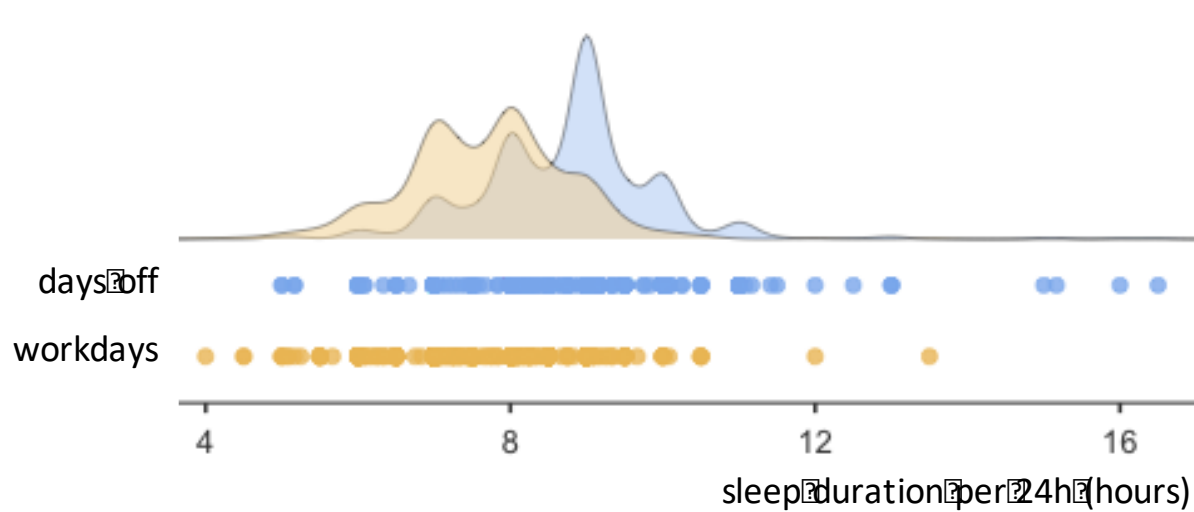
Our lab research suggests that reducing food at night may:

- minimise the negative impacts of night work on next-day glucose responses
- reduce gastrointestinal disturbance
- help to maintain performance across the night

Currently running a trial in night shiftworkers investigating weight loss and metabolic health



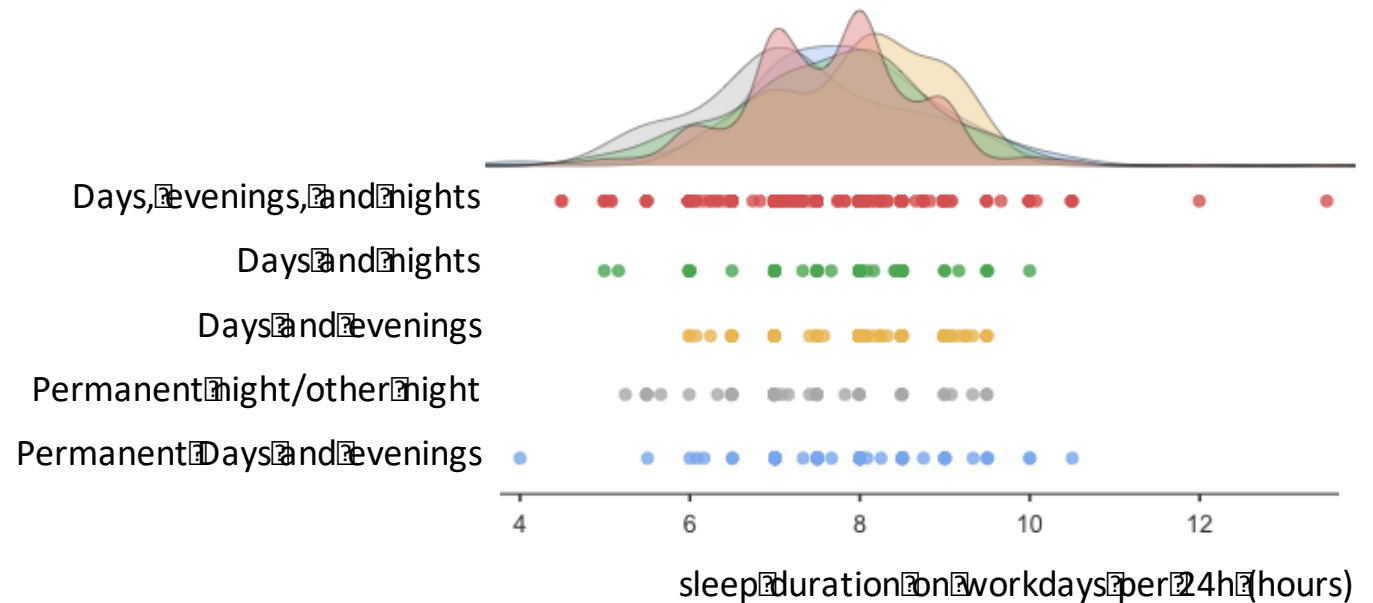
Shiftwork changes the timing of sleep

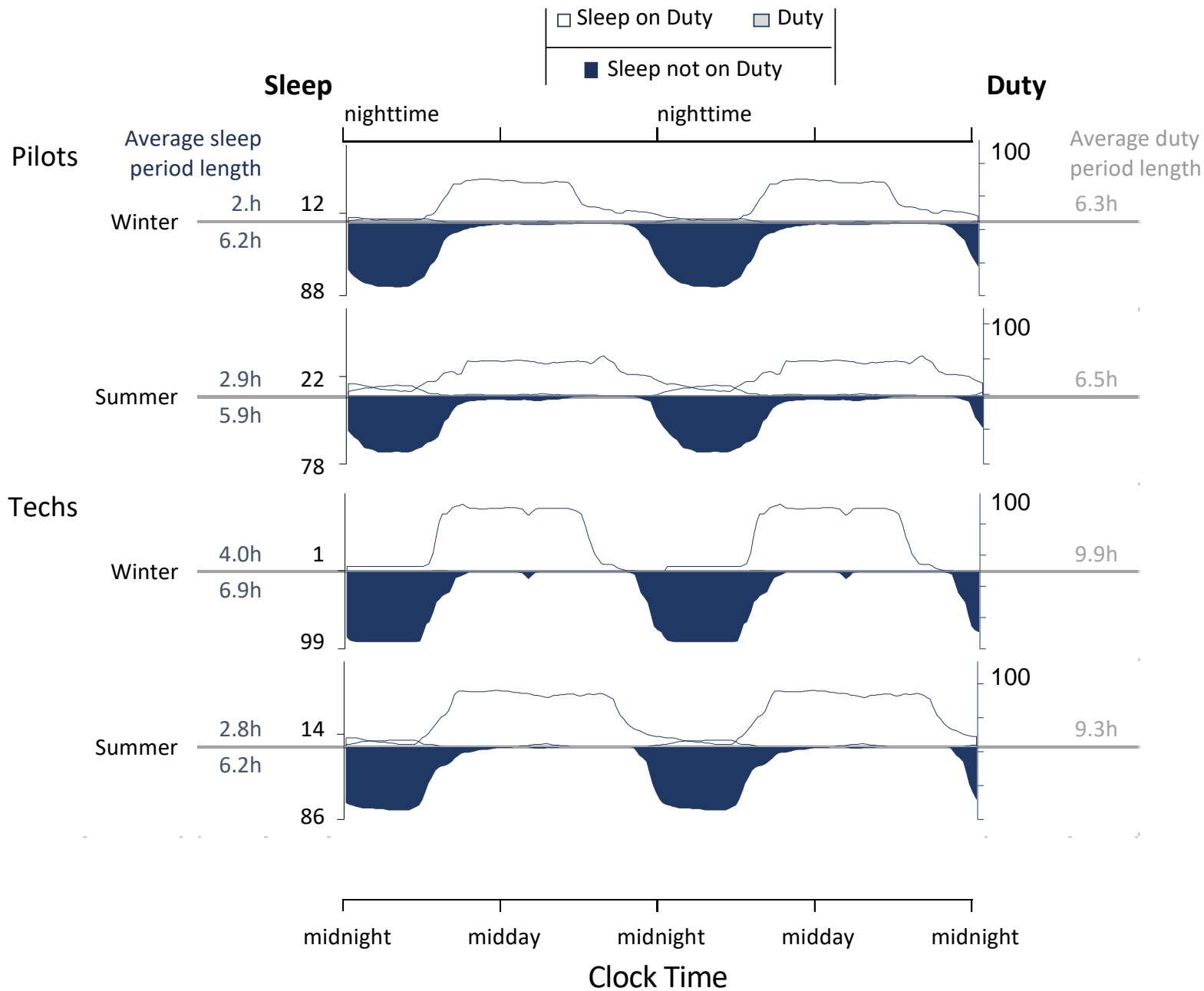


Train drivers

Greater variability for days off, very irregular schedules, and those including days, evenings, and nights

Evidence of compensatory sleep





Emergency Medical Service Helicopter Pilots and Techs

Summer (peak) - Greater spread of work and of sleep across the day and increase in sleep during duty

Techs - worked more days in a row, slept more before the first duty in a series, used afternoon naps in winter

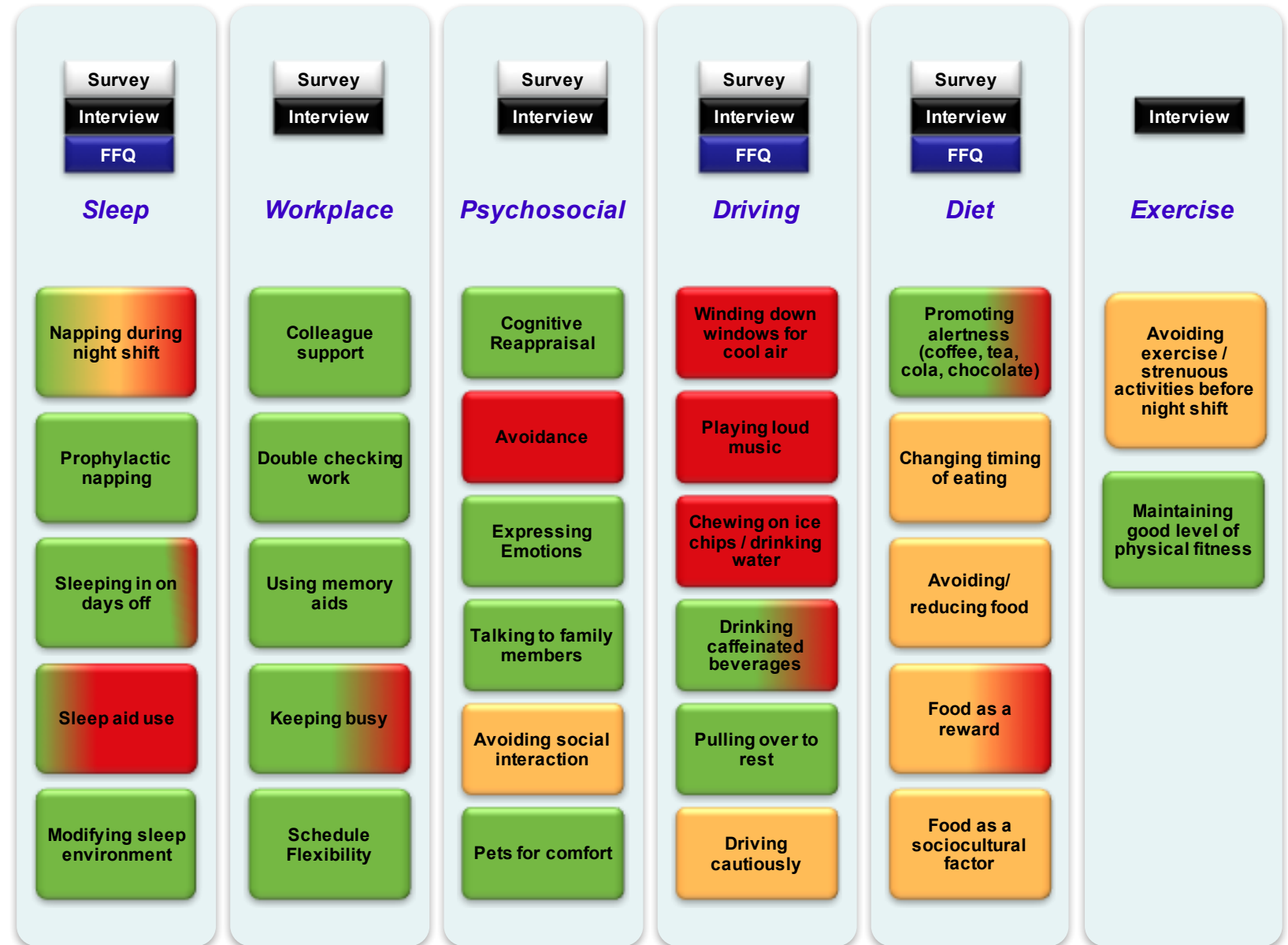
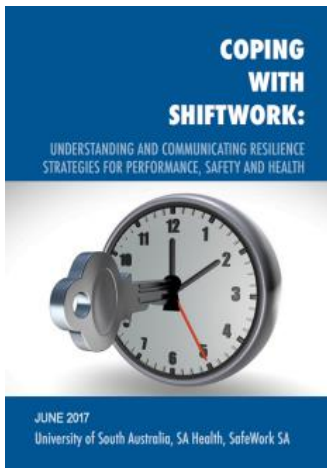


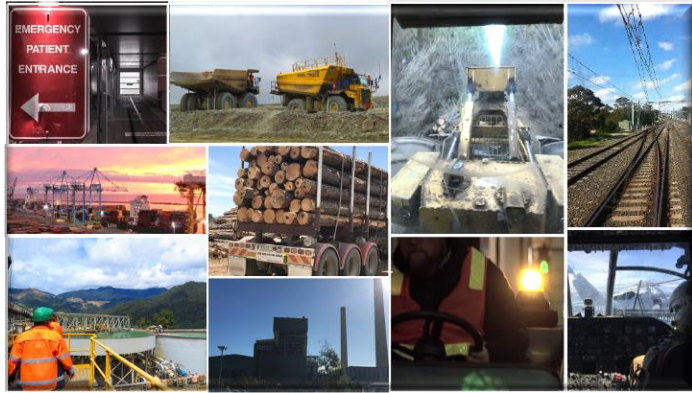
trusted to deliver



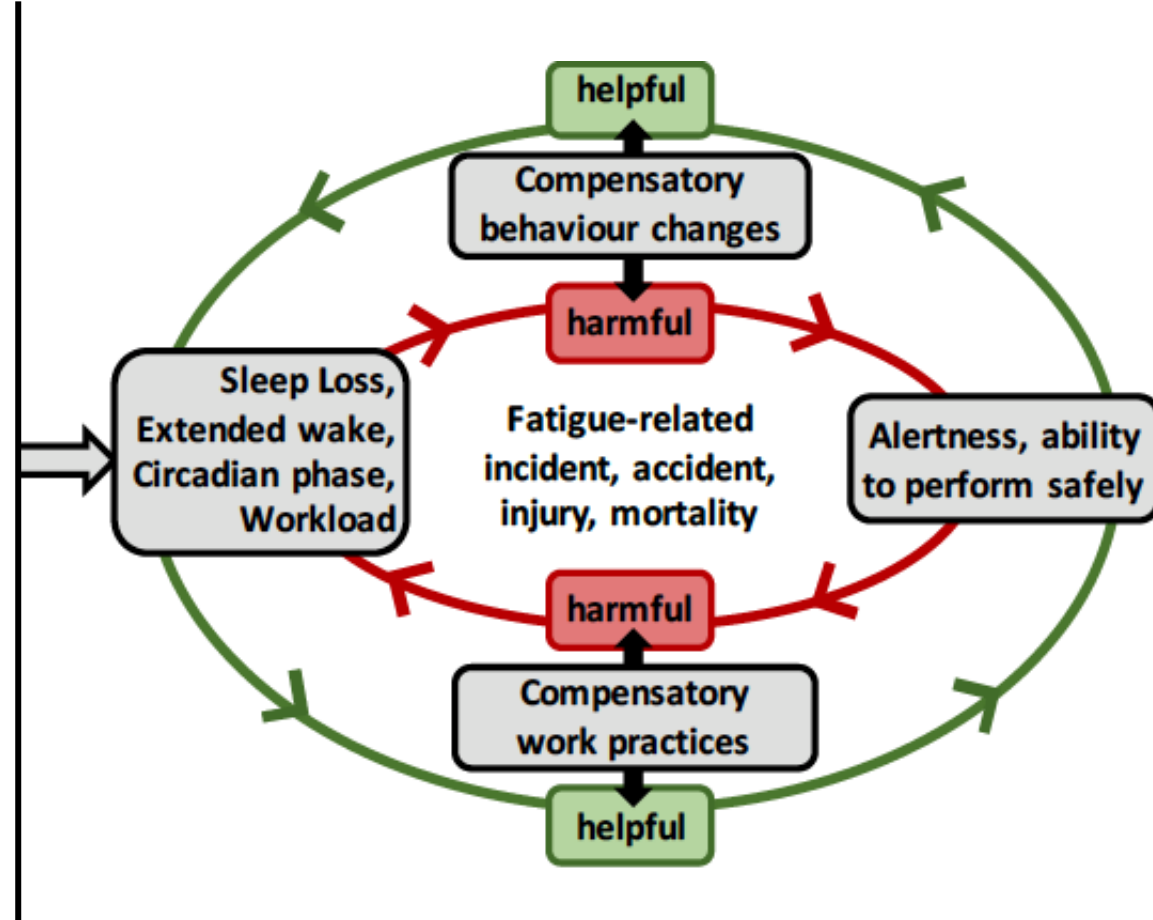
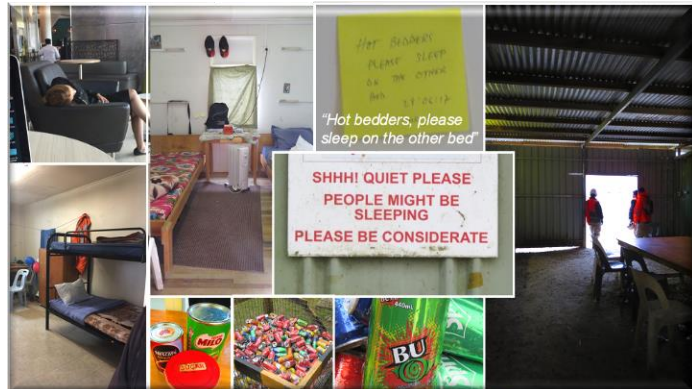
Many coping strategies are used, with varying evidence

- **Green** = useful strategy
- **Orange** = we need more evidence
- **Red** = we have evidence that the strategy does not work, or even that it is harmful in some way





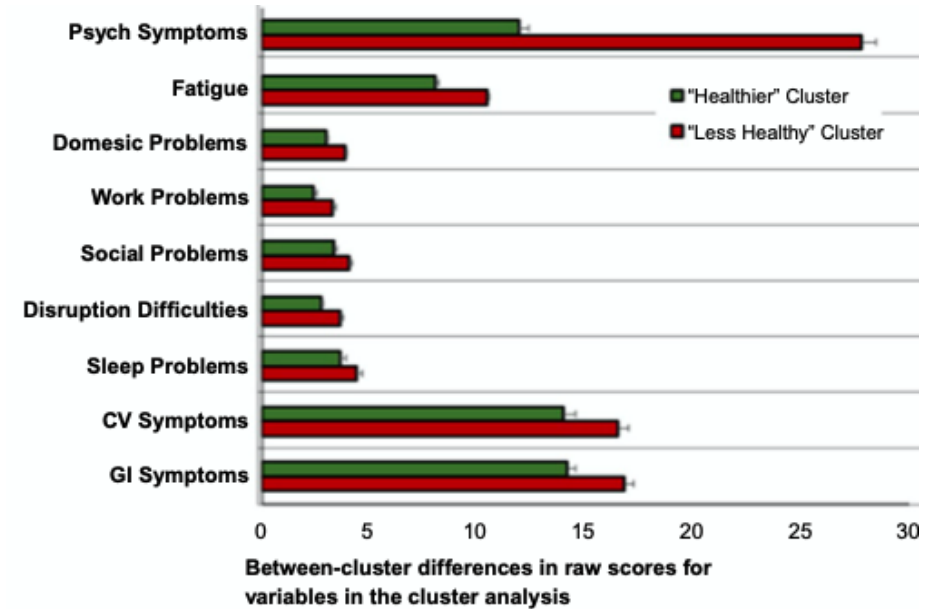
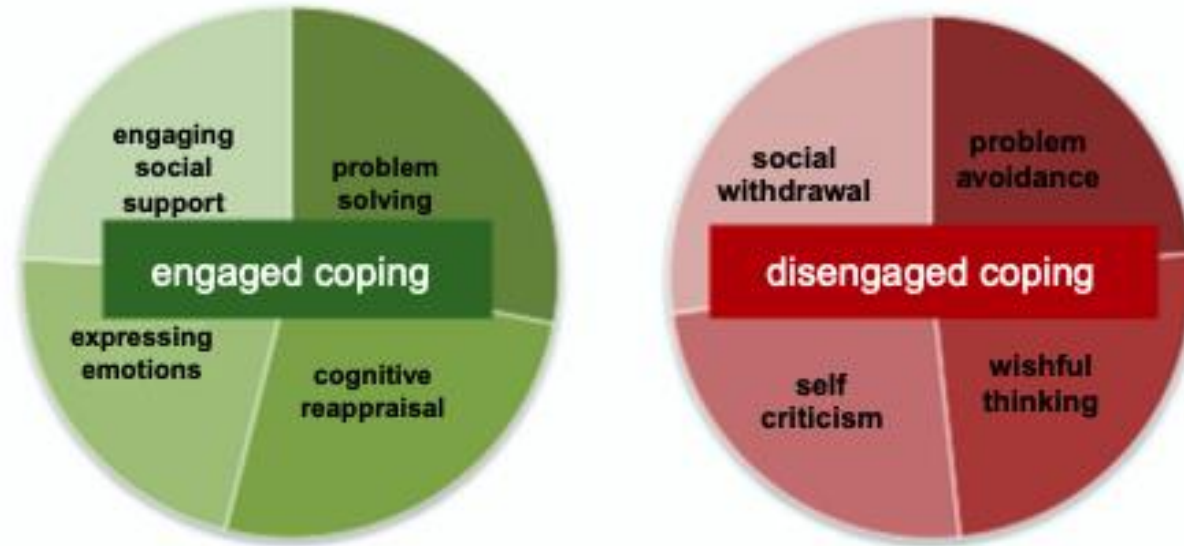
Work Design



Shiftworkers consciously and subconsciously alter their behaviour to cope with their work demands *within their work constraints*

We can document coping behaviours that fit their work environment

We can learn from healthy shiftworkers



- While some nurses are vulnerable to the negative impacts of nightwork, others remain healthy
- The biggest predictor was coping style

Personal FWF feedback from wearables?



Smart Watches
Activity, sleep

Smart Shirts

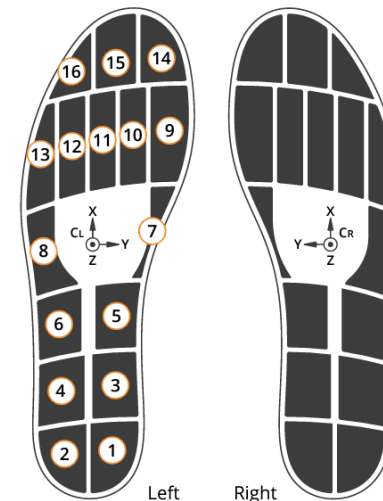
Activity, HR, exertion



- Which work environments, practices and circumstances do we need to measure?
- What other measurements are required to understand wearable data?

Smart Insoles

Gait, slips and trips

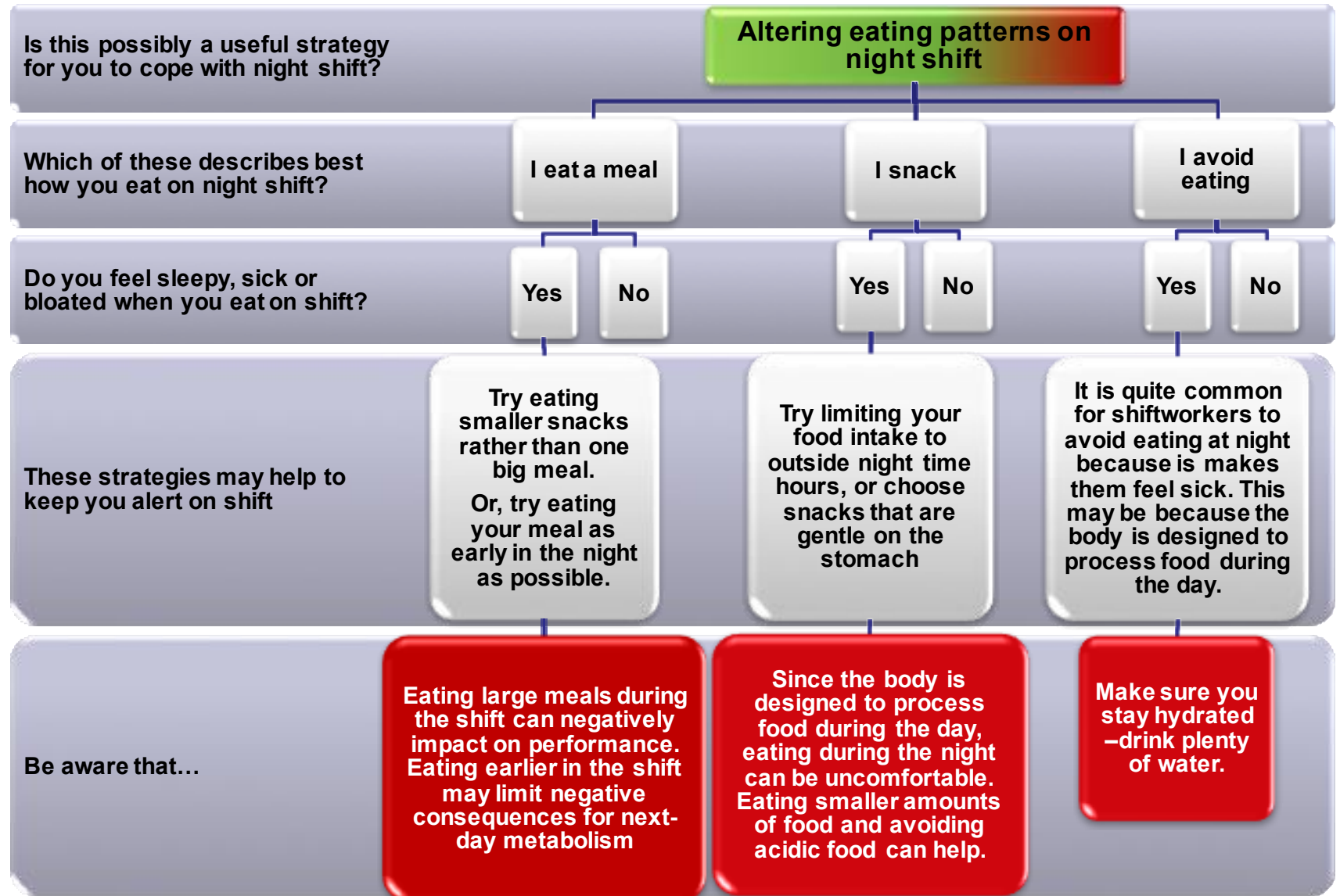


Individualising recommendations

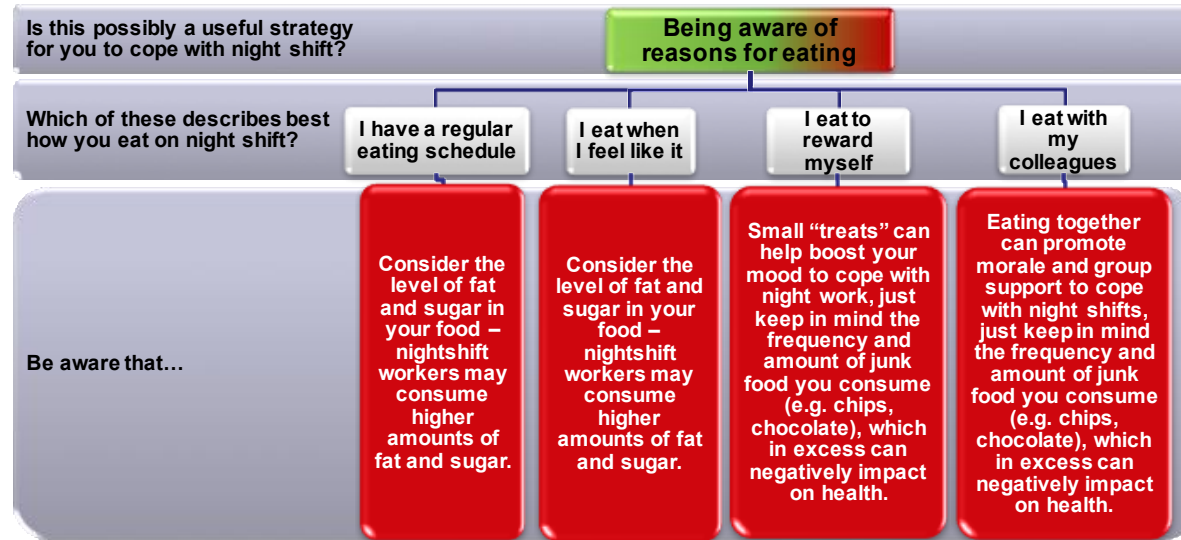
Different patterns in eating across the night shift

High reports of GI disturbance

Perhaps limiting food intake during night hours would be beneficial



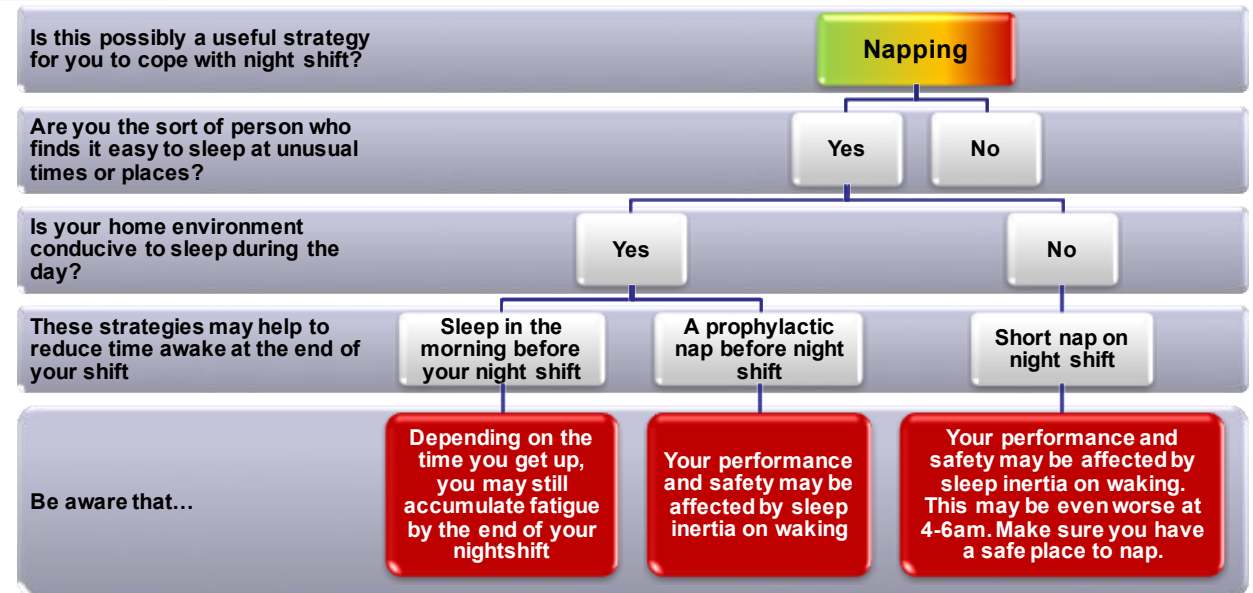
Individualising recommendations



Thinking about pros and cons of eating behaviour

Individualising countermeasure recommendations for other behaviours

(We have barely touched on the system implications)



Conclusions

- We can learn from healthy shiftworkers
- Shiftworkers engage in compensatory strategies
- We need to identify the effective ones
- We need to think about the importance of *what* we do, *when* we do it, and *why* we do it
- Chronobehavioural approach
- Increasing exploration of how technology can assist





Questions?





Healthy
Workplaces

Will Snow

Partner, Finlaysons Lawyers

Finlaysons and our approach to employee wellbeing and safety

FINLAYSONS
LAWYERS

Will Snow

Partner, Employment and Workplace Safety

will.snow@finlaysons.com.au

Agenda

FINLAYSONS
LAWYERS

1. About Finlaysons
2. Industry issues
3. Steps we've taken
4. The extras...
5. Next steps

- Legal practice – Adelaide and Darwin
- 95 staff (mostly lawyers)
- Commercial legal advice (not family, criminal law)
- 150 years young



Law deemed a 'high-risk' job: SafeWork



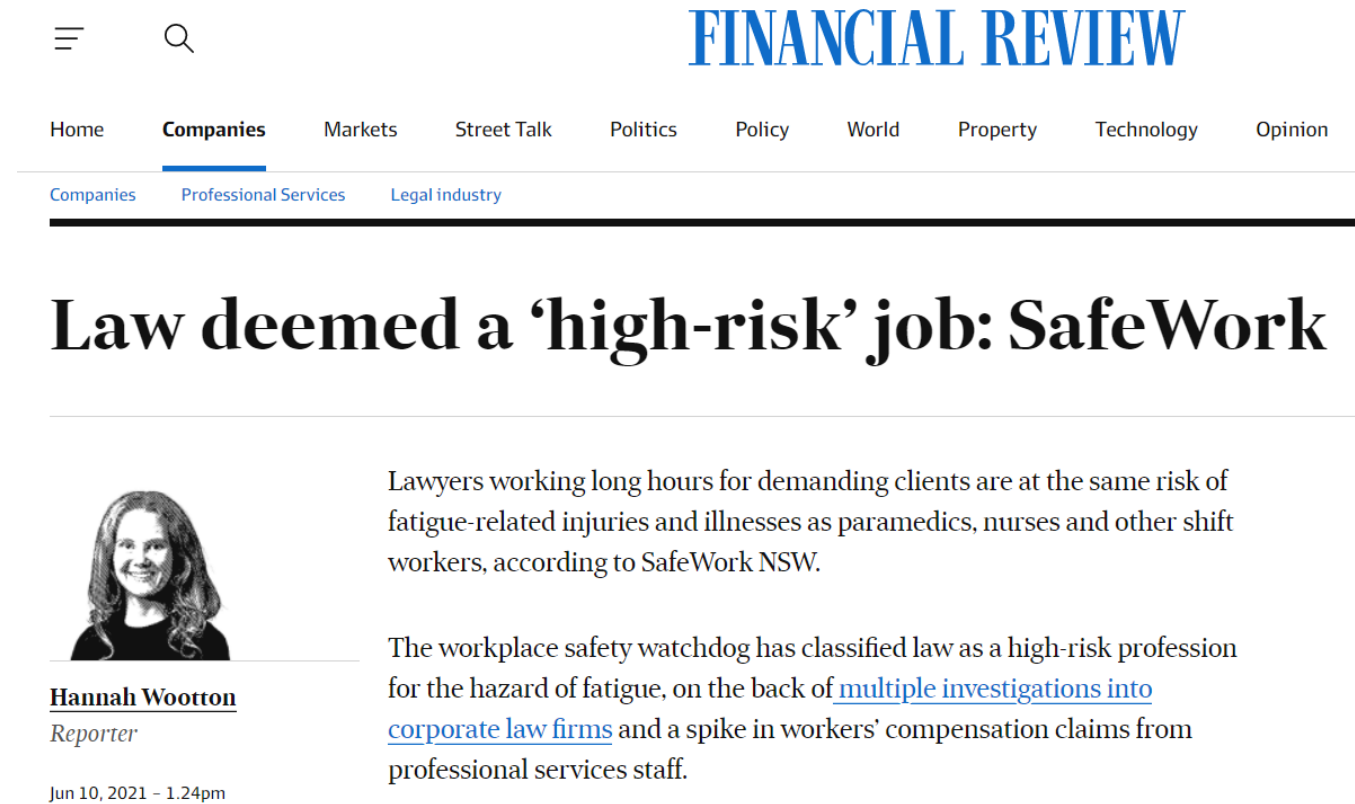
Hannah Wootton
Reporter

Jun 10, 2021 - 1.24pm

Lawyers working long hours for demanding clients are at the same risk of fatigue-related injuries and illnesses as paramedics, nurses and other shift workers, according to SafeWork NSW.

The workplace safety watchdog has classified law as a high-risk profession for the hazard of fatigue, on the back of [multiple investigations into corporate law firms](#) and a spike in workers' compensation claims from professional services staff.

- Psychosocial hazards
- High job demands
- Low job control
- Exposure to emotional trauma
- Sexual harassment




The screenshot shows a news article from Financial Review. The page has a dark green header with the site name 'FINLAYSONS LAWYERS' in white. Below the header is a navigation bar with 'FINANCIAL REVIEW' in blue. The main navigation includes 'Home', 'Companies', 'Markets', 'Street Talk', 'Politics', 'Policy', 'World', 'Property', 'Technology', and 'Opinion'. A sub-navigation bar below 'Companies' includes 'Companies', 'Professional Services', and 'Legal industry'. The article title is 'Law deemed a 'high-risk' job: SafeWork'. The author is Hannah Wootton, Reporter, with a photo of her. The date is Jun 10, 2021 - 1.24pm. The article text states that lawyers working long hours for demanding clients are at the same risk of fatigue-related injuries and illnesses as paramedics, nurses and other shift workers, according to SafeWork NSW. It also mentions that the workplace safety watchdog has classified law as a high-risk profession for the hazard of fatigue, on the back of multiple investigations into corporate law firms and a spike in workers' compensation claims from professional services staff.

Home Companies Markets Street Talk Politics Policy World Property Technology Opinion

Companies Professional Services Legal industry

Law deemed a 'high-risk' job: SafeWork



Hannah Wootton
Reporter

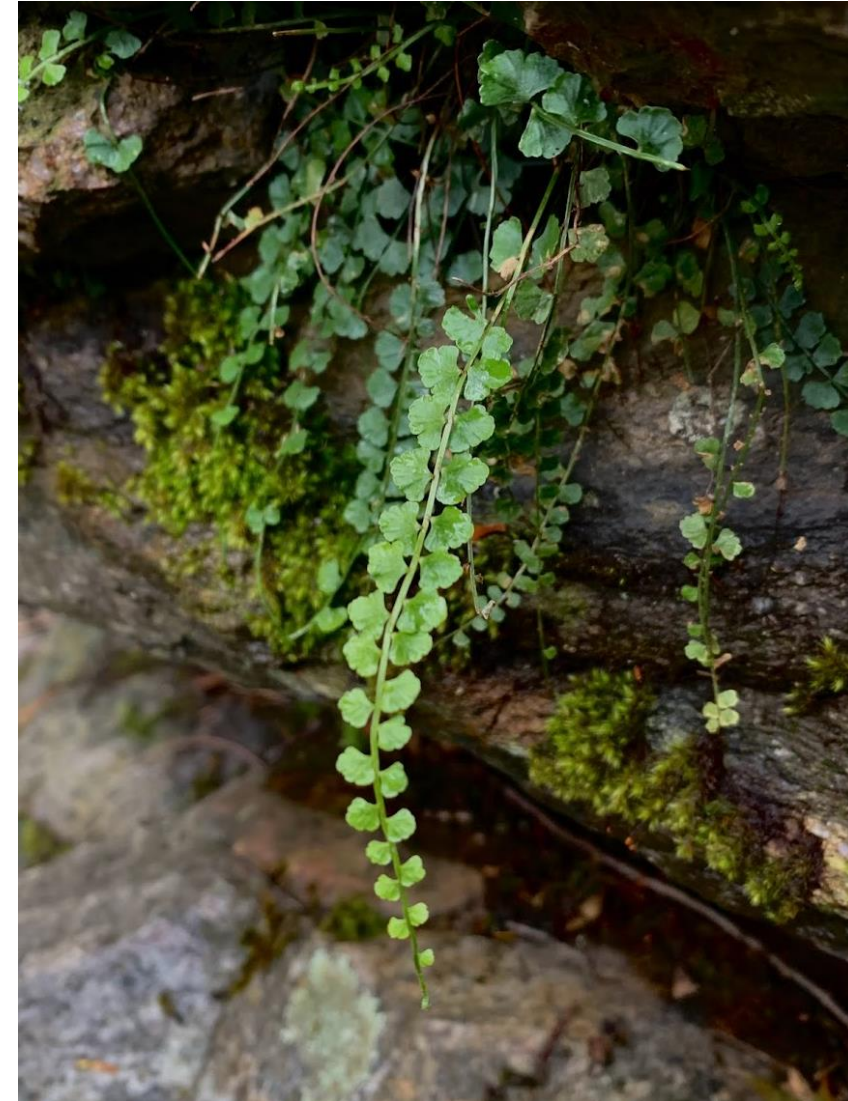
Jun 10, 2021 - 1.24pm

Lawyers working long hours for demanding clients are at the same risk of fatigue-related injuries and illnesses as paramedics, nurses and other shift workers, according to SafeWork NSW.

The workplace safety watchdog has classified law as a high-risk profession for the hazard of fatigue, on the back of [multiple investigations into corporate law firms](#) and a spike in workers' compensation claims from professional services staff.

Steps we've taken

- Visible leadership to create safety in disclosure
- Policy amendments
- Tailored support
- Social Club – employee run
- Formal coach / buddy



The extras...

2022 WELLBEING CALENDAR		
<p>FEBRUARY</p> <ul style="list-style-type: none"> Posted series of desktop yoga and guided meditation videos on intranet Posted Wellbeing video on intranet Better Health through Better Living page <p>APRIL</p> <ul style="list-style-type: none"> CHG attended on-site for work sponsored Flu Vaccinations <p>MAY</p> <ul style="list-style-type: none"> Acknowledged Office Administration Day with words of gratitude and a gift (USB phone charger) Seated Massage Mother's Day message <p>JUNE</p> <ul style="list-style-type: none"> Push Up Challenge – 5 teams comprising 44 people raised \$2,616 before a Firm contribution of \$2,500 to LifeLine 	<p>SEPTEMBER</p> <ul style="list-style-type: none"> R U OK day? Go and have a coffee and a chat, coffee on the firm and assisting with U City BBQ Sausage Sizzle – donations to LifeLine Healthy Bre@k Activities – Calming, Energising & Relaxation, included teas and infusions (Cup of Positive-Tea), jig-saw and other puzzles around the office, games in war room Monthly Calendar containing covering Self-Esteem, Healthy relationships, Resilience & Purpose and Positive Choices Rise up – motivators (Resilience & Purpose exercise) 5 Energising Springtime Individual Wellness Challenges Supported employee doing to Adelaide's 30km Coastrek Firm sponsored a team to participate in the City to Bay Fun Run Fathers' Day message to male employees 	<p>OCTOBER</p> <ul style="list-style-type: none"> Guest Speaker; Anthony Hart – joint presentation with Uniting Communities Highlighted Mind Count Foundation's TJMF Psychological Wellbeing: Best Practice Guidelines for the Legal Profession <p>DECEMBER</p> <ul style="list-style-type: none"> Intranet post reminding people to check-in with others over the festive season
<p>Other Initiatives</p> <ul style="list-style-type: none"> Sustainable September – central market shopping bags and helpful hints February Fresh – provided ingredients for fruit flips to be made using firm-purchased Nutri-bullet Regular calendar highlighting community events & What's to do in Adelaide 	<ul style="list-style-type: none"> Dogtober – posted pictures of employee's pooches & donation to Animal Welfare League Recognition (and education) for national days such as NAIDOC week, Movember, Domestic Violence Lunchtime Yoga Red Cross Blood Donation Drive 	<ul style="list-style-type: none"> Education on national health days/weeks eg. Women's Health Week, Heart Week, Prostrate Cancer, Breast Cancer (<i>held special morning tea due to an employee being affected</i>), Dental Health (gave away travel packs) Various volunteering opportunities



Questions?





Healthy
Workplaces

Bob Clifford

Operations Manager, Mates in Construction

MATES IN CONSTRUCTION

preventing suicide in the construction
and allied industries





3,144
SUICIDES

Population 25,739,256



9 PER DAY

3X 

HIGHER
than road toll



Around 200 Australians working in the construction industry take their own lives each year – this means we lose someone every second day to suicide.

Construction workers are **six times** more likely to die from suicide than an accident at work.

Construction workers are around **three times** more likely to die from suicide than other working Australians.

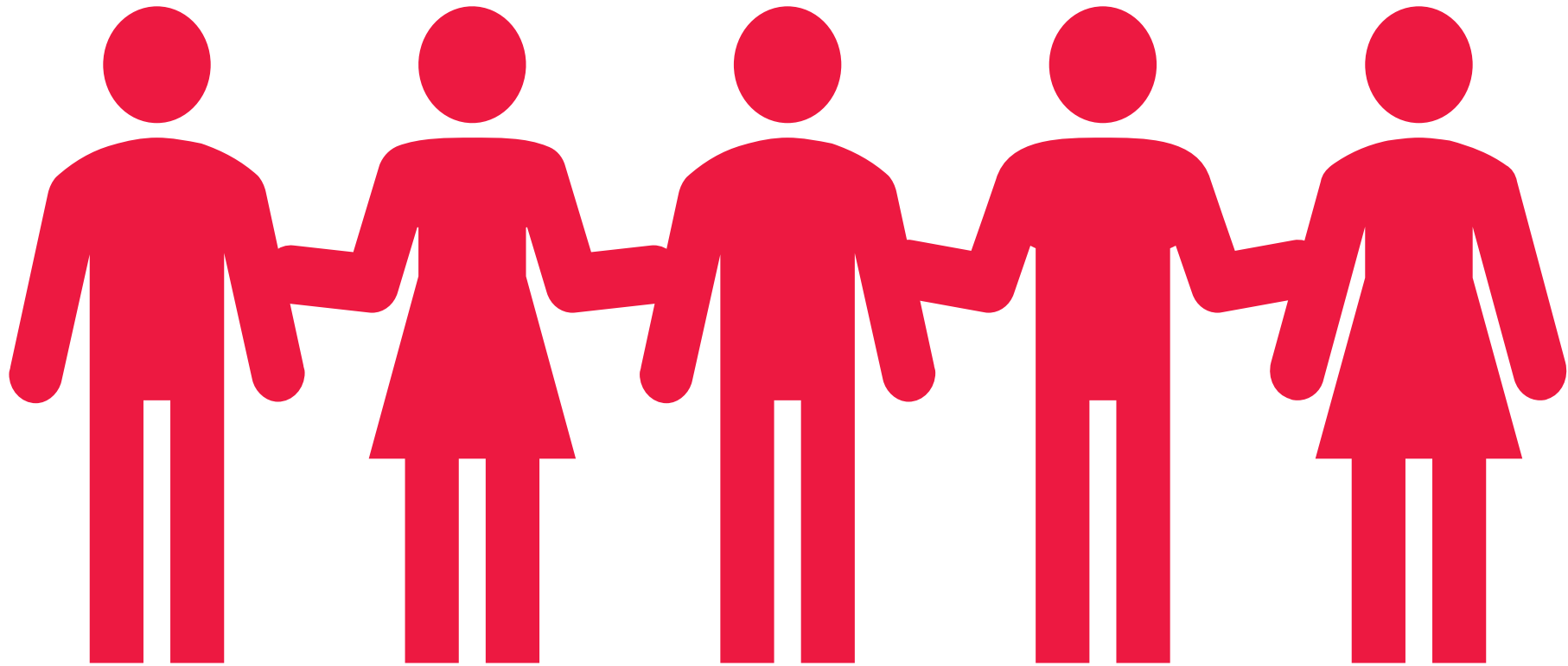
THE MATES PROGRAM



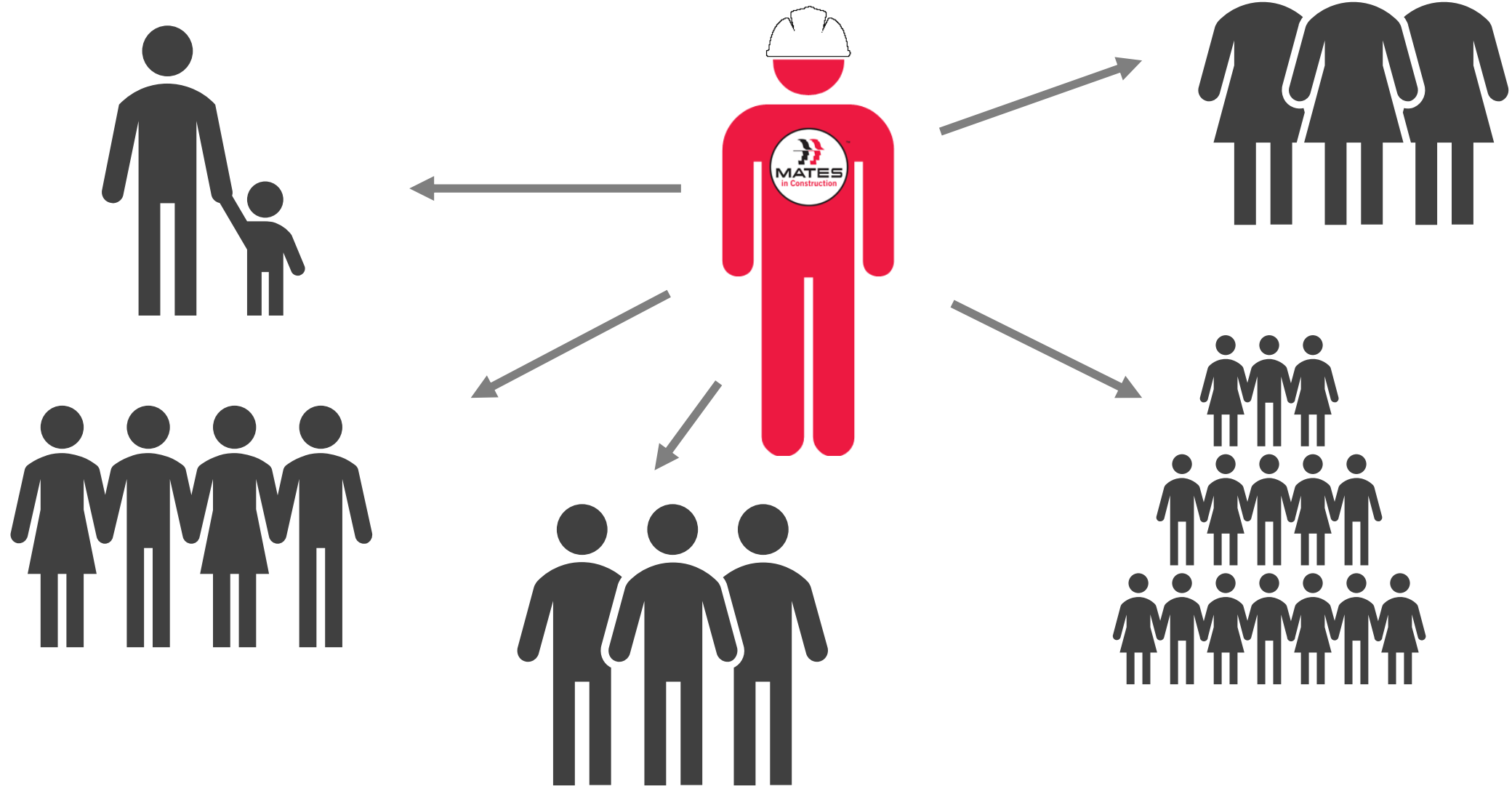
TRAINING

ONGOING SUPPORT

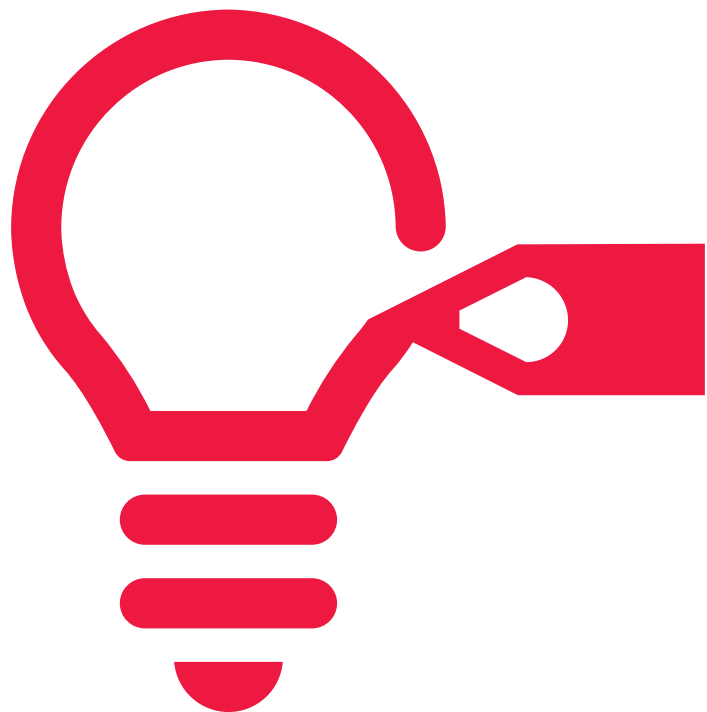
creating workplace communities where
mates look out for mates



THE FOLLOW-ON EFFECT



OUR DIFFERENCE



- Construction focused
- Local presence
- Early intervention
- Local Case Managers
- Commitment to research
- All support services FREE

RAISING AWARENESS AND TRAINING



35 MINS

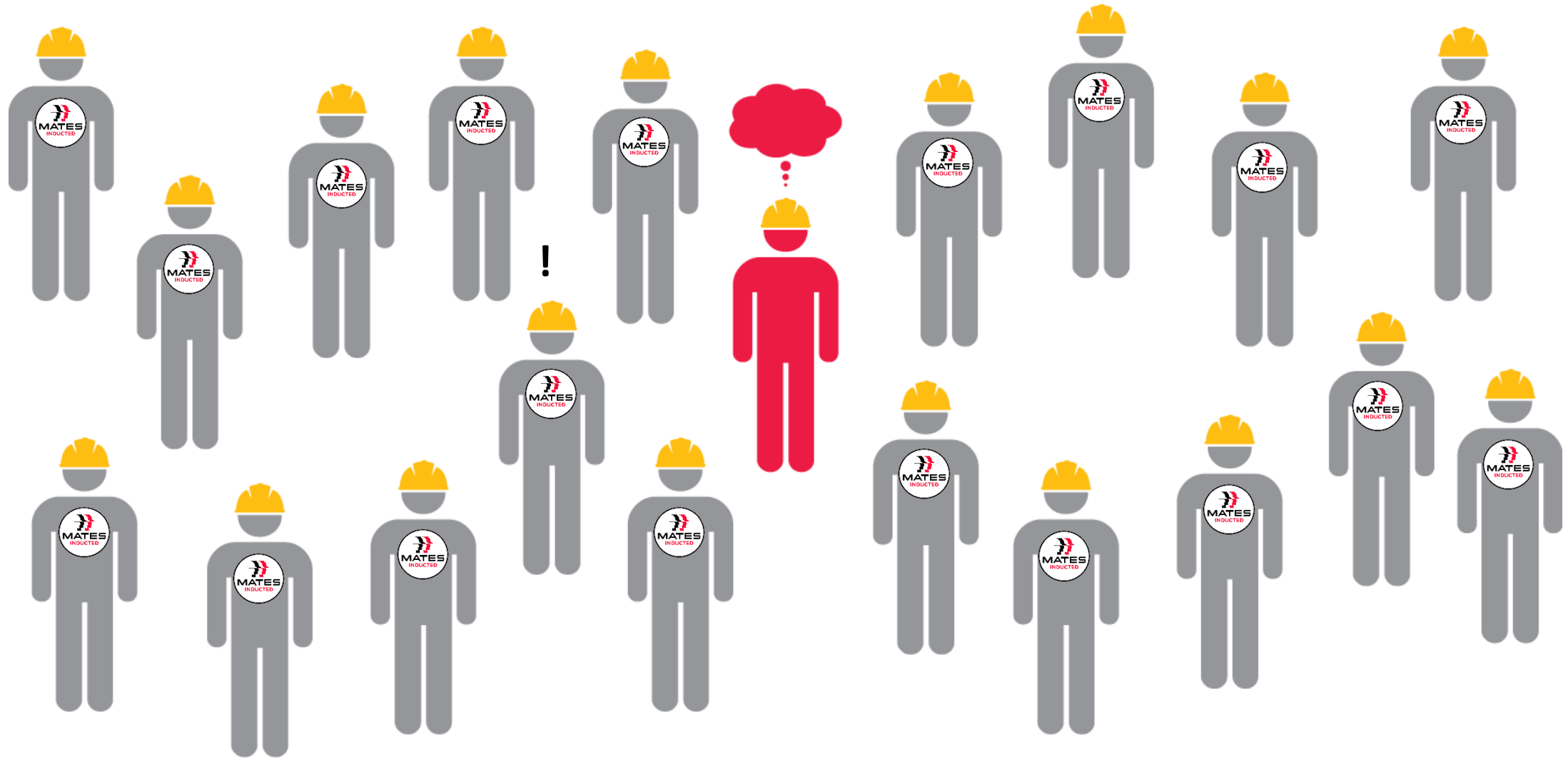


3.5 HOURS



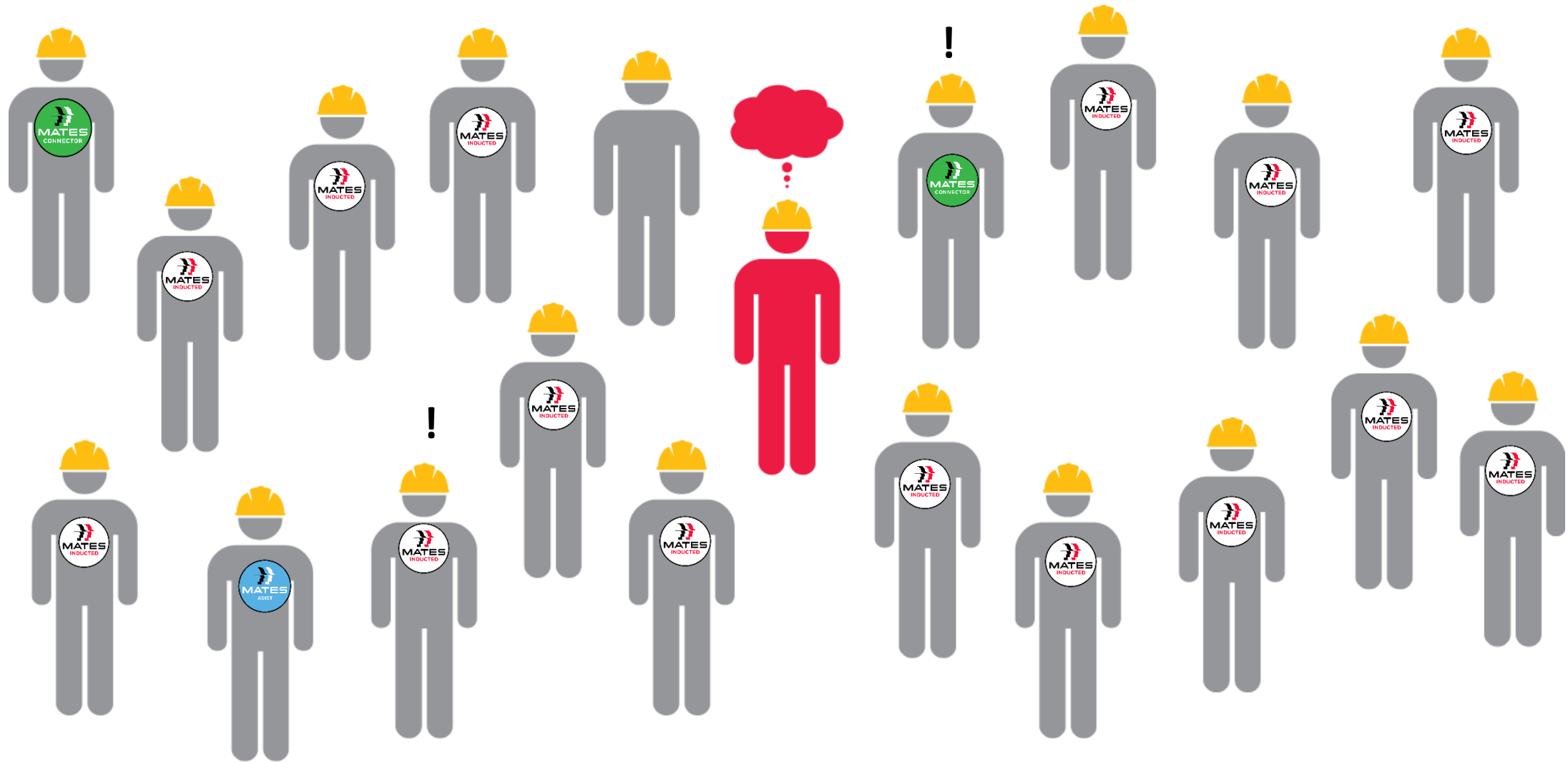
2 DAYS

CREATING A SUICIDE SAFER COMMUNITY



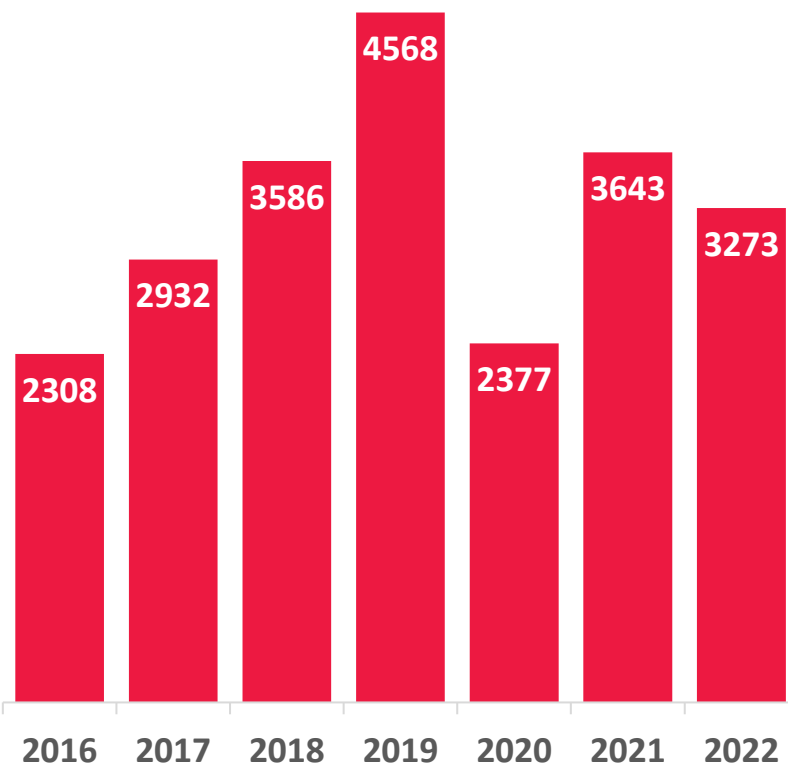
1 IN 20 PERSONS MAY HAVE THOUGHTS OF SUICIDE

CREATING A SUICIDE SAFER COMMUNITY

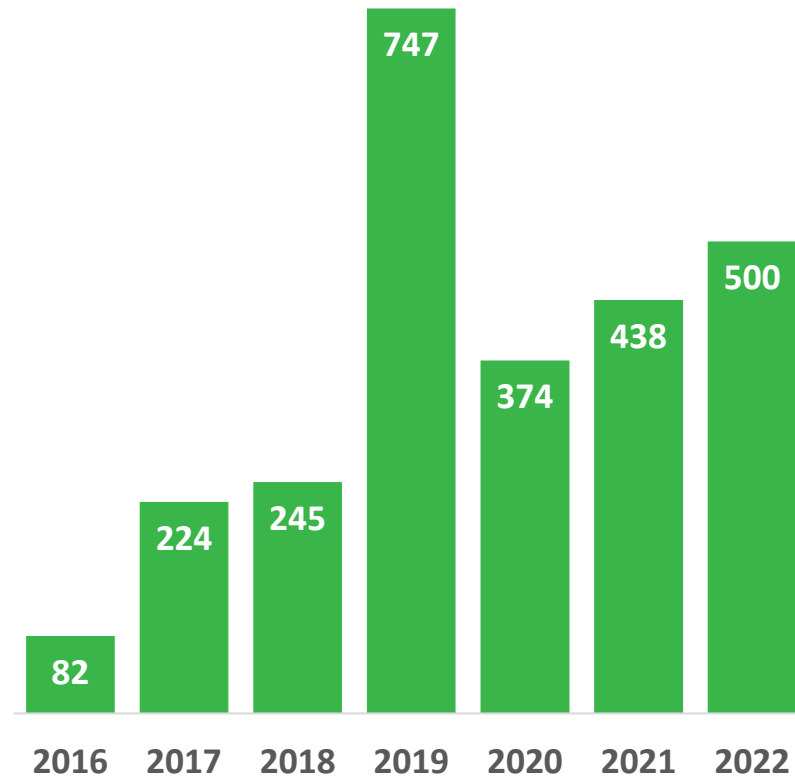


TRAINING OTHERS TO OFFER HELP TO THEIR MATES

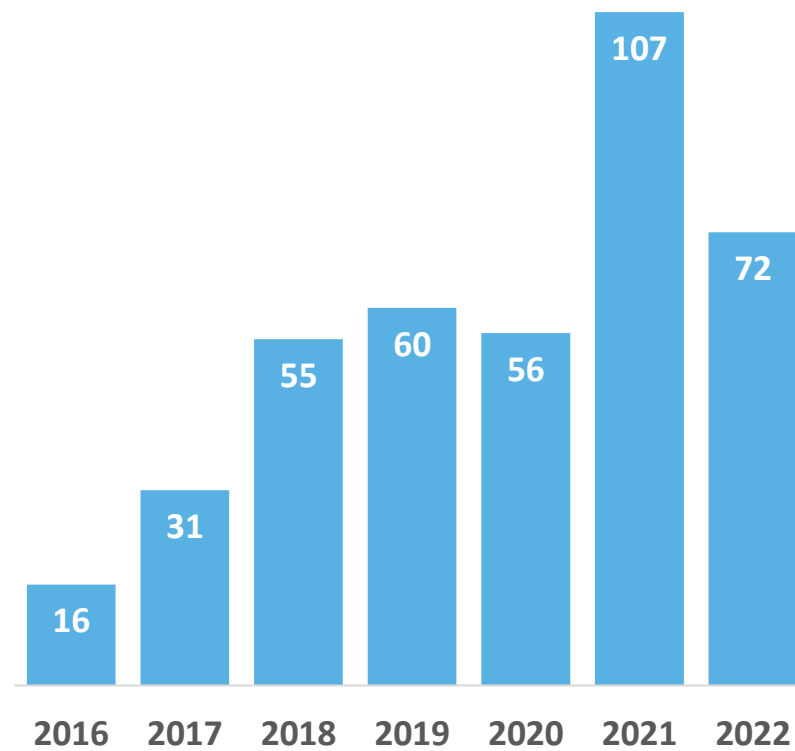
TRAINING NUMBERS



GAT



CONNECTOR



ASIST

Funded by



An Australian Government Initiative

3,400 +

TRAINED IN SA COUNTRY REGIONS

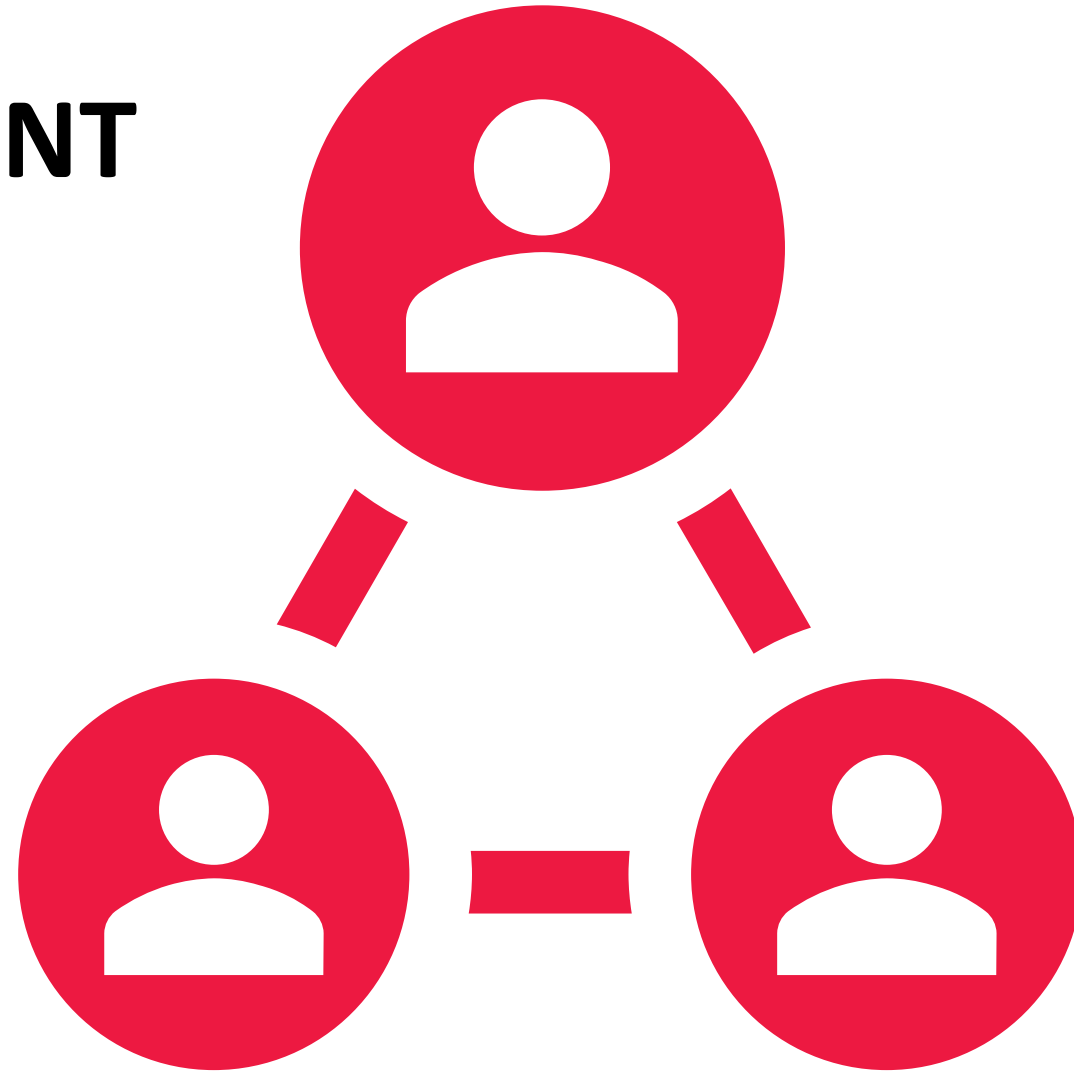


ONGOING SUPPORT

- 24/7 FREE helpline
- Case Management
- Field visits
- Postvention
- Critical incident support
- Research and information



CASE MANAGEMENT



POSTVENTION AND CRITICAL INCIDENT SUPPORT





We provide most
training and ALL our
support services
FREE OF CHARGE

FUNDING PARTNERS IN SA

MAJOR FUNDING PARTNERS



Supported by
**Government
of South Australia**

SafeWork SA



An Australian Government Initiative

TIER 1 STATE INDUSTRY PARTNERS



**Government
of South Australia**

Department for Infrastructure
and Transport

FUNDING PARTNERS IN SA

TIER 3 STATE INDUSTRY PARTNERS





FOR MORE INFORMATION

24/7 HELPLINE: 1300 642 111

www.mates.org.au | 08 8373 0122

FACEBOOK: @MATESinConstructionSA

LINKEDIN: @mates-in-construction-SA

INSTAGRAM: @matesinconstructionsa

TWITTER: @mates_sa





Questions?



Learning Circles

Discuss in your learning circle:

- What can you share with the group about sleep, fatigue or suicide prevention that has worked in your workplace?
- What would be the best resource your workplace has used (a speaker, a book, a website, an activity, a policy) that had good engagement and uptake to these topics?





Healthy
Workplaces

Feedback

Online participants please use the QR code on screen to complete the feedback survey. Those here today in person please complete either the hard copy provided or QR code.

SA Healthy Workplaces
Community of Practice - 15 March
2023 Feedback Survey



Thank you for attending.

Any comments or ideas for future sessions,
please email us at healthyworkers@sa.gov.au

Next CoP session is planned for June 14th
2023.



Collaborative Partnership for Health and Wellbeing in South Australia



Government and statutory authorities include Wellbeing SA, SafeWork SA, Office of the Commissioner for Public Sector Employment, Department for Innovation and Skills and ReturnToWorkSA.