



MAYFAIR
WE CARE

Mayfair cares

**HEALTH & SAFETY
NEWSLETTER**

[Click here to visit our blog](#) for more helpful tips and advice across a range of topics.

Creating a **mentally healthy** workplace

If you feel good about going to work, chances are you're working in a mentally healthy workplace. What is this and how can you develop one?

Mental illness does not discriminate. It exists in all workplaces and industries worldwide. About 450 million people are currently experiencing a mental illness while one in four people worldwide will experience a mental health condition in their lifetime. A mentally healthy workplace is one that:

- promotes a positive workplace culture so that employees enjoy coming to work and feel supported
- addresses the factors known to contribute to poor workplace mental health
- supports people with mental health problems

Reuters has estimated that the burden of mental health could cost the world economy up to \$US16 trillion by 2030. This is estimated

on a combination of days off work, reduced productivity and compensation claims. Creating a mentally healthy workplace is not only good for employees but is good for business. A recent PwC/Beyond Blue report found that every dollar spent creating a mentally healthy workplace can, on average, generate a return of \$2.30.

A positive working environment is everyone's responsibility, but how you create this depends on your role.

- **Leaders and managers** play the most visible role in supporting employees' mental health. If you are a manager, you can role model day-to-day behaviours and actions, and show a commitment to a mentally healthy workplace.
- **Employees** also play a vital part. As an employee, your role is to take reasonable care of your own mental health and safety, and that of your colleagues. You may be the first person to notice that a workmate is displaying the early signs of a mental illness. It's also

important to educate yourself about mental health and support any initiatives aimed at improving mental health in the workplace. ✕

When to check in

"If you have a worker who has previously been performing well who is now not performing, if you have someone who isn't normally absent from work who is now regularly away or late, or if you have someone who's normally calm and composed but is now getting irritated with co-workers, these are the types of things that should prompt you to check in."

Professor Samuel Harvey, who leads the Workplace Mental Health Research Program at the Black Dog Institute.

WHAT'S INSIDE

5 reasons why you're fatigued	2
Move it and lose it	4
3 relationship myths busted	5
Avoid workplace injuries	6



10 October is World Mental Health Day. This year, the theme is suicide prevention. Every year close to 800 000 people take their own life and there are many more people who attempt suicide. Every suicide is a tragedy that affects families, communities and entire countries and has long-lasting effects on the people left behind.

© Copyright Healthworks® 2019.

May not be copied, sold, distributed, reproduced in either part or full in any other form.

5 reasons why you're fatigued (even though you get enough sleep)

Feeling tired or sleepy? Then have a nap or an early night. But if this doesn't help, something else could be the cause.

Fatigue can be far more than simple tiredness. It may affect your entire body, causing headaches, aching muscles, moodiness, short-term memory problems, poor concentration, and low motivation.

Relentless fatigue will impact your personal and work life. It can affect your ability to do your job, and depending on your type of work, have an impact on the health and safety of those around you.

If you're feel tired all the time then the quantity and quality of your sleep is the first thing you should consider. But for many of those who visit their doctor complaining of fatigue, it's likely that something else is to blame for their exhaustion.

The cause of fatigue isn't always obvious. You may have a medical problem such as anaemia, an underactive thyroid, sleep

apnoea, diabetes, heart problems or an autoimmune disorder like rheumatoid arthritis. Fatigue can also be a side effect of medication you're taking. Your doctor can investigate any potential medical causes for your fatigue.

For many people, feeling excessively tired can be a response to lifestyle, social and psychological issues rather than a medical condition. Here are five possible reasons you're tired.

1. Stress, anxiety or depression. Studies suggest that between 50 and 80 per cent of fatigue is due to psychological factors. Stress and emotional shock, such as a bereavement, retrenchment or a relationship break-up can leave you feeling tired and exhausted. Fatigue is also one of the main symptoms of generalised anxiety disorder and depression, which together affect up to 7 per cent of the world's

population. For every psychological issue, there are a range of effective treatments and health professionals who can help.

2. Not enough iron. The mineral iron is essential for transporting oxygen in your blood so if you're not eating enough iron-rich foods you're likely to feel fatigued. Women are more prone to developing iron deficiency than men because of their menstrual cycle.

If you suspect you're low in iron, pay attention to your diet. The most absorbable iron is found in animal foods such as beef, lamb, chicken and fish. Plant sources include beans, lentils, green leafy veg, nuts and seeds, and eggs. To boost absorption of iron from plants, include vitamin-C-rich foods such as red capsicum, strawberries, tomatoes and oranges. Don't take supplements before you've had a blood test to confirm an iron deficiency.



Studies suggest that between 50 and 80 per cent of fatigue is due to psychological factors.

3. Too little exercise. It might be the last thing you feel like doing when you're fatigued, but research shows that regular, low-intensity exercise can help boost energy levels in people suffering from fatigue. Even a single 15-minute walk can help, while one British study found yoga was effective at increasing energy. Why exercise alleviates fatigue isn't clear but study findings suggest physical activity acts directly on the central nervous system to increase energy.

4. A poor diet. Overly restricting food groups and kilojoules may be promoted as healthy but it can be anything but, while some fasting diets can encourage eating too little and may lead to a drop in blood sugar levels, causing an energy slump. Without sufficient energy or carbs your body and brain won't function at their best and fatigue could be the result. Load up on fruit, vegetables, wholegrains, lean meat, fish and healthy fats and you will be getting all your essential nutrients.

5. Dehydration. You can feel tired when you're mildly dehydrated, even before thirst kicks in, and with summer just around the corner this becomes more likely. It's easy to get distracted and forget to drink, so keep a bottle of water handy and make sure you drink throughout the day to keep your urine light coloured. If you're planning to exercise, ensure you're well hydrated before you start, sip throughout your workout, and rehydrate afterwards. ✕



The nutrient you must take if you're vegan

More and more people are choosing to avoid eating animal-derived foods – meat, fish, eggs and dairy foods. “In vegan diets the nutrient of greatest concern is vitamin B12,” says vegan dietitian Brenda Davis. This is because B12 is only found in food of animal origin, such as meat, milk, cheese and eggs. “Plant foods are not reliable B12 sources for vegans, so the only reliable sources are supplements and fortified foods,” Davis explains.

Vitamin B12 is needed to make red blood cells and for the brain and nervous system to function properly. Tiredness and fatigue are common symptoms of B12 deficiency.

If you're vegan, make sure you eat plenty of B12-fortified foods or take a daily supplement of between 25mcg to 100mcg.



Move it and lose it

To achieve and maintain a healthy body weight, it's essential to combine a healthy diet with an active lifestyle.

But what type of exercise?

The best type of exercise for weight management is cardiovascular exercise. This is simply activity that increases your heart rate and makes you sweat and puff.

How often do I need to exercise?

Three or more times per week. The more frequently you exercise, the more weight you will lose, but it needs to fit into your lifestyle in the long term. Two sessions each weekend over the long term is much better than seven days a week for a month before giving up all together! Keep a diary to monitor your progress, and keep you motivated.

How hard to do I need to be working?

You should feel slightly breathless, but avoid pushing yourself to the point of exhaustion. When you begin an exercise program, start out slowly and gradually build up the time and intensity of your workout so you slowly increase your fitness level. Once you have increased your fitness level, the easier exercise becomes!

How long do I need to exercise for?

A minimum total of 30 minutes. Less than 20 minutes will have little impact on weight loss. And while research shows that longer sessions of about an hour are optimal for fat burning, any extra bit of activity can help boost your metabolism and fat-burning ability during the day.

What type of activity should I be doing?

Any activity that continually keeps your heart rate elevated. It's important to find an enjoyable activity - consider some of the following:

- Team sports such as basketball, indoor cricket, soccer, or netball
- Other sports such as tennis, squash, or badminton
- Swimming
- Dancing classes
- Walking with a friend
- Aerobics or other fitness classes
- Training for a fun run
- Playing sport with the kids ✕

Do I need to see a doctor before beginning a fitness program?

You should see your doctor if you:

- Are over 35 years of age and not currently exercising.
- Have high blood pressure.
- Suffer from diabetes.
- Are a heavy smoker.
- Have a family history of heart disease.
- Have any existing injuries that may hinder exercise.



3 Relationship myths **busted**

There are plenty of misconceptions about what constitutes a good relationship. Here we separate fact from fiction.

Whether it's a work or personal relationship, maintaining harmony is the ultimate goal. If you think you already know what it takes to have a successful relationship, what the relationship experts suggest may surprise you.

1. Good relationships don't require work

FACT Not only do you need to work on your relationships — you need to do a lot of it. Merging two lives together, with each other's dreams, hopes and desires, is no mean feat. As those dreams and hopes change for both partners, adjustments need to be made at different times throughout the course of the relationship, in good times and bad.

2. Arguing is bad

FACT It's not so much that arguing is good, it's that disagreements are inevitable. Relationship author David Maxfield who conducted a study with co-author Joseph Grenny says, "Ignoring the disagreements doesn't work, and turning disagreements into fights doesn't either. The key to a successful relationship is how you handle the inevitable disagreements. Those who handle them with honesty, frankness, respect, and love are far more successful than those who

don't." In their study, Maxfield and Grenny found that four out of five people said poor communication played a role in their last failed relationship.

"Dialogue is the solution. Silence causes the problem to continue."

David Maxfield

3. The other party should know what upset you

FACT Although many of us assume our partners or co-workers should be able to read our minds, they can often be clueless about what upset you. They can probably tell you are upset but not be able to identify what part they played in it. For a quicker, smoother resolution, speak up and don't wait until they come to you because that may never happen. Explaining why you're upset will save you both time and aggravation. ✕

A matter of trust

Trust is the secret to any successful relationship, and there's a good chance that if you and a co-worker or partner are disagreeing on many things, it's because you don't trust each other. Trusting someone means you think they're reliable, you have confidence in them and you feel safe with them on a physical and emotional level.

Trust grows with time and effort and that means not only keeping the promises you make but also not making promises you're unable to keep, says author and psychologist Andrea Bonior. Admitting your mistakes is an important part of building trust, at home and in the workplace. By being honest about your mistakes, you're showing your vulnerable side, and this helps build trust with others.

Avoid workplace injuries

Some daily workplace tasks can be hazardous if done incorrectly and are one of the most common causes of workplace injuries.

Many jobs involve some sort of manual task, whether it's stacking shelves, labouring on a building site, or lifting patients in a care home or hospital. It's all part of getting the job done and something we take for granted – that is, until we get injured.

Musculoskeletal disorders, including sprains and strains of muscles, ligaments, tendons and joints, are some of the most common work-related injuries. The parts of the body affected include the back, neck, shoulder, elbow, wrist, abdomen and knees.

SafeWork NSW have identified some simple steps to stop injuries happening in the first place. They point out that while training is

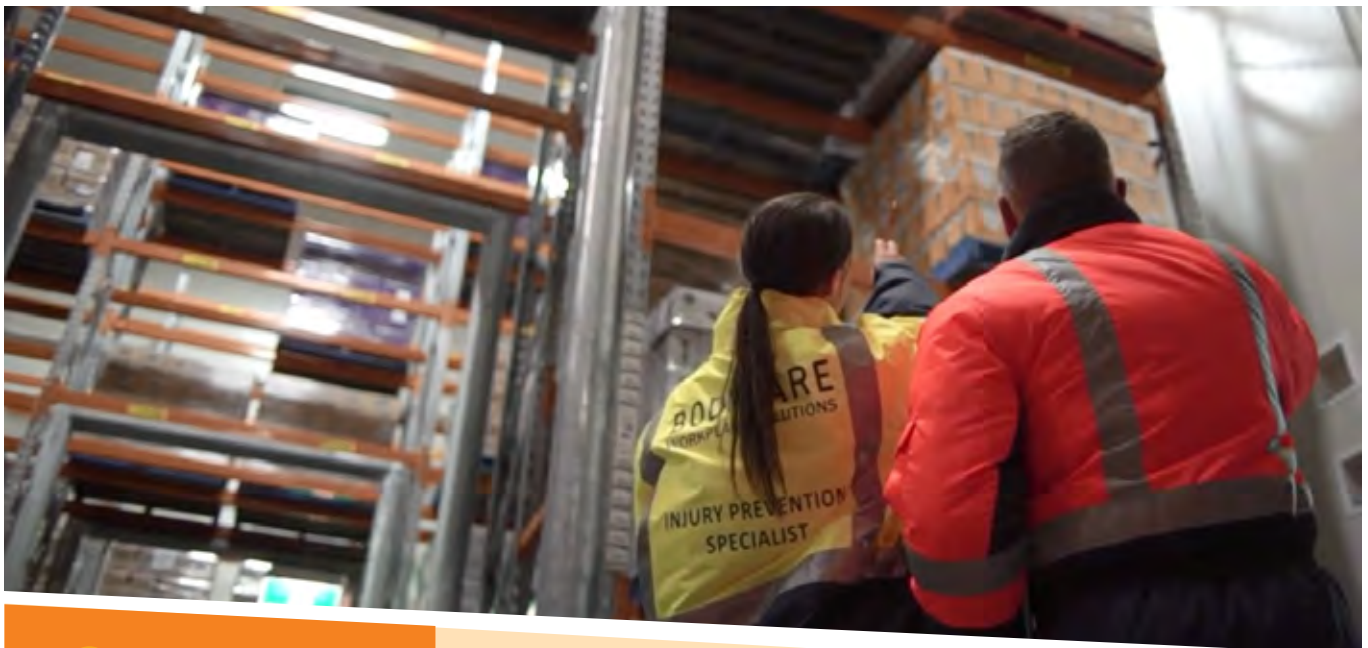
important, such as in safe lifting techniques, there are other factors that can be more helpful in the long term.

1. Find the risk factors. Identifying the movements that may cause the injury is the first essential step to reducing injury. Look for:

- Forceful exertions, such as pushing, pulling, lifting and gripping
- Awkward postures, such as bending, over-reaching, arching and twisting
- Vibrations to the hands, arm or body
- Movements or forces that are repetitive – again and again and again.
- Duration – how long does the movement last

2. As a worker, your information is valuable. You can let management know what tasks you believe are the most hazardous, which movements are making you sore and causing discomfort, and what jobs you tend to avoid and why.

3. Fix the problem. Fixing the problem may be out of your control to some degree. SafeWork NSW recommend using higher level control to change the risk factors, such as eliminating the hazard altogether, if possible, using engineering solutions or substituting with safer tools or equipment to reduce the hazard. ✕



Ask an expert about ...

Q I've read that lectins are bad for our health. What are lectins and should I avoid them?"

Nutritionist Jenny Boss replies:

Lectins are naturally occurring proteins that are found in plants. They are particularly high in beans, peanuts, and lentils, but also found in potatoes, eggplant, wheat and other grains.

They've received a lot of attention of late, with some popular media and fad diet books claiming that lectins cause obesity, chronic inflammation and autoimmune disease.

It's true that lectins can trigger gastrointestinal distress in humans when they are consumed in raw foods, but they're mostly deactivated by proper cooking. This is why you can get ill if you eat raw kidney beans but not if you eat canned beans. Fortunately, we tend to cook the foods that are highest in lectins – beans and lentils – and so we rarely eat lectins in their active form. In large amounts, active lectins may also reduce your body's ability to absorb certain nutrients but we don't tend to eat enough active lectins for this to be a problem.

Lectins can have some benefits as a result of antioxidant activity, which may help protect cells from damage caused by free radicals. They also slow down digestion and the absorption of carbohydrates, potentially preventing sharp rises in blood sugar. Research is even looking at lectins as an anticancer treatment.

Some people may be particularly sensitive to certain lectins and could benefit from reducing them in their diet, but they don't pose a problem for most people. As long as they are properly cooked, legumes and other lectin-containing foods are valuable and nutritious and shouldn't be avoided.

App of the month

Shopper app

Here's a helping hand for those who want to cook healthy food at home but struggle to get organised. The Shopper App helps you organise shopping lists,

list ingredients, store your recipes, find new ones online and allows you to sync your shopping list with family and friends. It also includes Guiding Stars, grocery nutrition ratings linked to list barcodes as well as country of origin information. Free from the App Store and Google Play.

Eyes on the future

Having regular eye checks reduces the risk of permanent damage. With early detection, about 80 per cent of eye conditions can be prevented, corrected or treated.

Children: Should have their eyes tested before starting school and regularly throughout their schooling.

Adults: Should have eyes tested at least every two years, but your age, health or a family history of eye disease could mean more regular testing. ✕



Blood pressure on the rise

Smoking, obesity and drinking are a significant cause of high blood pressure, or hypertension, but as lifestyle interventions don't work for everyone, scientists have started to look beyond lifestyle causes. Investigating the role of gut bacteria in high blood pressure, they found that there was a reduction in the diversity of gut bacteria in those with pre-hypertension or hypertension. Overall, the scientists say, "The present meta-analysis suggests that consuming probiotics may improve blood pressure by a modest degree." Research from 2013 has previously shown that probiotic fermented milk, such as kefir, had a beneficial effect on blood pressure. ✕

wellatwork™

Published by: Healthworks®

Suite 3.06, 55 Miller Street Pyrmont NSW 2009 Australia
ACN 624 842 351 **Phone:** 1300 90 10 90

Website: www.healthworks.com.au

Editorial Team:

Editor: Jenny BOSS MHumNutr

Deputy Editor: Debbie Duncan

Subscriptions: Janelle Gibb

Email: well@healthworks.com.au

Healthworks® wellness, health, and safety products and solutions are a trademark of Bodycare Health & Wellbeing Pty Ltd (ACN 624 842 351), registered in Australia. Well at Work™ ©2019. All rights reserved. No part of this work may be re-sold, reproduced or copied in any form. The information in this publication does not provide medical advice for individual problems. For advice and treatment, consult your doctor or health care professional. Well at Work is printed on an environmentally responsible paper. The pulp for this paper is sourced from certified, well managed sustainable plantations and the paper mill is ISO 14001 accredited.



View to better health

We know that spending time in nature benefits our overall wellbeing. A new study from the UK's University of Plymouth suggests that even just having a view of a tree, garden or park from your home or office window could reduce the intensity and frequency of cravings for unhealthy snacks and junk foods as well as alcohol and cigarettes.

1

THING YOU CAN DO TODAY



Lose weight by shopping on a full stomach

Who would have thought that snacking could help you lose weight?

Whether you're stopping by the supermarket to pick up food for dinner after work or dashing out on the weekend to do a weekly shop, you're probably pressed for time and running on empty. Being faced with all those tempting foods in the supermarket aisles can see you filling up your trolley with unhealthy, but delicious, high-kilojoule snacks, like potato crisps, chocolate bars or packets of sweet biscuits. All of which look even more appealing on an empty stomach.

Researchers from Cornell University have a solution: have a satisfying, healthy snack before you shop. That's as easy as keeping a bag of nuts in your bag or grabbing a banana on your way out the door.

The researchers found that study participants who ate crackers before shopping purchased fewer high-kilojoule foods than the 'hungry' group even though they loaded up their trolleys with a similar number of foods. Another group, sent out to shop after eating lunch, had healthier trolleys than those who shopped in the afternoon between lunch and dinner. PET scans showed increased activity in the brain's reward centres of the 'hungry' shoppers in response to high-kilojoule foods than those who shopped on an empty stomach.

The good news? Snacking before you shop could be a simple way to cut kilojoules and keep unwanted weight gain at bay. ✕

EAT SMARTER

Tuna

Canned tuna is a popular food that is ideal for a quick nutrient-rich snack or meal, and by making the right choice you can be sure you're getting maximum health benefits.

Nutrients: Protein, omega-3 fats, minerals such as selenium and vitamins A, D, B6, B12 and niacin.

Kilojoules: Tuna is generally not high in kilojoules but try to stick to varieties that have less than 800kJ per serve.

Omega-3s: A small can (95g) of tuna contains around 0.1-0.4g of omega-3, making it a good source of omega-3 fatty acids. The Heart Foundation recommends eating 500mg (0.5g) of the omega-3 fatty acids DHA and EPA every day, which adds up to two to three 150g serves of oily fish such as tuna each week. Some brands of tuna have more omega-3s than others. Check the label on the tin and try to choose products with more than 0.2g (or 200mg) per 100g.

Other fats: Tuna mostly contains 'heart-healthy' unsaturated fats. It's worth checking that there is less than 4.0g of saturated fat per 100g in tuna with flavoured sauces.

Protein: A good source of protein, tuna will provide about 15-30g protein per 100g, depending on the variety.

Sodium: Tuna can be high in sodium, especially the flavoured varieties. A good choice is one with less than 400mg of sodium per 100g.

Looking for sustainably fished seafood?

Keep an eye out for the MSC logo, or those with 'pole and line', 'responsibly fished' or 'dolphin friendly' on the labels. ✕



MAYFAIR
WE CARE

Mayfair cares