



Spring 2016

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Did you know...

Employees can be exposed to mental and physical trauma on the job, regardless of the field they work in? There are some **simple skill building activities** you can do with your team to build their resilience to trauma and the stresses of everyday life.

Often those accused of bullying in the workplace have no idea their behaviours are being interpreted that way and it generally isn't their intention? Mary Ann Baynton will teach us some **innovative team activities** that will increase our self-awareness and help to resolve bullying in your workplace.

The rates of absenteeism, presenteeism, and performance can be directly related to the amount and intensity of the conflict in your workplace? Maybe it is time to ask yourself what it is that's making your employees not want to be in your workplace.

To learn about a **conversation framework**, that can help you resolve workplace issues and the rest of the initiatives and activities mentioned above, plan to attend an exciting and informative full day workshop *Becoming a Mindful Workplace* led by [Mary Ann Baynton](#) on May 11, 2016, 9 am - 3:30 pm at John D Bradley Centre Chatham Ontario.

Register here:
<http://www.eventbrite.ca/e/becoming-a-mindful-workplace-tickets-22068515524?aff=ebrowse>

Sandy Richardson
sandy.richardson@mlhu.on.ca
519-663-5317 ext. 2412

Resiliency Contest

The Community Early Years Partnership and the Middlesex London Health Unit are launching the second phase of their Inspire Resilience Campaign. From the beginning of April to the end of June

parents and caregivers of young children are encouraged to enter the Resiliency Contest. There are three great prizes that focus on activities that help build resiliency in children. Read about ways to help your child cope with challenges and disappointments and complete the online quiz to win.

As parents and caregivers, what can we do to help our children grow up with the ability to bounce back from life's challenges and disappointments? Join us as we learn about resilience and its impact on child development.

For more information about the Resiliency Parenting Sessions & Community Supports, the Resiliency Contest, and more, please visit:
www.healthunit.com/early-child-development-resiliency

Sarah Ingram
Public Health Nurse
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Think Outside the Car!

An active lifestyle is good for health! However, it can be difficult to fit physical activity into daily life. Active commuting, such as walking, cycling or using public transit to get to and / or from work can be a means for employees to not only

achieve health benefits but economic, social and environmental benefits as well.

As an employer, you can encourage employees to 'think outside the car' and use active commuting to get to and / or from work daily, weekly or even monthly. Here are some ideas on how you can encourage active commuting in your workplace:

- find one or more champions within your workplace to promote active commuting
- provide [resources](#) to employees such as the City of London's [Bike & Walk Map](#)
- provide [safe cycling](#) information &/or clinics for employees
- offer secure bicycle storage, lockers and shower facilities
- organize workplace challenges &/or employee recognition programs
- participate in the City of London Business Travel Wise Program and receive support to map out safe, efficient routes to work as well as address infrastructure or safety issues: PH: 519-661-2500 ext 5389, EM es@london.ca

For employees who cannot actively commute, carpooling is another great option. Employees can save money, make new friends and help improve air quality. Check out the Regional Rideshare program link on the City of London website [here](#).

For more information and resources about active commuting, check out the [Middlesex-London Health Unit](#)

Think outside the car and Give Active Transportation a GO!

**Parenting Groups and Classes:
Triple P
(Positive Parenting program)**

The Triple P program is a comprehensive, evidence-based parenting program that can offer one-to-one, small, or large group

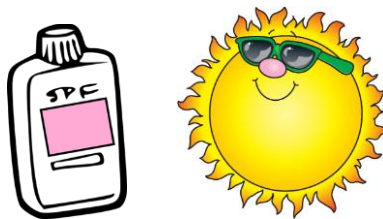
sessions to explore multiple strategies for parenting children and youth (1-18 years old). Visit <http://www.healthunit.com/triple-p-classes> for a schedule of available programs. Contact Sheila Hattie Miller Parenting Coordinator at 519-663-5317 ext. 2271 if you would like to book a class for your staff.

There are five key principals to Triple P's Positive Parenting:

- creating a safe, interesting environment
- having a positive learning environment
- using assertive discipline
- having realistic expectations
- taking care of yourself as a parent

For more information on parenting and Triple P classes check out: <https://www.healthunit.com/triple-p-classes>

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www.iparent.net



Sun Safety for Outdoor Workers

UV radiation is a serious occupational hazard, putting outdoor workers at increased risk of skin cancer and other heat related illnesses. Outdoor work often includes work during the midday hours (when the sun is at its strongest), increasing the risk of overexposure to UV radiation.

Fortunately, there are some practical ways to lower your risk:

Seek shade (to reduce the UV rays that reach your skin and to provide cooler temperatures)

- Consider whether an outside job can be moved to a shady location or even done indoors.
- A temporary shelter can be erected or use buildings and trees for protection.
- Seek a shady spot for lunch and breaks.
- Reorganize the job so outdoor tasks can be done in the early morning or later afternoon.

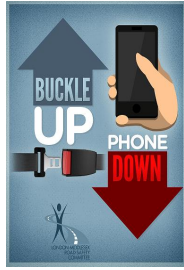
Cover Up

- Wear protective clothing to cover up your skin (i.e. long sleeves, high collars, long shorts or pants).
- Avoid clothing you can see through. If light can shine through fabric, UV rays can reach your skin.
- If you are able to wear a hat, choose a hat with a wide brim and grommets that let air circulate. If you wear a hard hat or baseball cap, add a flap that can help protect your neck and ears.
- Wear sunglasses or safety glasses that protect against UVA and UVB rays.

Apply Sunscreen

- Generously apply water resistant & broad spectrum sunscreen SPF 30+ on exposed skin.
- Reapply after sweating, swimming or toweling off.
- Sunscreen comes in a variety of formulations. Find one that suits you best.

Reflective surfaces, such as asphalt, sand, concrete, water, and snow, can increase the harmful effects of UV rays. Be aware of these factors at your work site and take extra precautions.



Distracted Driving

Distracted driving has become the leading factor contributing to road fatalities in Ontario, and motor vehicle collisions remain the number one cause of workplace death. Last year, 69 people died in road crashes in which driver distraction was a factor, compared to 61 speed-related, 51 seat belt-related and 45 alcohol/drug-related deaths. Talking or texting on a phone while driving can be manually, visually and cognitively distracting. As of September 1st 2015, the fines and penalties for distracted driving under the Highway Traffic Act were amended and now include:

- a fine of \$400, plus a victim surcharge and court fee, for a total of \$490 if settled out of court
- fine of up to \$1,000 if you receive a summons or fight your ticket
- three demerit points applied to your driver's record

Despite the changes to distracted driving penalties, drivers are still not getting the message. Therefore we encourage all employers to incorporate a comprehensive cell phone policy into their workplace. A cell phone policy will not only help to keep employees safer but will also reduce employer liability. To achieve this, the workplace cell phone policy should ban the use of hand-held and hands free devices while driving. This will require a cultural shift away from the urgency we feel when a cell phone rings, to one that creates a supportive environment that encourages

employees to avoid answering a phone call while behind the wheel. For more information on how to create a workplace cell phone policy refer to the Distracted Driving Toolkit provided by the Region of Waterloo's Public Health webpage. (<http://www.projecthealth.ca/resources/project-health-toolkits/toolkits-distracted-driving>)

Contact Alyssa Penney for more information.
Alyssa.penney@mlhu.on.ca

Child Car Seat Safety

A new pamphlet is available with information about child car seats and booster seats, **Child Car Seat Safety: What You Need to Know**. It can be a challenge deciding what car seat to use and when to change to the next stage of car seat. This pamphlet provides information on the infant car seat, infant child car seat (rear and forward facing) as well as the booster seat. It provides suggestions on how to secure the child safely in the car seat and tips on installing the car seat in the vehicle.

Children are 70% less likely to be seriously injured in a collision in the rear facing position. It is important to keep children rear facing for as long as possible. Many car seats now rear face until 40 lbs (18kg). The American Academy of Paediatrics recommends rear facing until the age of 2 or until the child no longer meets the rear facing criteria for the car seat.

Do you need help with installation of the car seat? The MLHU website has a link to videos produced by the Ministry of Transportation. These videos show how to install a rear facing car seat, a forward facing car seat and a booster seat. There are many other helpful tips to get your child safely secured in the car seat. Visit www.healthunit.com/car-seat-safety.

For copies of the pamphlet contact Health Connection at 519-663-5317 ext. 2280 or visit the MLHU website to download the pdf
www.healthunit.com/car-seat-safety

Catherine Winspear
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Middlesex-London Health Unit
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Healthy Employee Reward or Honorarium: Harvest Bucks

When providing incentives or honorariums for employees or guests, choosing healthy incentives supports employee wellness and is consistent with wellness messages. Harvest Bucks are a unique and healthy reward that also supports the local economy.

Harvest Bucks are vouchers used to buy fresh vegetables and fruit at participating farmers' markets in London and Strathroy, such as Covent Garden Market, Downtown Strathroy Market, Farmers' and Artisans' Market at the Western Fair and On the Move Organics delivery service. In 2015, \$31 160 Harvest Bucks were distributed through 21 community programs and organizations to 908 households.

If your workplace is looking for a charity to donate to, you may also want to consider donating to the Harvest Bucks program. 100% of donations are used to purchase Harvest bucks for community programs funded through the annual application process.



April showers bring May flowers ... and an abundance of delicious and nutritious local vegetables and fruit! For more information or to purchase Harvest Bucks, visit www.healthunit.com/harvest-bucks or contact kim.leacy@mlhu.on.ca.

Private Well Water Testing

Is your well water safe to drink? Test your well water for bacteria - it is free! Unsafe water can make you and your family members sick with stomach cramps, diarrhea, vomiting or other problems that could become fatal.

Water quality can change throughout the year. Even if your well water looks fine, it may have harmful bacteria in it that you cannot see, taste, or smell. The only way to know if your well water is to have it tested. Year round well water testing for **coliforms and E. coli bacteria** (for private residences/homes) is provided by the London Public Health Laboratory for free. A licensed drinking water testing laboratory can be used to test for other contaminants in your water, for a fee.

Water samples must be collected in a certain way, in water bottles provided by a public health laboratory, in order to be accepted for testing. To make sure your well water sample can be tested and provides you with a true result, follow the steps given on the [Public Health Ontario](#) 'Water Testing: Submit a well water sample' web page or the instructions provided with the sample bottle.

New pick-up/drop-off locations (water sample bottles and forms) are now available in Middlesex County. To see a complete list of locations or for more information, please go to <https://www.healthunit.com/water-bottle-pickup-dropoff-locations> or call 519-663-5317 ext. 2300 to speak with a Public Health Inspector.

Baby-Led Weaning and Safety

Baby-Led Weaning (BLW) is a current trend in infant feeding. One of the guiding principles of BLW is

that at 6 months, infants are developmentally capable of feeding themselves. There is no spoon-feeding and no purées. In addition to breastfeeding, babies feed themselves soft cooked finger foods (typically in the shape of a French fry), exploring foods with various senses and eating at their own pace.

Current infant feeding guidelines (Health Canada 2014) recommend introducing iron rich foods at about 6 months. A variety of soft textures including finely minced, lumpy, puréed, mashed and finger foods are all recommended at 6 months. It is very important that parents offer iron rich foods as first foods such as cooked egg, dried beans, peas and lentils, fish without bones and tofu.

For safety reasons, there are food shapes and textures that should not be offered to children under the age of four. Offering whole, non-puréed foods to babies starting at 6 months of age may raise concerns about choking.

Guidelines to ensure baby is safe:

- ☺ Make sure baby is in an upright position, such as in a high chair when offered food.
- ☺ Never leave a baby unsupervised with food.
- ☺ Avoid foods considered choking hazards such as gummy candies, nuts, sunflower seeds, popcorn, and fish with bones.
- ☺ Ensure grapes, hot dogs, sausages, raw apple, raw carrot, pineapple and celery are cut appropriately.
- ☺ Spread peanut butter thinly on toast or crackers.

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Child Safety - Free Presentations!

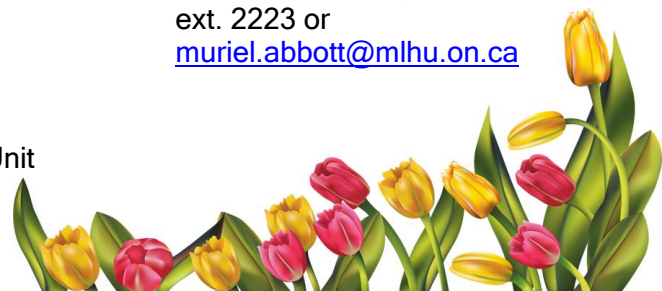
No parent deliberately puts their child at risk, yet every year in Canada preventable injuries kill more children than any other disease. Parachute Canada promotes child safety all year long, but brings particular focus to this area annually during Safe Kids Week, happening May 30-June 5. For this year's 20th anniversary of Safe Kids Week, the theme is on the top injury issues that affect children **At Home, At Play, and On the Road.**

Throughout the months of May and June, staff from Middlesex London Health Unit can provide Lunch & Learn sessions about child safety. The session includes:

- information about the most common injuries of children, based on ages and stages of child development
- practical tips to prevent these injuries
- available, easily-accessible resources
- time for questions and discussion

These sessions will be of interest to parents, grandparents, and anyone who has young children in their lives. Print resources related to home safety, poisoning prevention and car seat safety are included. Attendees will have a chance to win a safety-related door prize!

If you are interested in booking a Lunch & Learn session for your employees, about Child Safety, contact Muriel Abbott, PHN, from the Healthy Communities and Injury Prevention Team, 519-663-5317, ext. 2223 or muriel.abbott@mlhu.on.ca




Resources

The Middlesex-London Health Unit, Health at Work 4 All! program is once again pleased to provide your organization with our Spring Newsletter and a selection of new resources for use in your workplace.

These resources can be downloaded for you to print, or you can request hard copies by contacting Sandy Richardson at 519-663-5317 ext. 2412 or email her at sandy.richardson@mlhu.on.ca

Qualitative or Quantitative Testing Available



N95 FIT-TESTING

A Respiratory Protection Program

WHY: The Occupational Health and Safety Act and its Regulations require N95s for infection control. Canadian Standards Association CSA#294.4-11 supports this requirement and the Ministry of Labour enforces this in healthcare settings.

INCLUDES: A fit-test for a NIOSH approved N95 respirator, training on care, use and limitations of your respirator, documentation of your test, and a wallet card. (Fit-testing on P100 respirator for asbestos is also available.)

DATES: The 2nd Wednesday of each month in 2016:

January 13	April 13	July 13	October 12
February 10	May 11	August 10	November 9
March 9	June 15*	September 14	December 14


*Fit test occurs on 3rd Wednesday of month

IMPORTANT: Be clean shaven. No eating. No drinking. No smoking. No gum chewing... 30 minutes prior to your session.

CONTACT: 519-663-5317 x 2371
emergency@mlhu.on.ca

LOCATION: Middlesex-London Health Unit, Room L1C, 50 King St., London, Ontario

COST: \$35.00 per person



BUREAU DE SANTÉ DE MIDDLESEX-LONDON HEALTH UNIT
www.healthunit.com

SESSIONS MAY BE OFFERED AT YOUR WORKSITE TO ACCOMMODATE LARGE GROUPS OF STAFF MEMBERS. CONTACT US DIRECTLY.


ML MIDDLESEX-LONDON HEALTH UNIT

Save the date for... "Active at Work" part two!

When: Thursday October 13th 2016
9 a.m. – 3 p.m.

Where: BMO Centre, 295 Rectory Street
London, Ontario, N5Z 0A3

Join us to hear the final results of the Sun Life Ivey Research to determine the ROI of Workplace Wellness Programs and a series of presentations by MLHU program experts who will provide an overview of the wellness programs available for your employees through the Health at Work 4 All program at MLHU. You will have time to network with your colleagues and the MLHU staff who can provide services in your workplaces, and you will see the actual resources, displays etc. that can be borrowed for your wellness initiatives!



Dr. Sharon Burke
School of Health Studies
Western University

Dr. Michael Rouse
Richard Ivey
School of Business
Western University

Registration Fee: \$25.00
For registration and information:
Subscribe to the bi-weekly Health at Work 4 All E-update for more information as it becomes available!
Ask Sandy for details!

PROFESSIONAL SUPPORTER OF:
Health at Work 4 All!

www.healthunit.com

FREE
DENTAL PROGRAM FOR ELIGIBLE CHILDREN AND YOUTH 17 AND UNDER.



Did you know that children as young as 12 months old should start seeing a dentist?
Prevent cavities and oral health problems before they start. Apply online.

Healthy smiles Ontario

If you need support with your online application in London or Middlesex County
Call 519-663-5317 ext. 2231

ML MIDDLESEX-LONDON HEALTH UNIT
www.healthunit.com

ontario.ca/health/youth 1-844-256-6888 TTY 1-800-387-0558



HARVEST BUCKS

Redeemable only for fresh produce and fruit at participating market vendors

Expires January 31, 2016

DRIP

\$2



Southwest Region Public Health Units and Western Regional Workforce Planning Boards present

BECOMING A MINDFUL WORKPLACE

FEATURING
Mary Ann Baynton



- Building resilience
- Reducing conflict
- Eliminating bullying in your workplace

DATE: Wednesday, May 11, 2016

TIME: 9 am - 3:30 pm (8:15 am registration and refreshments)

VENUE: Chatham-Kent John D. Bradley Centre
565 Richmond St., Chatham

REGISTRATION: \$99 before April 22, 2016
\$125 before May 3, 2016
www.eventbrite.ca

WHO SHOULD ATTEND:
Employers
Business Owners
Managers
Health and Safety Members
Wellness Representatives
HR Professionals
Union Representatives

BUCKLE UP



PHONE DOWN

LONDON-MIDDLESEX ROAD SAFETY COMMITTEE

FREE!
WELL WATER TESTING

IS YOUR WATER SAFE TO DRINK?

Unsafe water can cause:

- Stomach cramps
- Diarrhea
- Vomiting
- Other problems that could become fatal.

We have a Water Testing Depot near you!



FOR MORE INFORMATION AND LOCATIONS:
Visit www.healthunit.com/private-well-water or speak to a Public Health Inspector at 519-663-5317 ext. 2300

BUREAU DE SANTÉ DE MIDDLESEX-LONDON HEALTH UNIT
www.healthunit.com

DOES BEING A PARENT MAKE YOU FEEL LIKE YOU ARE LIVING IN A ZOO?



Parenting can be demanding, no matter what age your kids are!

There are ways to stay positive and deal with challenges.

Contact us today to find answers together.
519.850.2280

ML MIDDLESEX-LONDON HEALTH UNIT

iParent
Finding answers together
www.iparent.net