



Wellness E-Bulletin

Spring 2019

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In the Health & Wellness Calendar:

“Steptember” (Cerebral Palsy Alliance)	September
Dementia Awareness Month	September
Womens Health Week	2 – 6 Sept
RU OK Day	12 Sept
Safe Work Month	October
Walk to work day	4 October
Mental Health Week	5 – 11 Oct
World Food Day	16 Oct
Movember	November
Food Safety Week	9-16 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.



Allergies and hay-fever



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-in-australia/contents/summary>

For some of us, the emergence of the beautiful flowers and green growth of spring is the beginning of a very uncomfortable season of allergy. Pollen from grasses, weeds or trees can trigger symptoms of allergic rhinitis (hay fever), and asthma. While exposure is difficult to avoid, there are several ways to prevent or 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 less likely to trigger allergic rhinitis or asthma. If you are sensitive to particular weeds or trees that are outside your bedroom window, have them removed.

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



Wildlife in the springtime

Spring has sprung! The sun is shining, the flowers are blooming and the birds are twittering in the trees!! in between savaging people who get too close to their babies!

If you've lived in Australia for more than a year, you'll likely be familiar with the relentless activity of our native birds defending their young during spring. Magpies get the most press as they will mark out their territory and attack anyone or anything that comes into it. They are, quite literally, out of control on "protective parenting hormones" and we should respect that this behavior is their way of being very diligent parents! Magpies are a native bird and all native birds, their eggs, young and their nests are protected by the [Nature Conservation Act 2014](#) and the [Animal Welfare Act 1992](#). It is illegal to interfere with them in any way. Magpies will swoop and attack pedestrians, cyclists, pets and any other intruders on their territory during this time which lasts anywhere from late August to the end of October. We frequently see injuries to ears, faces and potentially eyes from these attacks. Individual birds will differ in how aggressively and how closely they protect their nests, some birds having a very broad territory and no tolerance for anyone or anything coming into it, while others will only attack if you get very close to their particular tree.

Where a swooping magpie territory has been identified, ACT Government or ANU will post signs giving a warning. In this case, if possible, find an alternative route to avoid the Magpie's territory or, if you are walking or running, carry an umbrella or branch overhead to protect yourself from attacks. If you are cycling, you can put cable ties across your helmet to stop the birds getting to your head and face but be prepared for them to still "have a go". Whether walking, running or cycling, if you slow down on approach to the magpie's territory, dismount from your bike and walk quietly, you present yourself as less of an imminent threat and some birds will be less likely to attack. But if you can't avoid the area, you may just have to "run the gauntlet" until the season passes.

Our beautiful ducks on campus are also on high alert protecting their babies. As cute as they are, getting close to take photos will only cause the birds distress and will provoke them to attack. The parent birds can give a nasty bite so give these new families plenty of space and be aware of them on or near the roads when riding or driving. As the weather warms up, you may also see increased snake and insect activity so exercise caution and gives these creatures a wide berth. They're not likely to be aggressive unless you present yourself as a threat to them, basically you leave them alone and they'll leave you alone.

In general, all our wildlife is more active at this time of year so watch out for them on or near the roads as they move about for food and are herding their young families about. But in all of this, remember what a privilege it is to live so closely with our beautiful and unique wildlife, enjoy their presence and their fascinating behaviors - from a safe and respectful distance!

'ello



Resources

Phone Access Canberra - 13 22 81 to report a swooping bird.

https://www.accesscanberra.act.gov.au/app/answers/detail/a_id/93/~magpies

<http://canberrabirds.org.au/birds/australian-magpie/>

<https://www.canberratimes.com.au/story/6012262/brace-yourself-canberra-magpie-swooping-season-begins/>





WOULD YOU SAY SOMETHING?

Then you're the kind of person to ask 'R U OK?'



R U OK? Day 12 September

← Would you say something?

From R U OK? Day: "If you'd say something, then you're the type of person to ask 'R U OK?'" So if you think something's worrying a workmate, start a conversation to see if they're ok. If they're not, all you need to do is listen, and then help them think about what can be done to make life easier. For more info on how to start to help a workmate, visit ruok.org.au.

R U OK? Day is a national day of action dedicated to reminding everyone to ask "Are you OK?" and to remember every day of the year to support people who may be struggling with life's ups and downs. This year's theme is "Trust the signs, trust your gut and ask R U OK?"

The team at R U OK? Day want everyone to feel confident that they know the signs someone might need support by listening to what they're saying, seeing what they're doing or knowing what's going on in their life. Whenever you notice a change, no matter how small, we want you to trust your gut and start an R U OK? conversation."

We also have Mental Health Week coming up in October which is another opportunity to think about how we care for our own, and our friends and colleague's mental health. As the busy end of the year approaches, deadlines and exams looming, our mental health can come under strain. Use the resources listed here to get some tips on how to have an "R U OK? conversation" with someone you're concerned for or to get support for yourself.

Our counselling team also offers courses on mindfulness and have a range of resources to support good mental health.

Take care of yourself and take care of your colleagues and friends!

Resources

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

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

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

SANE Australia: 1800 18 SANE (7263) sane.org

ruok.org.au/findhelp

RUOK Workplace Guide https://irp-cdn.multiscreensite.com/22b3e3c9/files/uploaded/RUOK_WorkplaceGuide_2018.pdf

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

Crisis Support Line for Students (24/7)
<https://www.anu.edu.au/news/all-news/support-is-always-there-new-after-hours-crisis-line-opens>



Getting back to exercise

Resources

<https://www.abc.net.au/news/health/2017-03-18/where-to-start-when-you-havent-exercised-in-a-while/8360262>

<https://fitness.org.au/research-and-publications/19>

<https://visitcanberra.com.au/articles/174/sporty-spring-in-canberra>

As the weather warms up and the light returns to our mornings and evenings, those of us who choose to hibernate over winter will start to emerge and return to our usual exercise routines. Whether it's a morning walk or jog, an evening gym session, starting to ride your bike to work again or the start of summer sporting seasons, if you've had a break from your usual exercise activities or from any exercise at all it's important to ease back into it. Be particularly diligent with your warm up activities, give yourself extra time to complete a trip, or a favourite circuit and be gentle with your body as it gets back up to speed.

As an example: if you're not used to a one hour bike ride for your evening commute perhaps start smaller and get the bus for part of your journey while your body adjusts or re-adjusts to the activity.

It might also be a good time to check out your gear. If you haven't ridden the bike or worn the runners for a while, are they still in good condition and allow you to be safe, and injury free as you get back out and about.



Inclusion, Diversity, Equity and Access (IDEA) Governance Framework

Did you know... our University has a Governance Framework to support the various groups across campus who are working for inclusion, equity and access all members of our diverse community? The ANU IDEA Governance Framework allows for two way transfer between the ANU IDEA Oversight Committee and the ANU Schools, Colleges, Divisions, Student Associations, NCIS/Tjabal in the creation and implementation of IDEA Action Plans and a continued cycle of reflection and review on IDEA initiatives. The overarching aim of this Framework is "Fostering the creation, of an inclusive, diverse, equitable and accessible learning, working and living environment for students, faculty and staff." The committee has oversight of the following groups:

Gender Equity Action Plan Working Group

Over recent years the University has made some progress on gender equity, however we recognise that there is more to be done. There is still a high gender imbalance amongst academic staff, with around twice as many men as women. About half of the University's PhD graduates are women, but just one quarter of senior academics at ANU are women. As part of our commitment to equity and diversity, ANU is determined to create better outcomes for women through the improvement of hiring, promotion and retention of women, while creating a more inclusive work environment for everyone.

Reconciliation Action Plan Working Group

This Reconciliation Action Plan (RAP) is testament to the University's conviction that it must contribute to righting the wrongs of the past. It recognises that the future has to be founded on relationships of mutual respect and meaningful partnership between Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander Australians - a future where cultures, connection to Country, and world views are treated with respect. ANU takes up its obligation to acknowledge, understand and contribute to rectifying deep historical wrongs very seriously and very willingly.

Health University Strategy Working Group

This group's objective is to assist with strategic development, implementation of actions and the reporting cycle of the Healthy University Strategy as part of ANU's commitment to the creation of an inclusive, diverse, equitable and accessible study, work and living environment. The group is currently looking at initiatives in four key areas: Student wellbeing; Students supporting the wellbeing of other students; Staff supporting the wellbeing of students; Staff wellbeing.

Social Inclusion and Diversity Action Plan Working Group

Supporting the University's commitment to providing an inclusive and respectful university environment for people who identify as being lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ*).

Disability Action Plan Working Group

This group's objective is to develop a measureable, practical Action Plan for ANU to ensure equity of access and inclusion for people living with disability in our staff and student cohorts as well as our many visitors. The Disability Action Plan 2020 – 2024 is currently in Draft and out for consultation.

Respectful Relationships Advisory Group/Action Plan/Campus Safety

The Respectful Relationships Working Group (RRWG) provides expertise and advice to the Respectful Relationships Steering Group (RRSG), ensuring that strategies developed by the RRSG are effectively implemented. The RRSG oversees the development of whole of university strategies aimed at both staff and students to address sexism, sexual assault and sexual harassment on campus.

Family Friendly Committee and Action Plan

Formed in association with the ANU Gender Institute, the Family-Friendly Committee has representatives from the University's various stakeholder groups including the student associations, the childcare centres, the National Tertiary Education Union and the ANU executive.

The committee's objective will be to make recommendations to ANU on improvements to issues that impact students and staff, such as parking and the provision of breastfeeding facilities.

Resources

<https://www.anu.edu.au/about/strategic-planning/reconciliation-action-plan>

<https://services.anu.edu.au/human-resources/respect-inclusion/athena-swan>

<https://www.anu.edu.au/news/all-news/respectful-relationships-working-group>

<http://genderinstitute.anu.edu.au/news/new-family-friendly-committee-launched>



October is Safe Work Month

Resources

<https://www.safeworkaustralia.gov.au/national-safe-work-month>

The theme for this October's National Safe Work Month is 'Be a Safety Champion'.

This year's theme demonstrates that anyone, both employers and workers from any occupation or industry can be a champion for work health and safety.

Everyone can support a safety culture at their workplace and promote best practice work health and safety initiatives. We all benefit from a safe workplace; individuals, teams and the organisation as a whole.

national safe work month
October

BE A SAFETY CHAMPION

VISIT
the website, download the resources, and run a safety initiative in your workplace

SHARE
how you champion work health and safety on social media using #safetychampion

SUBSCRIBE
to updates on our website

OCTOBER IS NATIONAL SAFE WORK MONTH

[safeworkmonth.swa.gov.au](https://www.safeworkmonth.swa.gov.au) #safetychamp #safeworkmonth

ANU Work Environment Group News



Mental Health First Aid Courses

With RUOK Day and Mental Health Week coming up, there's no better time to think about how you and your work area care for each other's mental health and wellbeing. One option may be to look at how many people you have in your area who are trained in Mental Health First Aid (MHFA).

Mental Health First Aid Training gives you the skills to assist someone needing immediate support for a mental health crisis. This may be from an incident at work, an accumulation or pressures or difficult times at home.

Mental Health First Aid courses are being run on 24/25 October and more information can be found here: <https://services.anu.edu.au/news-events/mental-health-first-aid-shhr02>

BeUpstanding™ is a national initiative designed to support workplaces to Stand Up, Sit Less and Move More. Developed by the School of Public Health at the University of Queensland, The BeUpstanding Toolkit is seeking to introduce greater movement into the typical Australian workday using a range of strategies. The BeUpstanding Team are currently recruiting for a research project on the Toolkit so if you or your team are keen to address sedentary behaviors, take a look at their site. <https://beupstanding.com.au/about/>



Disability Action Plan

The Disability Action Plan was approved for broader consultation by the IDEA Oversight Committee on 9 August and is now being circulated through a number of networks across the University. If you haven't seen it and you'd like to have input please contact your local WHS or IDEA Committee or email whs@anu.edu.au to request a copy of the draft.

WHS Handbook News

The WHS Handbook has been launched and the chapters are available online. This fantastic resource is changing how we think, talk and act on safety and will help to keep ANU at the forefront of safety initiatives and best practice.

<https://services.anu.edu.au/human-resources/health-safety/whs-management-system-handbook>



Roadworks

There are ongoing works at a number of locations around campus which are being completed to improve our pedestrian, bike and vehicle safety and amenity. Please take care when travelling near worksites and take heed of any signage about alternative routes. Be aware that with some scaffolding in place near roads and pathways your visibility may be altered so take particular care at crossings where this is a factor.

Upcoming events

September (for the month of..)

Looking for a way to increase your fitness levels, develop new healthy habits, have a great time with friends, and raise incredibly important funds to support people living with cerebral palsy (CP) right across Australia – all at the same time? Then look no further, because here it is - September 2019. Run by Cerebral Palsy Alliance, the September 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, September is done in your own time. Just take 10,000 steps a day whenever you like, wherever you like, and log your steps online. And keeping track of those steps is just as easy with the fantastic new pedometer you'll get just for signing up. Sounds easy, right? Well, perhaps not. But certainly rewarding, inspiring – and enormously appreciated! <https://www.september.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 2 – 6 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. <http://www.jeanhailes.org.au/>



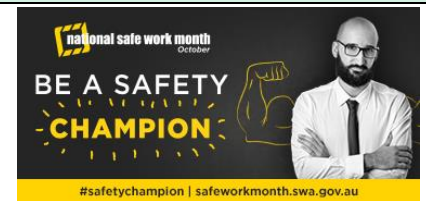
R U OK Day 12 September



Are You 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

We know that safe and healthy work benefits everyone. This is why, during October each year, we ask workers and employers across Australia to commit to building safe and healthy workplaces for all Australians. This year's theme - **Be a Safety Champion** - demonstrates that anyone, both employers and workers from any occupation or industry can be a champion for work health and safety. Everyone can support a safety culture at their workplace and promote best practice work health and safety initiatives. We can all strive to Be a Safety Champion at work this October. <https://www.safeworkaustralia.gov.au/national-safe-work-month/about>



Walk 2 Work Day – 4 October



Now in its 20th year, Walk to Work Day, on Friday 4 October 2019, helps employers and employees build regular walking into their daily routine and, at the same time, support a worthwhile cause. This year, the event continues to support Diabetes Australia. Diabetes Australia Walk to Work Day promotes regular walking as a healthy activity and that will help people reduce their risk of type 2 diabetes (better physical, mental and social health) and raise funds for Diabetes Australia. <http://www.walk.com.au/wtw/how-to-participate.asp>

Mental Health Week 5 – 11 October

Mental Health Week is an annual national awareness event held in October every year. The aim is to raise awareness of the importance of mental health and wellbeing in the wider community, to increase community awareness and education about mental health issues and to encourage participation in life-enhancing lifestyles. <http://www.mentalhealthvic.org.au/>



World Food Day 16 October 2019



World Food Day is a reminder that everybody deserves and needs access to food, particularly those who can't keep up with rising food prices. As overweight and obesity rates soar worldwide, this year, World Food Day will call for action to make healthy and sustainable diets available and affordable to everyone. At the same time, we are asking you to start thinking about what you eat. Countries, decision makers, private businesses, civil society - and YOU – can take action to achieve healthy diets and #ZeroHunger. <http://www.fao.org/world-food-day/home/en/>

November is November

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/>



Food Safety Week 9 – 16 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. The Food Safety Information Council is a health promotion charity and a national voice for science-based, consumer-focused food safety information in Australia. This year's theme is "Excellent Eggs – Handle them Safely". <http://www.foodsafety.asn.au/>