

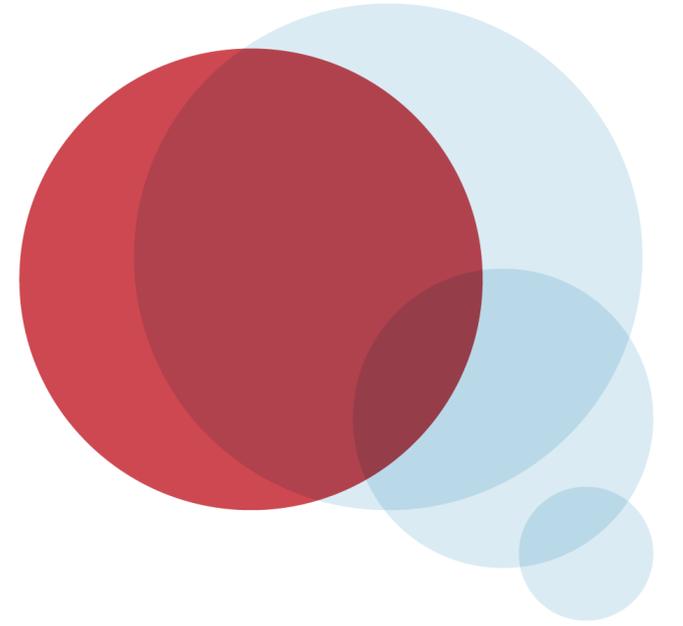


**CARANICHE
AT WORK**

Making people the priority



**Workplace
Wellness
Starts Here**



Supporting Self and others

through the Covid19 pandemic

Acknowledgement of Country



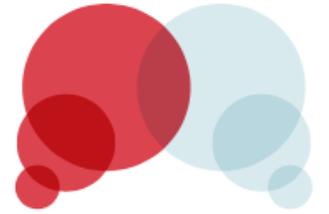
Here we stand on Country on which members and Elders of the local Indigenous community and their forebears have been custodians for many centuries and on which Aboriginal people have performed age-old ceremonies of celebration, initiation and renewal. We acknowledge the traditional owners of all the lands upon which we today meet and pay our respects to Elders, past, present and emerging.



Caraniche acknowledges the living culture and unique role of members and Elders of the local Aboriginal community and their forebears. The artist of this work, Sheldon Blunt, has granted permission for it to be reproduced.



Let's talk about



Stress and Fatigue



What you might be experiencing



Recognising Stress and Fatigue in others

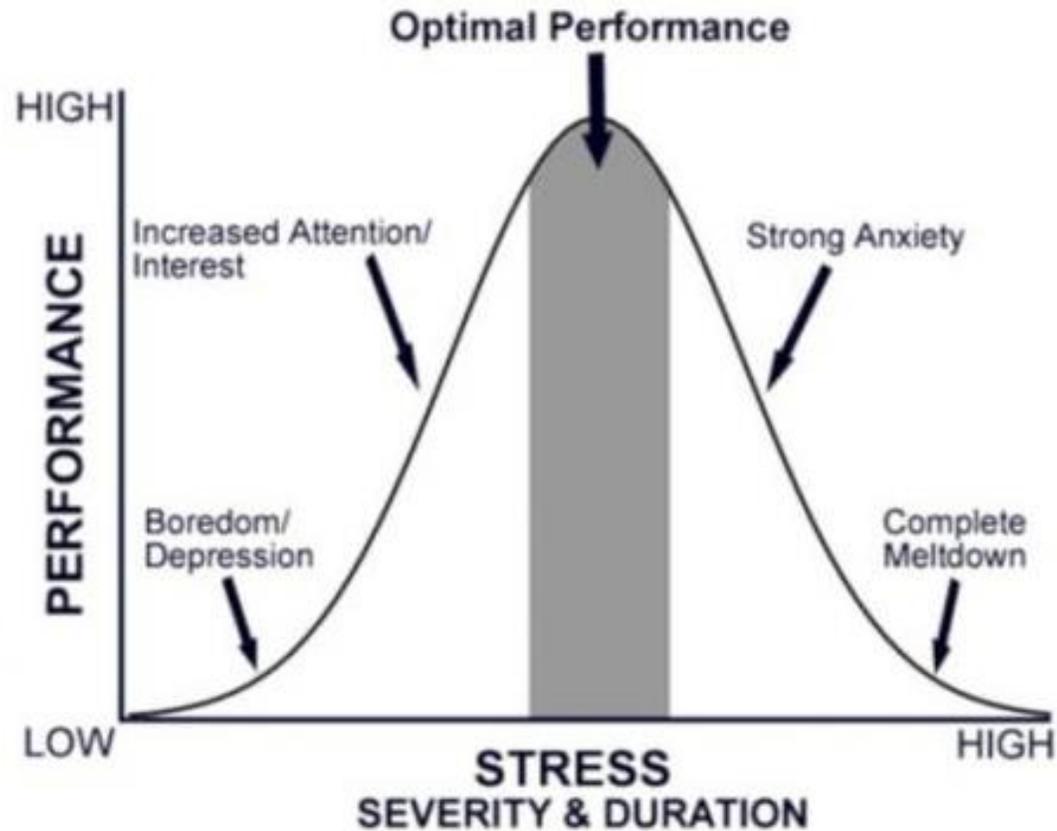


Tips in supporting yourself through Stress and Fatigue

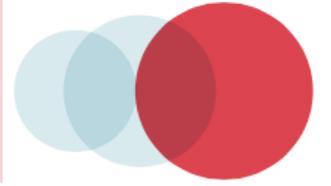


Questions

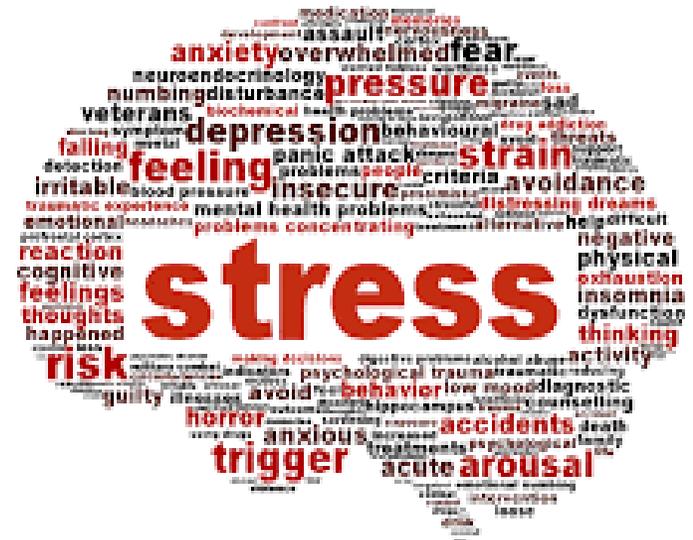
Manageable Stress Zone



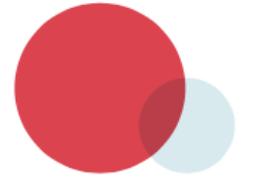
What is fatigue?



- Fatigue is a term used to describe an overall feeling of tiredness or lack of energy. It isn't the same as simply feeling drowsy or sleepy. When you're fatigued, you have no motivation and no energy. Being sleepy may be a symptom of fatigue, but it's not the same thing.
- Three broad causes of fatigue:
 1. Lifestyle factors
 2. Physical Health conditions
 3. Mental Health issues

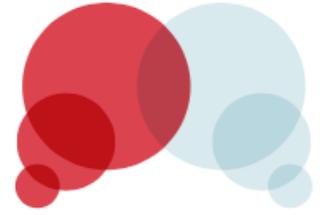


Stress, Fatigue and COVID 19 research findings



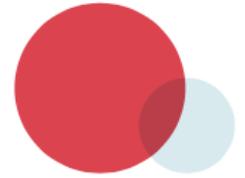
- The demands of the COVID-19 pandemic had a significant effect on the psychological well-being of hospital clinical staff, particularly nurses and midwives.
- Nurses and midwives had significantly higher levels of anxiety, depression, stress and fatigue during the pandemic than general Australian adult population norms.
- Nurses and midwives who have had direct contact with people with a COVID-19 diagnosis experienced considerable emotional distress.
- Many nurses stated they were planning to leave the workforce due to concerns about mental health and concerns that they will make a mistake and what that means for patients and their families.

Current Experiences



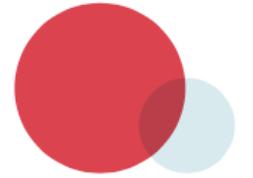
- Inability to re-energize
- Anxiety
- Depression
- Displacement
- Loss
- Emotional distress
- Impact on psychological wellbeing
- Physical symptoms

Signs and symptoms to look out for



Physical	Cognitive	Emotional	Behavioural
<ul style="list-style-type: none">• Headaches• Digestive problems• Muscle tension/ pain• Sleeping disturbances• Fatigue• Chest pain, irregular heartbeat, high blood pressure• Frequent colds/flu• Weight gain or loss• Asthma, shortness of breath• Skin problems• Decreased sex drive	<ul style="list-style-type: none">• Memory problems• Difficulty making decisions• Inability to concentrate• Confusion• Seeing only the negative• Repetitive or racing thoughts• Poor judgement• Loss of objectivity• Desire to escape or run away	<ul style="list-style-type: none">• Moody or hypersensitive• Restless and anxious• Depression• Anger and resentment• Easily irritated, “on edge”• Feeling overwhelmed• Lack of confidence• Apathy• Urge to laugh or cry at inappropriate times	<ul style="list-style-type: none">• Eating more or less• Sleeping too much or too little• Isolating yourself• Neglecting responsibilities• Nervous habits• Teeth grinding, jaw clenching• Overdoing activities (exercising, shopping)• Losing your temper• Overreacting to unexpected problems

Signs to look out for



Being late or absent without a clear reason

Being less social than usual or becoming withdrawn

Being less interested or engaged in things they usually enjoyed

Changes in tone in communications

Changes in attitude toward work

Increase in alcohol or drug intake

Experiencing changes in mood

Making simple mistakes or missing deadlines

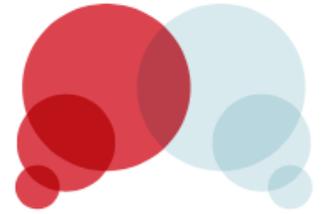
Becoming more rigid, inflexible or irritable than usual

Making statements that indicate that are not doing well

Unable to switch off

Becoming easily frustrated

Prevention and Response: Individual Level



Notice and acknowledge the stress/fatigue



Examine underlying causes



Develop preventative strategies to counteract your pattern of stress/fatigue



Self Care



Get adequate Sleep



Seek support



Set boundaries

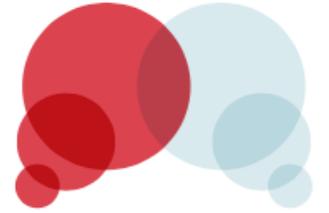


Managing stress and take time out for a hobby



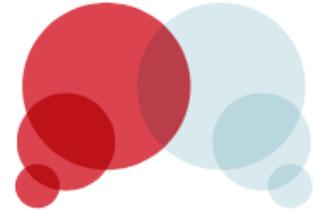
Meaning and Purpose in Work

Self-care Strategies



- Help seeking from colleagues, supervisors, counsellors, EAP
- Maintaining boundaries; act within your role
- Share your feelings in an appropriate setting – debrief
- Learn and practice techniques to reduce arousal levels
 - Be aware of your reactions to confrontation and stress
 - Learn how to best moderate/ address them
- Take proper work breaks; take time off
- Maintaining work-life balance; leave work at work!

Adopting a Solution Focused Approach



- Be pragmatically optimistic: It helps the brain to find solutions
- Be aware of anxiety: Fear of unknown can strike when emotional energy resources are depleted
- Focus on activity and locus of control – what can be done?

Questions?



Get in touch

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