

SHARE & CARE TIMES

AUGUST 2006 Issue 14

Welcome once again

We hope you enjoy this edition.

If you would like to request any articles or information, call Leslie in Administration.



For those that continue to read..... **Enjoy!**



Goodbyes & Congrats!

For 16 years Maureen has been the face of our Family Day Care Program and more recently added the Long Day Care to her portfolio.

Maureen & her husband Bob have decided to try out Port

Hedland, where Maureen will work with the FDC scheme there.

A morning tea was held with the presentation of a gold locket & chain by the Chairperson David Gorham to show Board appreciation for her years of service.

And congratulations to Rhonda who has been promoted to the role of Program Manager.

We have every confidence Rhonda will bring a great new set of skills and ideas to our Children's Support Services programs.



UNDER PRESSURE.....

"Many managers experience unacceptable levels of work-related stress, feel unable to cope with their work, struggle to achieve targets and experience its adverse effects in their enjoyment of life".

Is modern life possible without stress? Even if we don't feel it, it seems impossible to avoid reading about it on a daily basis.

Stress certainly seems to be an inescapable element of modern life. And it is running at high levels amongst managers, according to a recently published [Institute of Management](#) research report. **"Taking the Strain: a survey of managers and workplace stress"**

Share & Care relate the findings from this article to flexible working - and suggest some remedies of our own.

Stress in the workplace is a serious and costly business. Many studies, including this one, have pinpointed a **poor work/life balance** as a major source of stress. Over 70% of managers consider work-related stress to have adverse effects on their enjoyment home life and their health, as well as their work effectiveness.

The long hour's culture has an impact on this balance. 905 of managers report working longer hours than their contracted week, with 37% reporting working more than 48 hours per week, with many taking work home and working at weekends.

The causes of stress

According to the report, the Top Ten stress-inducing factors in the workplace for managers are:

1. Constant interruptions
2. Time pressure and deadlines
3. Poor internal communications
4. Lack of support
5. Poor time management skills
6. Too many meetings
7. Office politics
8. Handling change
9. Securing right information
10. Keeping up with emails



These factors are a combination of

communication, management, technology and social/cultural failures in the workplace. And a key question is how can we at Share & Care be managed differently to eliminate these identified problems?

Share & Care initiatives such as stress audits, employee satisfaction surveys, recognition of the importance of the balance between home and work lives and internal communication audits have all become a part of the management tools for stress to ensure we accommodate employee needs where and when appropriate and in line with budgetary restraints.

Continued.....

Stress Factor**Change to working practices**

Constant interruptions - Are you working in an unsuitable environment for the task? Managers are finding working from behind a closed door 1 or 2 days a week essential to complete certain tasks - or just occasionally to complete particular projects. Or create more flexible space at work: the typical workstation in an open plan office is not suited to the variety of tasks undertaken. So, quieter workspace is needed and also smaller rooms for meetings, lunch room areas for informal meetings or brainstorming. Make the space appropriate to the task!

Too many meetings - Many meetings are simply unnecessary. Managers should seek to exchange information electronically prior to meetings, and reserve meetings for decision-making and/or team-building. Consider delegating and getting feedback.

Poor work/life balance - Exchange long hours for purposeful hours; introduce flexibility so that all employees are able to start the day without having the stress of conflicting domestic and work children/aged care commitments

Securing right information/keeping up with email - This is a question of using electronic networks intelligently. Typically, emails are just substitutes for paper memos, and not vehicles for collaborative working. Seeing that information is on the system, not on someone's desk or in their briefcase, is vital.

Time pressure and deadlines

A key issue is using time more productively.

Working to specific targets

Prioritising projects

Learn to delegate more often & effectively

Managing change is identified as a major source of stress. Change is always likely to be stressful. But it will be all the more so if people are trying to do new things in old ways, and with less resources.

The message is that there is much that can be done by managers to reduce stress, and to make the workplace a happier and more effective environment for working.



SCIENCE TODAY

Ozone hole alters Antarctic sea life

The hole could be having a bigger impact on life than anyone realised, as much more UVB light reaches the ocean and damages DNA. THE ozone hole over Antarctica could be having a bigger impact on life in the region than anyone realised. In clear summer skies, lower ozone levels allow significantly more UVB light to reach the ocean and damage DNA. Now an analysis of east Antarctic waters suggests that higher levels of UVB light can significantly reduce phytoplankton blooms. "If you have a substantial reduction in the amount of plant material, that's going to have all sorts of knock-on effects for the rest of the food web," says Andrew Davidson of the Australian Antarctic Division in Kingston, Tasmania.

Hurricanes

A hurricane is a fiercely powerful rotating tropical storm that is 200 to 2000 kilometres across. Hurricanes have a calm central region of low pressure between 20 and 100 kilometres across, known as the eye. They occur in tropical regions around the world, and are called typhoons in south-east Asia and the Pacific, and cyclones in the Indian Ocean and Australia. The term hurricane is derived from Huracan the name of a Mayan storm god. Over its lifetime, one of these massive storms can release as much energy as a million Hiroshima nuclear bombs.

The brutality of each annual hurricane season shifts according to decadal variation but there is now evidence to suggest global warming could be making hurricanes more frequent and unpredictable. As populations and economies grow along coastal regions, the damage from these storm is increasing.

One controversial study argues that the number of intense hurricanes worldwide has almost doubled over the past 35 years and it pins the blame on rising sea-surface temperatures. As the world warms, the amount of sea surface that exceeds the 27°C required to spawn a hurricane will increase - but a lot of other factors are also required for hurricanes to form, so experts are not sure what the future holds.

Mysteries of the Deep Sea

You might think there is little left to discover on Earth in the 21st century, yet the deep sea remains almost entirely unknown. Oceans cover 70% of Earth's surface, with an average depth of 4 kilometres. That makes the deep sea the largest of all habitats - but it is also one of the least hospitable. It is extremely cold, utterly dark, often low in oxygen and smothered by a pressure 1000 times greater than at the surface - so immense it alters biochemistry. Despite these obstacles to life - and the fact that even in the best-known regions, we have sampled less than 1% of the seafloor - we are now beginning to realise the deep is home to a spectacular diversity of organisms.

The bizarre inhabitants of the deep include: deep water sharks; devilish-looking dragonfish, that fire beams of red illumination from "lamps" under their eyes; many bioluminescent fish; ancient coelacanths; creeping sea lilies; blood-red squid; an octopus with glow-in-the-dark suckers; bell-shaped, metre-wide jellyfish, snails with armour-plated feet and a deadly jellyfish relative that uses fluorescent tentacles to lure prey.

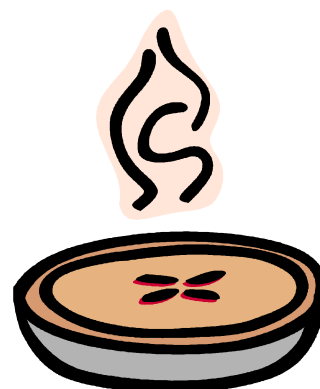
Perhaps the most dramatic creature is the 13-metre-long giant squid, Architeuthis (recently captured live on film for the first time) and the even more fearsome 15-metre-long colossal squid, never seen alive. Sperm whales and Antarctic sleeper sharks are the only animals equipped to take on these deep-sea prey.

AUSSIE MEAT PIE



Cooking Recipe Ingredients:

Ready rolled puff pastry.
 1 medium chopped onion.
 2 low fat bacon rashers.
 750g. (3/4lb) of Lean mince
 425g can tomatoes.
 1 cup (250ml) beef stock. (low salt)
 1/4 cup (60ml) Worcestershire sauce.
 2 tabs. tomato sauce.
 2 tabs. cornflour blended with 2 tabs. water to a paste.



RECIPES FROM AROUND THE WORLD

Cooking Recipe Directions

Line bottom of pie tin with pastry and lightly prick base. Line the tin with ovenproof paper and fill with dried beans or rice. Bake in moderate oven for 10 minutes, remove paper and beans, and bake further 10 minutes or until lightly brown. Cool. Press pastry cases with back of spoon to remove any air bubbles.

Filling : Fry onion and bacon and mince until cooked. Stir in undrained crushed tomatoes, stock and sauces. Simmer, uncovered about 25 minutes or until most of the liquid has evaporated. Stir in blended cornflour and water and stir until mixture boils and thickens.

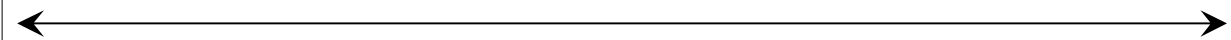


Spoon cold filling into cases, brush edges of remaining pastry for top, with beaten egg, and gently press onto base. Make 2 small slits in centre of pies for air to escape. Brush tops with a little more egg, and bake in mod. to hot oven for about 15 minutes or until browned.

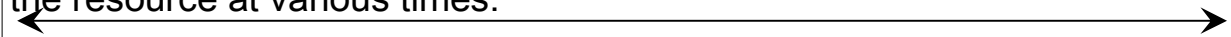
Snippets.....

Here we were wondering about all this work we did with Vault1 and wondering if it was worth the many hours and effort when out of the blue came our first donation.....\$1300.

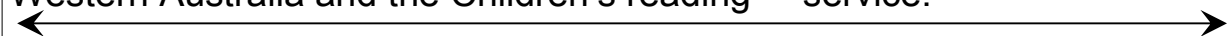
Needless to say we will be sticking with it!



The Marlene Gazis Community Room is well and truly being utilised, groups such as the Red Cross, AA, Learning Link, Midlands Information Family Service, Family Day Care, Local sewing Group etc. all sharing the resource at various times.



Did you know we have Safer Western Australia onsite? Their office entry is where the old front entrance was. The office is shared between Safer Western Australia and the Children's reading service.



Take a look at our revamped website:

www.shareandcare.com.au

We have updated to include all sorts of resources other community agencies can utilise, perhaps most importantly our Policies & Procedures, where groups can download a document, alter it to suit their own circumstances and bingo...instant P&P. A great way for S&C to continue to edu-

Patients Medical Charts.....

ACTUAL SENTENCES FOUND IN PATIENTS' HOSPITAL CHARTS

She has no rigors or shaking chills, but her husband states she was very hot in bed last night.

Patient has chest pain if she lies on her left side for over a year.

On the second day the knee was better, and on the third day it disappeared.

The patient is tearful and crying constantly. She also appears to be depressed.

The patient has been depressed since she began seeing me in 1993.

Discharge status: Alive but without my permission.

The patient refused autopsy.

Patient has left white blood cells at another hospital.

Patient's medical history has been remarkable with only a 40-pound weight gain in the past three days.

Patient had waffles for breakfast and anorexia for lunch.

She is numb from her toes down.

While in ER, she was examined, X-rated, and sent home.

I saw your patient today, who is still under our car for physical therapy.

The patient was to have a bowel resection. However, he took a job as a stockbroker instead.

Skin: somewhat pale but present.

The pelvic exam will be done later on the floor.

Patient was seen in consultation by Dr. Blank, who felt we should sit on the abdomen and I agree.

Patient has two teenage children, but no other abnormalities

MEDICINE TODAY

Feeling Sleepy? Don't Have A High Sugar, Low Caffeine Drink - It Could Make Things Worse

An hour after consuming a high sugar, low caffeine drink you will tend to have slower reactions and experience more lapses in concentration than if you had simply drunk a decaffeinated, nil carbohydrate drink. This was the finding of research performed at the University of Loughborough and published in this month's Human Psychopharmacology: Clinical and Experimental.

Ten healthy adults had volunteered to restrict their sleep to 5 hours on the day before participating in the trial. An hour after eating a light lunch they were given either an energy drink (42g sugar + 30mg caffeine) or an identically tasting zero-sugar drink. They then performed a monotonous 90-minute test during the afternoon 'dip' that assessed their sleepiness and ability to concentrate.

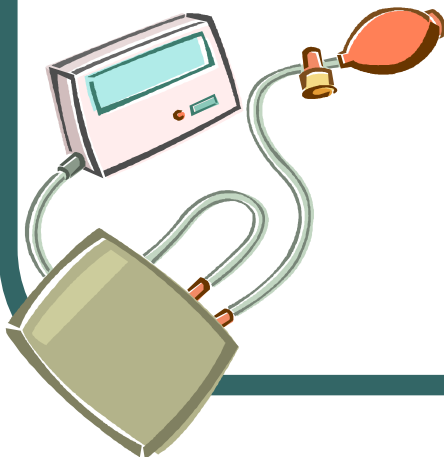
For the first 30 minutes there was no difference in the reaction times or error rates, but 50 minutes after consuming the drinks, the performance of those who had had the energy drink started to slip, and they became significantly sleepier.

Other researched work shows that high energy drinks that contain caffeine will boost concentration. "A 'sugar rush' is not very effective in combating sleepiness - so avoid soft drinks that contain lots of sugar but little or no caffeine," explains Professor Jim Horne, who runs the Sleep Research Centre at the University of Loughborough. "A much better way to combat sleepiness is to have a drink that contains more useful amounts of caffeine and combine this with a short nap".

Drinking Can Be Dangerous

People who drink alcohol are up to four times more likely than non-drinkers to be hurt from physical injuries such as a fall or punch, new research shows. The University of Queensland, Australia, study found any alcohol consumption quadrupled the risk of injury for the first six hours after drinking alcohol and this risk remained at 2.5 times that of a non drinker for the next 24 hours. Quantity and specific drinks such as beer or spirits did not increase injury risk but mixing drinks increased injury risk five-fold.

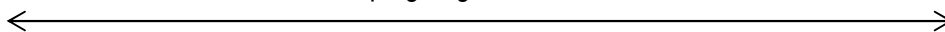
Binge drinkers were more at risk of being injured than regular drinkers. And people who sustained serious injuries were more likely have consumed beer and have been drinking in a licensed premises.





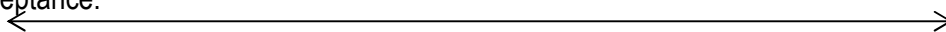
FINANCIAL SERVICES:

It's that time of year when everyone is feeling the cold, we were fortunate enough to access 30 single blankets through Charity Link and distributed them to other programs. Next year we will get in earlier to access double blankets, doonas and sleeping bags.



ADMINISTRATION:

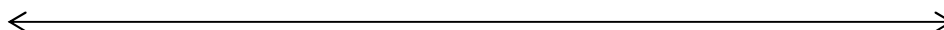
Changes, changes.....Ashleigh left us to go to college, Leslie joined us as the part time Administration Officer. Sue has left for new pastures, Rhonda is in Sues Role! Amongst all that is our organisation of the annual independent audits and our internal end of fiscal year duties over 18 various programs. Offers to the funding Body to extend 5 contracts have been submitted, we don't expect any problems with acceptance.



CHILDREN'S SERVICES:

Staff enjoyed a delicious meal at Fitzgerald's to say farewell to Maureen. Staff gave her a gold watch and each staff member took some time to speak about their time with Maureen as every-one else listened.

The common thread of every-ones relationship with Maureen is the admiration we all have for passion and empathy about children and families, her sense of fun and the courage she is displaying at this time of her life and the ability to make a complete change at any age.



WOMEN'S REFUGES:

WAMINDA

Our Social Work student from Edith Cowan University commenced her placement at the refuge on the 3rd July and will finish on the 22nd September, so we have been busy showing Rachel the ropes and visiting agencies. All the staff at Waminda would like to farewell Sue Kelly Jones and welcome Lesley to reception and congratulate Rhonda for her new position. A fond farewell to Maureen and we wish her all the best for her new adventure in Port Hedland.

DJOOKANKA

Both Northam and Narrogin staff are having some ongoing training at the refuge with Lyn Mutton who is a clinical psychologist in Narrogin, the training consists of all aspects of dealing with traumatised clients and professional boundaries. After this last workshop all the staff were invited to attend a Christmas in July networking lunch at DCD. Rebecca is busy organising her 4 day Women's Information Workshops for Pingelly and Brookton.



HOME SUPPORT SERVICES:

Ardina the new bus driver commences work on the 31st to replace Trevor who is moving to the Men's Social Support group. All programs continuing to attract new clients, this gave rise to more staff being needed to keep up.

SOMETIMES A PICTURE IS WORTH A THOUSAND WORDS.....



Seniors Who Stay Behind The Wheel Are Less Likely To Enter Nursing Homes

Although the slower driving habits of some seniors often steam impatient younger motorists, researchers at Johns Hopkins School of Medicine have found that elders who stay behind the wheel are less likely to enter nursing homes or assisted living centres than those who have never driven or who have given up driving altogether.

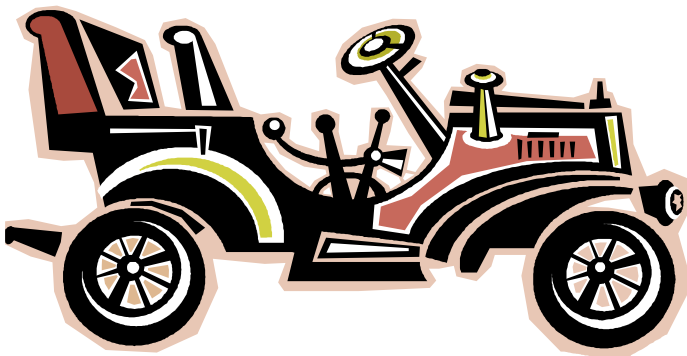
The Hopkins study findings, published in the July issue of the *American Journal of Public Health*, included extensive interviews conducted over a 10-year period with 1,593 seniors between 65 and 84 years of age who live in the small, Eastern Shore town of Salisbury, Md. "We are not recommending continuation of driving for seniors who are a threat to themselves or others on the road," said Ellen Freeman, Ph.D., an epidemiological researcher now working with the Johns Hopkins Wilmer Eye Institute and the study's lead author. "Instead, we hope that understanding the very real health impact that losing the ability to drive has on seniors will encourage families to plan contingencies to assist elderly members with transportation issues."

The researchers also pointed out that losing the ability to drive poses an especially significant hardship to seniors living in isolated rural areas or any place without good, accessible public transportation for the elderly. "We set out to learn whether or not the loss of driving ability played a measurable role in an older person's eventual need for long-term care," said Sheila West, Ph.D., a professor of ophthalmology at the Johns Hopkins School of Medicine. "The independence that accompanies a driver's license and car has long been linked anecdotally to a better quality of life for seniors." "When someone becomes a shut-in due to the loss of their primary transportation, the likelihood that they will require living assistance categorically increases." Non-drivers across the entire age group studied had four times the risk of long-term care entry compared to drivers, and the absence of other drivers in the home doubled the risk of entering long-term care. Nine percent of those studied entered long-term care for three months or more.

By the end of the study, 29 percent of men and 58 percent of women had no other drivers in the household, and 22 percent of people who were driving at the beginning of the study reported that they stopped driving during the study.

Freeman and her colleagues said their study methods took into account and factored out many other causes of "long-term care entry," including age, race, marital status and such health problems as frailty, dementia and stroke damage. There were no significant

differences in outcomes between men and women. "These findings point to the importance of research into how to keep seniors driving and independent as long as is safely possible," said West, director of the Johns Hopkins Initiative for Translational Research on Driving and the study's senior author.



Change of scenery.....

Congratulations to Rhonda, our previous full time Administration Manager. Rhonda is now our Financial Services Manager 4 days per week instead of the 2 days per week she usually filled in for with Sue.



Rhonda is studying for her Financial Counsellors Diploma, and we are sure she will bring some great new knowledge and skills to the role.

S & C Vision Statement

Share and Care's vision is to lead communities in Support, Education and Advisory Services

Values:

Recognition of the communities rights to equitably access information and services;

Sensitive to the needs of those from cultural and linguistically diverse communities and special needs;

Recognition and appreciation of the diverse skills and values our employees bring to the services delivered;

Provision of philanthropic opportunities;

Development and maintenance of complimentary relationships across all sectors;

Recognition and appreciation of the skills brought by the Board of Management that ensures transparency, accountability, good governance and leadership for the Organisation;

Operate on the best practice models, ensuring delivery of services to the communities are always of the highest standards.