

FEELING THE HEAT: SUMMERTIME WORKING IN THE OFFICE AND ON SITE

♪Here comes the Sun♪

Significant implications on our daily activities, such as work, are being felt as the weather becomes warmer.

The recent heatwave brought on by rising temperatures, with some areas expecting sweltering highs of 40C over the coming week, undoubtedly changed how we functioned. For the week beginning 18 July, the Met Office had issued a rare amber notice, warning of "extreme heat," which was expected to be the hottest day. If not properly managed, these temperatures can have major health consequences, such as heat stress and dehydration. To guarantee that we can work effectively, precautions must be taken.

Please speak to a Wellbeing Champion if you having difficulties working in this heat and Stay Hydrated!

Good hydration prevents*:

- [Urinary tract infections \(UTIs\)](#)
- [Headaches](#)
- [Constipation](#)
- [Dizziness](#) that can lead to falls
- Confusion
- [Kidney stones](#)
- [Pressure ulcers](#)/skin conditions
- Poor health

*Follow the links for more information

WELLNESS NEWSLETTER



Here are some cool tips for working in the heat on site, at home or in the office:

- Stay hydrated - carry a water bottle with you when travelling
- Enjoy a lighter lunch - we don't want to feel too sleepy
- Snack on fruits like oranges, watermelons and grapes - they taste great and rehydrate
- Check the UV forecast before arriving to site – bear in mind that 30-40% of UV rays still get through dense clouds and 80% through light clouds!
- Use high strength sun cream
- For those working on sites: If you're using long sleeved PPE, continue to wear sun cream, UV rays will reflect off water, sand, glass and even concrete surfaces.
- Eye protection – use wraparound sunglasses that can protect from UVA, UVB & SPF 30 minimum.
- Neck protection - Apply sun cream!
- Check out our Central Safety Brief for more information as to how you can keep yourself safe in these hot temperatures. Link: [Sun Exposure \(sharepoint.com\)](#)

LET'S TALK ABOUT BURNOUT

Burnout is a state of physical and emotional exhaustion. It can occur when you experience long-term stress in your job, or when you have worked in a physically or emotionally draining role for a long time.

Common signs and causes of burnout:

- Feeling tired or drained most of the time
- Withdrawal from relationships
- Trouble eating or sleeping
- Feeling helpless, trapped and/or defeated
- Feeling detached/alone in the world
- Having a cynical/negative outlook
- Self-doubt
- Procrastinating and taking longer to get things done
- Feeling overwhelmed
- Drastic changes in home and work life such as Remote Working
- Lack of social interaction and social environment



HOW DO WE DEAL WITH BURNOUT?

- **Contacting the HR department or your supervisor** to discuss the issues that could be helpful in providing you a healthier work environment
- **Self-care strategies** e.g. a healthy diet, exercise and healthier sleep schedules
- Regular scheduled breaks with daily renewal exercises
- **Partaking in enjoyable or relaxing extracurricular activities** such as a virtual book club, Zumba or pottery classes
- **New hobbies**
- **Take time off**
- Aside from these suggestions please **seek professional treatment** to discover the best strategy for you.

WELLNESS WITH HEALTHSHIELD

All employees are automatically enrolled into the company - funded Healthcare Cash Plan (Unless you opted out). This valuable benefit provides cover for you and your dependant children and offers 100% reimbursement for a wide range of benefits (up to an annual limit). You can also pay to upgrade your cover and/or cover a partner. You can access the site via the [Healthshield portal](#) and login with your Cashplan membership number which can be found via: My Colas/ My profile/ Other information/ Cashplan membership.

SAFETY AND WELLBEING



WORKING ON SITE: HOW TO PREVENT MUSCLE STRAIN INJURIES IN THE WORKPLACE

Why should we warm up before we start on a manual task on a site?

- Allows increased blood flow into the muscles and joints
- Helps release the lubricating fluid in your joints to reduce joint friction enabling joints to move more freely
- Increases your joints' range of motion with less energy required to do so
- Fires up the nerves associated with the muscle groups that will be used when performing the work (back, upper and lower limbs, etc)

MUSCULOSKELETAL (MSK) AWARENESS

MSK problems such as back pain, arthritis, sprains and strains are the most common problem in the workplace and are one of the commonest causes of absence from work.

Musculoskeletal Detective:

The free [Construction Industry Helpline App](#) is available to download on iPhone and Android devices. The app features information, guidance and advice on mental, physical and financial wellbeing. More information on musculoskeletal awareness can be accessed through the webinar recording [here](#) that we had earlier this month discussing MSK as one of the common problems in the workplace.



SAFE DRIVING

Key Messages:

- Defensive Driving - driving in a way so you can react to the mistakes of the other drivers and yourself.
- Situational awareness- know what the risks are around you, so you can ensure you keep distance from those risks and don't be distracted from driving safely e.g., phone.
- Driving attitude- if someone else drives aggressively, let them, maintain your distance and control. Also, ensure you are fit to drive yourself before you set off (use the CARL checklist)
- Know your road signs
- Check your vehicle tyres regularly.

WELLBEING CHAMPIONS

Are you passionate about workplace wellbeing?

Do you want to promote activities in your local areas, encourage your colleagues to access relevant health and wellbeing opportunities, and provide mental wellbeing support.

The Wellness Hub houses a resource library that includes the names of the current Wellbeing Champions. If you want to become a Wellbeing Champion, you can find more information on Sharepoint's [Wellbeing Champions page](#).

Hello! The purpose of the wellness message board is to offer guidance and motivating words to help you achieve both good physical and mental health. Send me an email at nneoma.okere@colas.com with your supportive comments for the Wellness Newsletter's "Wellness Message Board" and I'll include them.
Thank you!
Nneoma Okere - Communications Coordinator

Make time for yourself

Empathise with your mind

Go easy on yourself!

Set and stick to a routine

Burnout can be experienced at home so please speak to someone such as a healthcare professional for support

Knowing your physical & mental capabilities does not equate to weakness

WELLNESS MESSAGE BOARD

LET'S TALK ABOUT IT

Make sure you take leave

Mental health is just as important as physical health

It's okay not to be okay

Self-care is not selfish!

One step at a time - you'll get there



Useful Information:

- [Burnout Prevention and Treatment - HelpGuide.org](#)
- [Work and stress – Mind](#)
- [Simple Ways to Deal With Stress at Work](#)
- [Wellplan- Managers Guide](#)
- [Wellplan-Employees Guide](#)

USEFUL TOOLS & LINKS

- For non urgent questions on wellbeing email: wellbeingenquiries@colastrail.com
- Aviva Wellbeing and Aviva Digital GP App available to all Colas Rail UK staff.
- [Construction Industry Helpline](#) 0345 605 1956
- [Able Futures](#) Helpline 0800 321 3137 (8am to 10.30pm, Monday to Friday)
- Employee Assistance Programme (EAP) Helpline: 0800 030 5182
- [Top 10 UK Mental Health Charities](#)