



Wellness on the Go

Supporting Health, Safety and Wellness at ANZCO Foods Canterbury and Rakaia
Issue 7 | May 2024

As we head into the colder days with winter well on its way it is a timely reminder to us all to take care of ourselves and others.

I am Jacques Vosloo, the ANZCO Foods Canterbury Engineering Manager, and together my team and I cover the Seafield, Rakaia, and Ashcold sites. I joined ANZCO in February 2021 with over 30 years of industrial production experience.



The engineering department is an exceptional team with a wealth of expertise and knowledge in its various fields. As well as day-to-day maintenance work around all departments, the engineering team undertakes several major projects around the site, including the current lamb electricity upgrade project, beef boning room upgrade and many more.

The health and safety of everyone at ANZCO Foods is our absolute priority, with continuing focus on minimising potential hazards in all areas of operation. We all need to be aware of our surroundings at all times, being particularly aware of traffic and machinery moving around the plant.

Winter also brings with it slippery surfaces, whether wet or icy, at our workplace, homes and elsewhere. Stay on your feet – be alert and prepared – walk at a slower pace with small steps, and watch where you're going. If you can, wear appropriate footwear in good condition (insulated, water-resistant boots with good rubber treads).

Please also remember to report all injuries, including early pain or discomfort, and report any injuries and incidents within 24 hours. All injuries and incidents are logged into SafetyNet and investigated with the aim to prevent the same or similar thing happening again.

Thank you to you all for the continued dedication and teamwork that characterises the ANZCO can-do attitude.

Jacques Vosloo
Engineering Manager



Vitae is ANZCO's employee assistance service provider offering confidential counselling at no cost to all employees, and their immediate families.

Freephone 0508 664 981 (24/7) or visit www.vitae.co.nz



We are on the way to achieving our WorkWell Bronze accreditation!

The WorkWell accreditation process is a tool to continually promote healthy lifestyles and a safe and healthy workplace for us all. Based on staff responses from our wellbeing survey, our current focus areas are healthy eating, mental health, and sun safety.



- Healthy eating is promoted with displays, resources and healthy food choices offered by the site canteens.
- Better work/life balance for general health and mental wellbeing is encouraged with signage and resources around the site, and the Wellness on the Go newsletters.
- Sun safety awareness is ongoing. Outside employees are provided with sun-protective gear including hats and sunscreen, the shade coverage in our outside areas has been increased, and ANZCO teamed up with MoleMap for a generous discount on screenings for Canterbury and Rakaia staff.
- Flu vaccinations have been offered to staff at no cost.
- Nurses and first aiders continue to monitor various staff health concerns, and staff are encouraged to carry any essential personal medication needed.

Let us know what you'd like to see, or any ideas that support staff health, safety and wellbeing. Contact any one of the team with your thoughts and ideas, leave a card or note in one of the suggestion boxes near the canteens, or email:

canterbury.newsletter@anzcofoods.com

Congratulations Emma!

Our own Emma Shaw, registered nurse at ANZCO Foods Canterbury and Rakaia, has been selected for the Axe Ferns, the New Zealand woodchopping team, and is heading to Adelaide this September to compete against the Australian Women's woodchopping team in a three-test series.

She's been competing in woodchopping for five years, and last year took time off competing when she had her daughter Heidi. Emma says it's an amazing privilege to represent New Zealand in a sport she loves.



Celebrating our People – Diversity and Inclusion



Saimone Ulupano

A key part of ANZCO's culture is to care for the health and wellbeing of our workforce, and this includes embracing and celebrating ANZCO's workplace diversity and have a workplace where everyone feels included.

What does Diversity mean?

Diversity refers to the differences between people. Everyone has different opinions, backgrounds, religious beliefs, political beliefs, sexual orientations, physical abilities, heritage, and life experience. At ANZCO this includes age, gender, ethnic, physical and neurodiversity.

We are all wired differently, and our natural differences can have a direct impact on how we think and learn. These allow for diverse skills, perspectives, and capabilities in the workplace.

What does Inclusion mean?

A space where all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to ANZCO's success.

We want to enhance our workplace and people's experiences at ANZCO by living our values and creating an environment for our

people that welcomes everyone and gives a sense of belonging.

Some of the many things we do to work towards an inclusive workplace are:

- Support regular relevant cultural and wellness events including mental health awareness week, Ramadan, Diwali, Matariki.
- We have a range of initiatives to support our offshore workers adjust to life in New Zealand.
- We have D&I Ambassadors, who listen and share ideas on how we can make our workplace more inclusive.
- We hold annual focus groups and agree and work on actions to make sure everyone feels like they belong at their workplace.
- All sites have suggestion boxes where we encourage feedback and ideas on how we can make your workplace better.

Our D&I Ambassadors are Shaizal Shameer (Rakaia), Saimone Ulupano (Beef Boning), Liz Tare (Lamb Further Processing) and Mariel Azcona (Engineering).



Shaizal Shameer



Mariel Azcona



Liz Tare

Site Recruitment

Lucinda Hutchinson is the Site Recruitment and Employee Support Advisor at ANZCO Foods Canterbury.

Over the past year ANZCO Foods Canterbury has recruited 84 Fijian, 69 Vietnamese, 13 Samoan and 5 Cambodian workers all on the Accredited Employer Work Visa (AEWV). With local recruitment proving to be limited, the opportunity to employ from overseas has been incredibly beneficial and has proven a great success. All our new offshore employees have been made very welcome by the rest of the team here at ANZCO and have settled into New Zealand life and work very smoothly.



A group of our Vietnamese/Cambodian workers celebrating the Lunar New Year with a BBQ.

Keeping Safe

ANZCO Foods is committed to providing a healthy and safe workplace with a strong health and safety culture. The goal is always to have everyone go home safely every day.

We all need to continually focus on reinforcing the correct processes and best practice in our jobs. This means we:

- Follow safe work practices at all times, are accountable for our actions, and are aware of our responsibilities.
- Take personal accountability for safety and the safety of others by speaking up and challenging unsafe work practices.
- Report all incidents, near misses and unsafe conditions as soon as possible and take immediate action to minimise the risk of harm to anyone.

Health and Safety is a team effort and a responsibility shared by everyone. We need to make sure we're all aware of any risks and to raise issues or concerns if we see them. If you see anyone on site engaging in unsafe behaviour, let them know, and let your supervisor or health and safety rep know if you see something that looks unsafe.

Be safe – practice safety consciousness and keep yourself and those around you safe.



Lucinda with several of our recent Fijian and Cambodian arrivals, as well as Nou (pictured at the front). Nou works in the Beef Boning department, and is also the Vietnamese/Cambodian translator for Canterbury site.

WORK
SAFE

HOME
SAFE

ANZCO Canterbury & Rakaia Health & Safety Governance Committee Mission Statement:

By listening to and respecting our people we will create a safe family work and cultural environment, so we all go home safe and well.

Injured at Work?

ANZCO Foods & WorkAon Workplace Injury Management

ANZCO is an ACC Accredited Employer. We partner with WorkAon to manage our work-related injuries.

WorkAon ensures that all our claim decisions, entitlements and weekly compensation payments comply with ACC legislation.

Charlotte Miller is the Injury Management Advisor for the Canterbury and Rakaia sites and liaises with employees and WorkAon.

All injuries sustained at work must be reported to your first aider and supervisor immediately. It's important that the reporting steps are followed if you're injured at work, to avoid delays in a work injury claim being processed.

You need to give all work-related injury paperwork to your supervisor as soon as possible, to be passed on to the Injury Management Advisor. This means getting a copy from your doctor or physio at the time of consultation – don't rely on the doctor or physio to forward any paperwork to ANZCO.

Be aware that it's especially important to stay in contact with the Injury Management Advisor (this includes phone calls, emails or other queries) so that your claim and any weekly compensation can be processed smoothly.

All non-work injuries continue to be handled by ACC.

Reporting injuries at work: Injury Management Process

All reported injuries and incidents are logged into SafetyNet, ANZCO's reporting system. This includes:

- Logging and investigating incident reports including accidents and near misses
- Logging safety observations, including safety conversations
- Hazards and Risk Register

SafetyNet is used across all areas of the site, by Health and Safety advisors, supervisors, management, leading hands, compliance and engineering teams.

Injury reporting must follow the right process:



Report Injury to Supervisor

Injury – Pain & Discomfort

1. Reporting of Pain and Discomfort
2. Refer to First Aider or Nurse
3. Complete Incident Report and give to Supervisor

Seek First Aid

First Aid Required

1. Seek treatment from nominated First Aider
2. Follow treatment advice
3. Complete Incident Report and give to Supervisor

See the Nurse who will assess injury and advise treatment

Visit the Nurse

1. Follow treatment advice
2. Complete Incident Report and give to Supervisor

If you see the Doctor ensure all paperwork is return to your Supervisor

Visit to Doctor/Physio

1. Give Doctor the referral paperwork from the Nurse
2. Inform the Doctor that we have light duties
3. Complete an Incident Report and give to Supervisor along with ACC paperwork

ALL INCIDENTS ARE TO BE REPORTED TO YOUR SUPERVISOR AS SOON AS POSSIBLE BUT WITHIN 24 HOURS

Keep well this winter

Keep up healthy habits:

- Drink plenty of water
- Eat a balanced, healthy diet
- Get enough sleep
- Move your body daily – stretch and exercise every day
- Keep up healthy habits – wash your hands, sneeze or cough into your elbow or a tissue

Get winter-ready

- Keep your flu and COVID-19 vaccinations up to date
- Have a Winter Wellness kit ready – this might include cold and flu medications, painkillers, a thermometer, tissues, enough food and groceries for a few days

Stay at home if you're unwell

- Flu symptoms can be the same as, or similar to COVID-19 symptoms – both are highly contagious.
- Take a COVID-19 test.
- Call your doctor, medical centre or Healthline if your symptoms get worse or if you're concerned

Look after your mental wellbeing

- Stay connected with friends and whānau.
- Stick to routines as best you can.
- Notice and appreciate all the small moments of joy.
- Avoid alcohol and drugs as these can make things worse.
- See healthy habits above!

Healthline 0800 611 116

In an emergency call 111 for Ambulance, Fire or Police.

<https://www.familyhealthdiary.co.nz/preparing-for-winter-2/>

Drive to the conditions

It's that time of the year when we find icy roads on cold mornings, and indeed throughout the day.

Make sure your windows are clear before starting off.

Give yourself plenty of time to get to where you're going – you may need to drive slower due to the conditions. It only takes a split second to lose control.

Be aware of your speed always – how would you cope if you suddenly hit ice or black ice?

Keep a good distance from the car in front of you.

Headlights on – but dim your full beam lights for oncoming vehicles.



Broccoli Salad

Ingredients

- 8 cups broccoli cut into bite-sized pieces
- ½ cup red or green onion diced
- ½ cup dried cranberries
- ¼ cup sunflower seeds
- ½ cup crispy bacon bits (optional)

Dressing

- ½ cup mayonnaise
- ½ cup plain Greek yogurt
- 3 tablespoons cider vinegar
- 2 tablespoons sugar
- salt & pepper to taste

Instructions

Whisk together dressing ingredients in a medium bowl. Set aside.

In a large bowl, combine washed broccoli, onion, cranberries, sunflower seeds, and bacon bits if using. Pour the prepared dressing over and mix well.

Refrigerate for at least one hour before serving.



ANZCO Foods Employees App

Have you seen our very own ANZCO Foods app for employees?

Our **ANZCO Crew app** not only unlocks fantastic discounts and privileges from New Zealand's favourite brands, but is regularly updated with ANZCO's latest news, health and safety focuses, information on wellbeing, career opportunities, and much more. Download the app (details below) to access offers from brands such as **Torpedo7, Tower Insurance, JB Hi-Fi, Coffee Club, Molemap, Placemakers, PB Tech, Repco, Specsavers, and Mico Plumbing** – just to name a few!

As with all apps, location tracking is available on this app to provide you with deals close to your location. The tracking function is not used by ANZCO Foods. You can change the location access at any time in your phone settings, along with how you receive notifications. Keep notifications on for updates on new discounts and ANZCO updates – but rest assured, notifications will be kept to a minimum!

<https://anzco.ezstream.com>

Note – to register, you'll need your ANZCO Foods Employee Code – this is the 5-digit number on your payslip. It's only needed once to gain initial access to set up the ANZCO app and confirm that you're an employee.



Winners of the Summer Fun colouring competition are:

Congratulations, Charlie Capon and Ili Ulupano, you've each won a \$30 prezzie card!

NOT ABLE TO COME TO WORK?

You need to notify work **before your shift** start time.

Tell Operator:

- Your name and contact phone number.
- Department, supervisor and the site you work at.
- Reason for absence.
- When you expect to be back to work.
- Other details as required.

0800 RUNGIN • 0800 786446