

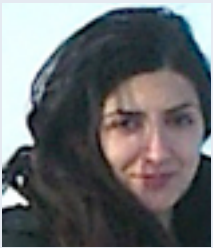
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Issue No. 7

Pimuhteheu Staff Newsletter



Kwey! Karina Provost is the new admin tech at the Montreal office.



Kwey! Kianoush Dehghani, new public health doctor replacing Anne Andermann on her maternity leave until June. She is working with the Uschiniichisuu Team on youth issues.

In this Issue:

I.D. YOUR COLLEAGUE

CREE LESSON #3

HOLIDAY MESSAGE
FROM DR. ELIZABETH
ROBINSON



creehealth.org

Regional Addictions Summit walks the talk

The Cree Regional Addictions Summit was held in Val d'Or November 19 to 21.

160 participants from 11 Cree entities spent 3 days discussing the best actions to take on addictions in Eeyou Istchee. Special thanks to the following:

Group session facilitators

Sol Awashish, Ron Sheeshish, Marie Louise Snowboy, Caroline Oblin, George Diamond, David Dyckfehderau, Catherine Godin, Iain Cook, George Oblin



Conference organizers Josée Quesnel (PPRO Addictions) and Sol Awashish (PPRO Chronic Disease) with Grand Chief Matthew Coon-Come.

Emily Cowboy, Clara Cooper, Pauline Bobbish, Martha Wynne, Elizabeth Ashamock, Laura Atikesse, Irene House, Irene Mianscum, Charlotte Kawapit Pepabano

Wayne Rabbitskin, Kirby Blackned, Denise Ratt, Brandon Moses

[Read Bella M. Petawabano's speech](#) | [Summary of Action Plans](#) | [Summit photos \(http://bit.ly/115sVSM\)](http://bit.ly/115sVSM)

Special Holiday Challenge: Find your colleague in this picture!



Favourite food: Mexican!

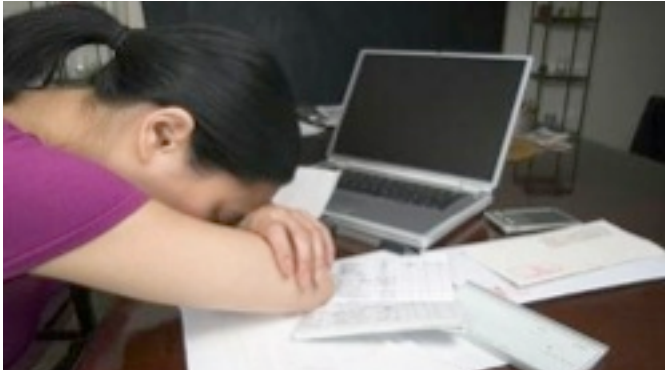
Cree Lesson

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The impact of job strain on employees' mental health



Job strain is likely to occur when individuals find themselves in environments with specific objective characteristics. Research has demonstrated that there is an increase in the incidence of inflammatory diseases and poor mental health when these characteristics are present.

Key factors that create a stressful work environment:

- High production demand and low opportunity to control work conditions
- Minimal rewards for high degree of effort
- Lack of fairness, respect, trust, and support

Reasons why some workplaces are particularly difficult to function in:

- Rapid change
- Downsizing of workforce
- Poor managerial skills

Although key indicators exist to track job strain, for the average individual, what is most relevant is their subjective experience which is formed from a combination of objective factors, personal perspective, and resiliency. An individual with poor mental health is more likely to perceive the workplace as difficult and as a result they negatively impact their environment and others.

Personal resiliency helps to protect us when workplace challenges exist. The American Psychological Association (APA) identifies 10 ways to build resilience:

1. Make connections to develop good relationships and a supportive community
2. Avoid seeing crisis as insurmountable
3. Accept change as an inevitable part of life
4. Develop and maintain realistic goals
5. Take decisive actions to address problems and stressors
6. Use stress as an opportunity for self-discovery and growth
7. Nurture a positive view of yourself
8. Keep things in perspective
9. Maintain hopefulness and banish negative thinking
10. Take care of yourself mentally and physically

The good news is that the understanding of environmental factors and their impact on employee mental health and productivity is increasingly accepted by human resources, occupational health professionals, and senior managers. Help is available for employers to assess their organization's culture and to identify opportunities to develop targeted strategies to improve the psychological environment in their workplace.

You may reach out for a manager consultation or a counseling session via your EFAP (Employee and Family Assistance Program).

The January newsletter will have information about the CHB Employee Assist Program.

[reprinted from WorkHealthLife blog](#)

A Stress-Free Guide to Remembering to Follow Up at Work



Everyone has at least one coworker who just can't be trusted to get you what you need to do your job. You know the one: you like him enough, but it seems like you have to follow up with him on everything you need from him. You don't want to be a jerk, but you need results. Here's how you can get those results easily without straining your working relationship or your sanity.

It's not fair, but when you have a job to do that depends on your team and they don't get you what you need to do that job, to people who aren't in the loop, it just means you didn't get your job done. It sucks, but use it as motivation to make sure the people you work with—even if they don't work for you—get you what you need when you need it, and that you learn how to escalate when you have to. Here's what we mean:

Let Everyone Know Up Front You'll Follow Up

One of the most proactive things you can do to encourage people to get back to you is to let them know that you'll follow up with them later, and to let them know when. It may take a few actual follow-ups for your colleagues to realize that you're serious

about it, but once they realize you'll come calling at a specific date and time if they don't get back to you, they'll start getting back to you without help. The important thing is to start training them to understand that you'll follow up, and they shouldn't be surprised when you do.

Include a Deadline in Your Requests

The next step is to start telling your coworkers when you need information, and then start pinging them as soon as you need it. Start signing your emails with the footnote "I need this by Tuesday, so I'll check back with you then to see how it's going." They'll know you're coming, and over time, they'll start getting back to you on their own. You'll also get a paper trail that shows you're being clear about your deadlines and your follow-ups, which you'll need if you have to escalate. Plus, you'll be able to follow up without feeling like a jerk because hey, you warned them. Set their deadline up front, and you give yourself the freedom to check back when you need to.

Read more: <http://bit.ly/TbtsQn>

reprinted from Lifehacker

Did you know?

Piihchemikan Piisim (December) is the term for the time when things start to settle down. This is the month where we give gifts and enjoy family. (source: [Cree Glossary for Radio Broadcasters](#))



Au revoir Sol!

On November 23 Mistissini staff gathered for an informal going-away ceremony for Sol Awashish, PPRO Chronic Diseases. Sol will be taking a one-year leave of absence, starting in December.

From left to right:

David English, Malika Hallouche, Sol Awashish, Mary Petawabano, Josée Quesnel, Jonathan Linton, Edna Voyageur, Jeanette Loon, Paul Linton, David Dekhfederau, Laura Atikasse, Sacha Cook, Katherine Morrow, Wally Rabbitskin



George Diamond, PPRO
Healthy Communities,
shows off his Creestache.

Creestache in Chisasibi: Leading men towards healthy and strong lives.

This fund-raising effort during 'Movember' raised funds towards families in need in Chisasibi, where guest beds are needed at the Chisasibi Hospital. Money raised will also be used to assist patients who stay long-term in the south.

**PHD Calendar: <http://goo.gl/U3R5Y>
Community Events: <http://goo.gl/Kxs8T>
Corporate Calendar: <http://goo.gl/taeXT>**

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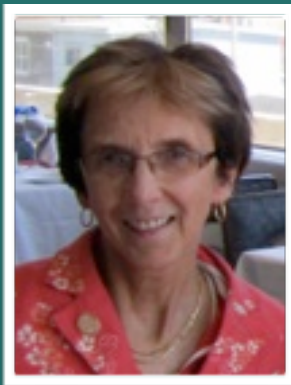


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Holiday Message from the interim Director



To all the members of the Public Health and Pimuhthehu departments

By the end of this month, my term as interim public health director will be over. An update on my replacement will be announced at the Employee Drop-In on December 12. I have particularly enjoyed learning more about the teams and activities outside of environmental health; the work you are all doing is impressive.

One of my major concerns has been the lack of communication between the community miyupimatisiun centres and public health at the managerial level. We succeeded in bridging that gap in the past few months through participation of the assistant directors – Bella, Taria and Paul (and some PPROs) at meetings of the local heads of Chayo, Uschi and Awash. And finally on November 28, Taria, Paul and I met for a morning with the local CMC directors and Lisa Petagumskum to explain the public health department and its activities. We were received positively, and comments from the directors were very relevant – I will send a report by email. I am sure we will be invited back; regular meetings 2 or 3 times per year would be ideal.

I have mentioned during the year that it will soon be time to develop another regional action plan in public health. As an initial step, the assistant directors and I think it is essential to review the 2007 plan and look in a general way at what activities in that plan we were able to carry out, which things didn't get done and what else was done but not mentioned in the 2007 plan (without going into a lot of detail). I would encourage you to take a look at the 2007 document before leaving for Christmas vacation in order to reflect on this self-evaluation exercise in January.

On a more personal note, I would like to extend my condolences to Jason Coonishish and Mary Petawabano, who each lost family members in November. As well, I would like to wish Sol Awashish a restful leave of absence. We look forward to his return in December, 2013.

The holiday season provides an opportunity to reconnect with family and friends and also with those neglected facets of ourselves that we are too busy to explore for much of the year. Take the time to relax and be with your loved ones, and come back in January ready for the challenges of 2013.

Elizabeth