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by



PHUBBING NOT ONLY FEELS ANNOYING, IT CAN ALSO BE UNHEALTHY.

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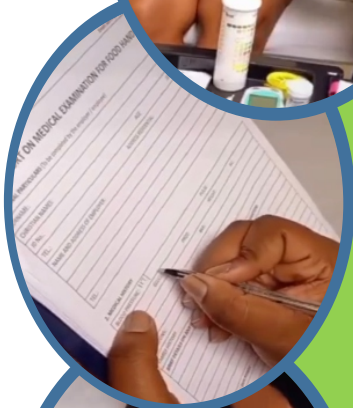
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What happens when the person you're talking to is constantly looking at their smartphone

If one person wants to chat but the other is constantly staring at their smartphone, there's potential for conflict. Phubbing not only feels annoying, it can also be unhealthy.



The artificial word phubbing is made up of the English words phone and snubbing. It describes the inappropriate or unsuitable use of a cell phone in a social setting. For many people, smartphones are a constant companion that is no more than an arm's length away. So when is their use inappropriate? With phubbing, it is when someone feels left out - even if the person phubbing them is not even aware of it.

What effects can phubbing have?

It is of course not a fundamental problem to look at your cell phone when you are with other people. Perhaps you are expecting an urgent call. Or you use the time with mutual consent to get information on your smartphone, to distract yourself, to organize something. So far, so good. But phubbing becomes problematic when an emotional imbalance combined with frustration arises. "If the person you are talking to constantly only gives you divided attention, your self-esteem will suffer permanently," says Dr. Sven Lindberg. The professor of clinical developmental psychology adds: "Self-esteem is one of the most important psychological variables, it is closely linked to depression and can even have consequences for the cardiovascular system."

How can you avoid problems caused by phubbing?

The key point as to whether cell phone use is unproblematic or is perceived as serious phubbing depends, among other things, on personality type, says Dr. Lindberg: "People who spend a lot of time on their cell phones tend to be less bothered if the other person does the same." That's why an agreement is important: "Sometimes it's enough to just say that you're expecting an important call or that you urgently need to do something on your smartphone," says Dr. Theda Radtke, holder of the chair for health psychology and applied diagnostics.



To ensure that phubbing doesn't become unpleasant or even harmful to relationships, mind and health, one thing is particularly important - consideration. The challenge for Melanie Diermann, Professor of Marketing in the Department of Communication and Business at the IST School of Management and a trained psychologist: "Consideration is a cultural technique that must first be learned." An example of this is the example of the father who looks at his cell phone while playing with his child. Diermann explains: "It's comparable to what smoking used to be: Today, people avoid it with children. But you first had to explain to people why a cigarette is not a good idea here."

Phubbing may not be directly harmful to health, but the psychological consequences can be far-reaching: "The child loses the feeling of security when it learns that it is only assured of its parents' attention until the next like comes in on Facebook." This unintentionally teaches children that they are less important than a stranger who interacts with mom or dad on social media.

What does phubbing do to the job?

At work, phubbing can have a similar effect: "Here too, using a cell phone, for example in a meeting, even just a quick glance at the display, is a micro-interruption - and that can lead to micro-injuries." People strive for social recognition, and this often comes from

attention. So imagine how it goes for a person who is giving a presentation when the boss or everyone else is on their cell phone. Even animals are affected, say experts. British veterinarians warned that dogs could react with sadness if their owner seems to consider their smartphone more important than their pet in their company.

How should you react to phubbing?

For those who are 'phubbed', i.e. those who suffer from phubbing, it is helpful to speak openly if the situation bothers them. Often the 'phubbers' are neither aware of how they are irritating others, nor do they want to offend them. "Then you should say: 'Put your phone away,

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I'm sure you have important messages, but unfortunately it's making me feel uneasy," says Sven Lindberg. But this can quickly become tricky in a work environment - there may be a hierarchy gap, for example when the boss takes out the phone. You have to have the courage to speak up.

"Phubbing is extremely damaging to group processes. That's why rules should be set up in the workplace, along the lines of: 'We have a common goal, so there's a cell phone break during meetings,'" says Lindberg. Society still has a lot to do here: "The problem is that technology is developing faster than we can define the desirable way to use it," says Thea Radtke. And research is also too slow, in Radtke's opinion: "In addition, psychological, social and other problems overlap in phubbing. But research is only ever carried out in one

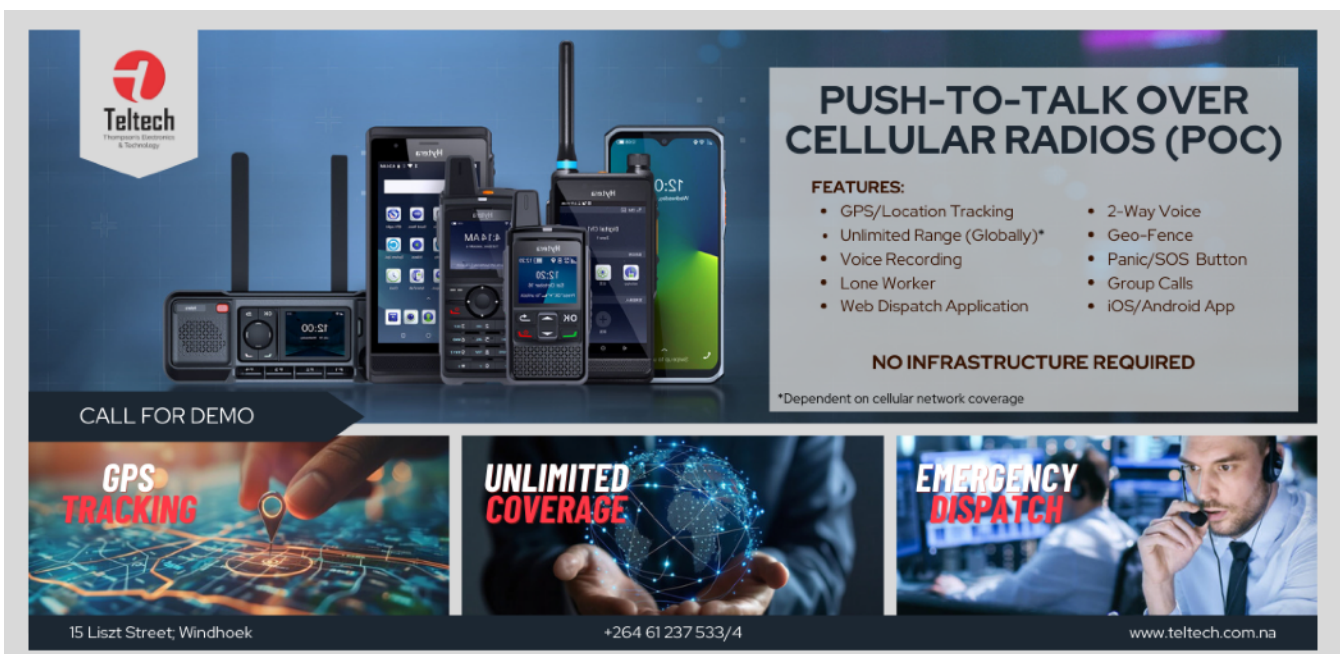
area, so you never get the whole picture. What we really need is a new science based on collaboration."

Is phubbing a generational problem?

Meanwhile, subsequent generations are choosing different ways of dealing with cell phones in society. Theda Radtke observes young people who meet up to surf on their mobile phones together, but each on their own: "It doesn't seem to bother them, maybe that's how social progress works in this case."

But Sven Lindberg also observes countercurrents: "There are young people who organize parties or run cafés that are expressly cellphone-free. Some even buy dumbphones - cell phones without internet access - so they are less exposed to distraction."

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Health Series - Whooping cough and how can you protect yourself?

Whooping cough is a childhood disease that also affects adults. The disease is long-lasting and can lead to complications. Vaccination reduces the risk of becoming infected and becoming seriously ill.

In brief

Whooping cough initially appears like a cold. Later, the coughing fits that give it its name appear, which can last for weeks. The symptoms are caused by an infection with bacteria that settle in the bronchi of the lungs.



To prevent possible complications, medical treatment is necessary - infants must be treated in hospital. You can get a preventative vaccination against whooping cough. This is especially

important for small children and pregnant women.

What is whooping cough?

Whooping cough (pertussis) is a highly contagious bacterial infectious disease that can affect children, adolescents and adults.

The risk of infection is particularly high for people without immune protection. In small children, whooping cough can have serious consequences. Newborns and infants are particularly at risk. This can be prevented with a vaccination.

How long are you immune to whooping cough? Anyone who has recovered from whooping cough is immune for around ten years. After that, you can get sick again, often without noticing it. A vaccination against whooping cough does not provide lifelong protection either. The immune protection built up by it wears off after five to 15 years. Regular booster shots are necessary to reduce the risk of illness.

Does whooping cough go away on its own?

Whooping cough can heal on its own, but this takes a long time. If the symptoms are severe, medical treatment is generally recommended to prevent possible complications. Infants suspected of having whooping cough in particular must be treated in hospital.



How do you recognize whooping cough?

The first signs of whooping cough appear between six and 20 days after infection, and it usually takes between nine and ten days from infection to the onset of symptoms. If left untreated, the illness can last for several weeks or months.

Whooping cough typically progresses in three stages - especially if you have it for the first time and have not been vaccinated against it. However, the course of the disease often deviates from this pattern.

Stage 1: Cold phase

Whooping cough initially manifests itself through cold symptoms such as a runny nose, a slight cough, a high temperature, tiredness and fatigue. There is often no fever, or if there is, it is only slight. This phase usually lasts one to two weeks. Doctors refer to it as the catarrhal stage.

Stage 2: Attack phase

The cough intensifies and leads to spasmodic coughing fits - also known as staccato coughing. The sick person coughs in several dry bursts and almost threatens to suffocate. Their face turns red to bluish. After each coughing attack, they breathe in again with a wheezing, pulling sound. They also vomit up thick mucus and sometimes have to vomit. This is followed by a longer break without coughing. This phase is over after four to six weeks. In medicine, this is referred to as the convulsive stage.

Attention: Infants with whooping cough often do not have typical coughing attacks. Their still narrow airways can quickly swell up, which can lead to choking attacks and life-threatening respiratory arrest. This is another reason why infants with cold symptoms should always be examined by a doctor. If shortness of breath occurs, call 9112 immediately. Adolescents and adults often do not have the characteristic staccato cough. In them, the disease progresses more like bronchitis with a long-lasting or chronic cough.

Stage 3: Recovery phase

In this phase, the coughing attacks subside and come to a halt. In technical terms, this phase is called stadium decrementi. It lasts about two to four weeks. If left untreated, it can last between six and ten weeks.

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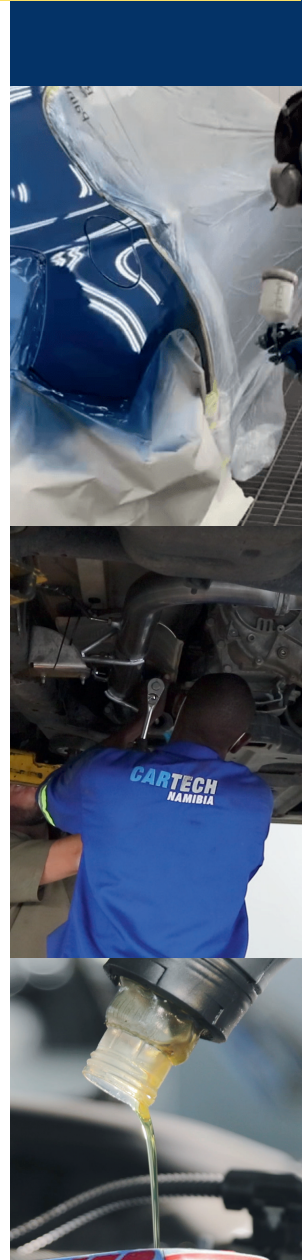
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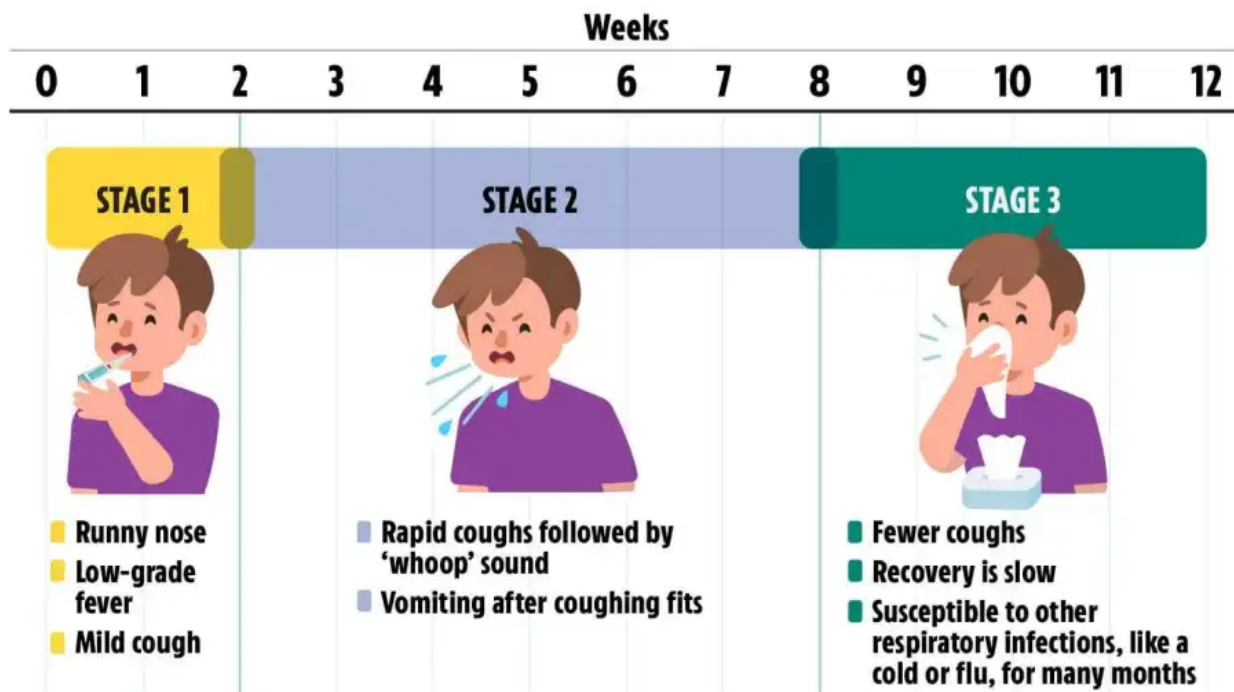
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WHOOPIING COUGH TIMELINE

How symptoms progress week by week



What causes whooping cough?

Whooping cough is usually caused by an infection with the bacterium *Bordetella pertussis*. *Bordetella parapertussis* is rarely the causative pathogen, which usually leads to a milder whooping cough-like illness.

How do the pathogens get into the body?

The pathogens of whooping cough are transmitted via droplets that are produced when coughing, sneezing or speaking and can enter the body via the air we breathe (droplet infection). The bacteria then settle in the bronchi of the lungs. There they multiply and produce toxins that damage the mucous membranes and cilia and trigger inflammatory processes.

How dangerous is whooping cough?

Around one in ten infants or elderly people with whooping cough (pertussis) develop pneumonia during the course of the illness. This is caused by an additional infection with bacteria. This also happens in older children and adults, but less frequently.

In infants, whooping cough can also cause breathing to stop and, rarely, seizures and brain damage. If the disease is very severe, it is possible that the child will die. Hospital treatment is necessary to prevent such complications. A pertussis vaccination from the age of two months can reduce the risk of whooping cough and a serious course of the disease.

In addition, additional infections can lead to inflammation of the ears and sinuses.



Incontinence, inguinal hernias, broken ribs or bleeding in the conjunctiva are also possible due to the severe coughing fits.

How is whooping cough treated?

Whooping cough is caused by bacteria and can therefore be treated with an antibiotic that kills the bacteria. If the medication is used before or immediately after the coughing starts, it can have a positive effect on the duration and severity of the coughing fits. In addition, antibiotic therapy reduces the risk of infecting other people.

Sick infants are generally admitted to hospital and monitored. One reason is that they cannot cough up the mucus on their own, which means they are at risk of respiratory arrest.

Important: Anyone who cares for a sick child at home and is not vaccinated against whooping cough should be given an antibiotic as a preventative measure. In some circumstances, such antibiotic therapy may also be useful for vaccinated caregivers. Talk to your doctor about this.

What can you do yourself if you have whooping cough?

The coughing attacks are very stressful for children. It helps the child if you calm them down, carry them around or sit them up. For older children, regular inhalations over a bowl of hot water can relieve the symptoms. This method is not suitable for small children due to the risk of scalding. For them, a medical inhalation device is an alternative. You can borrow such a device from the

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pharmacy. Discuss with your doctor beforehand how to use the device correctly and whether it makes sense to use it.

Since coughing fits often lead to vomiting, it is important to prevent dehydration by drinking a lot. It is also advisable to eat several small meals and more liquid and mushy food.

Walks in the fresh air are also good. However, physical exertion should be avoided as this can trigger another coughing fit.

How long do you have to stay at home if you have whooping cough?

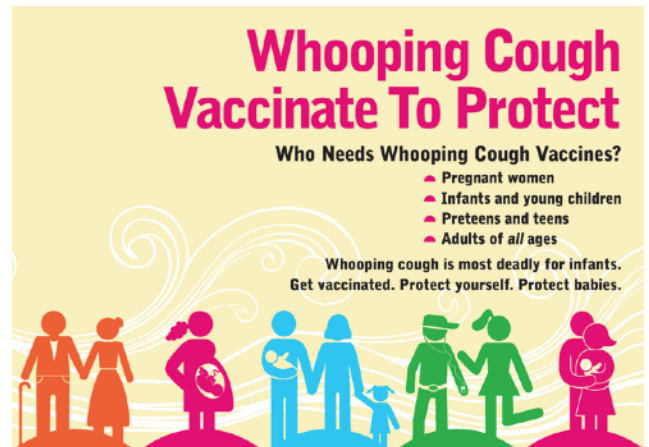
People with whooping cough are contagious for about five to seven days after starting antibiotic therapy. Without treatment, it takes about four to six weeks until you are no longer contagious. As long as there is a risk of infection, sick people should stay at home. It is best to discuss with your doctor when the child can go back to daycare or school or you can go back to work.

How often do you have to be vaccinated against whooping cough?

Babies can be vaccinated against whooping cough (pertussis) from the age of two months. Since there is no single vaccine, the pertussis vaccination is combined with other vaccines. A 6-component vaccine is usually used, which simultaneously protects against tetanus, diphtheria, polio, hepatitis B and

infection with *Haemophilus influenzae* (Hib).

The basic immunization consists of three doses of vaccine within the first year of life. Premature babies receive one more dose. Since the protection against whooping cough decreases over time, it must be refreshed with a booster vaccination. The Standing Committee on Vaccination (Stiko) recommends two booster vaccinations: one at the age of 5 to 6 years and another at the age of 9 to 16 years. After that, the vaccination should be renewed every 10 years.



Vaccinations during pregnancy

The Stiko recommends that all pregnant women receive a whooping cough vaccination at the beginning of the third trimester. If there is an increased risk of premature birth, the vaccination should be brought forward to the second trimester of pregnancy. If the vaccination cannot be carried out during pregnancy, the Stiko recommends catching up in the first few days after birth.



Before the birth of a child, close contacts such as siblings, partners, grandparents or babysitters should also be vaccinated - if they are not vaccinated. The vaccination should be carried out no later than four weeks before the expected date of delivery.

Important note

This article contains only general information and must not be used for self-diagnosis or treatment. It cannot replace medical advice. Please understand that we cannot answer individual questions.



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Health & Safety - Let Safety Incentives Strengthen Fall Protection and Boost Your Safety Culture

Implementing safety incentive programs can significantly improve compliance with fall protection standards and strengthen overall workplace safety culture.

Fall protection is a critical aspect of ensuring worker safety. Unfortunately, despite the best efforts to implement rigorous safety protocols and provide high-quality fall protection equipment, compliance issues and safety lapses can still occur. Properly designed safety incentive programs have been proven to enhance adherence to fall protection standards.



The Importance of Fall Protection

The statistics will show that falls are among the leading causes of serious

injuries and fatalities in the workplace. In some industries, they account for nearly one-third of all workplace fatalities. Comprehensive fall protection involves not just the use of personal protective equipment (PPE) — such as harnesses, lanyards and guardrails — but also adherence to safety protocols, proper training and a proactive safety culture.

Given the high stakes, ensuring that workers consistently follow fall protection measures is crucial. This is where safety incentives come into play, offering a way to drive the behavior of these practices through positive reinforcement.

Understanding Safety Incentives

Safety incentives are rewards or recognition given to employees for adhering to safety protocols or demonstrating safe work practices. But don't underestimate their ability to invigorate a culture of safety awareness and improve safety program participation dramatically. Ways of "incentivizing" can vary widely, from using monetary cash-type rewards (including gift cards) to non-monetary recognition such as time off, pizza parties, company branded items and, of course, actual reward merchandise. In the end, the goal of safety incentive programs is to create a motivating environment where employees are encouraged to prioritize safety and participate in certain safety initiatives that they might otherwise not.



Steps to Implement a Safety Incentive Program for Fall Protection

1. Define Clear Objectives and Metrics

To effectively use safety incentives, it's essential to set clear, measurable objectives. These goals might include:

- Consistent use of fall protection equipment, such as harnesses and lanyards.
- Completion of mandatory fall protection training modules.
- Adherence to safety checklists and protocols.
- Reporting potential fall hazards and suggesting improvements.

It's important to establish specific metrics to evaluate whether these goals are

being met. For example, one option is to track the number of safety violations, the percentage of employees wearing proper fall protection or the frequency of completed safety training modules. Once these metrics and desired behaviors are created, attach the incentive reward to them directly. It's going to be critical to attach smaller, ideally weekly, rewards to these safe behaviors.

2. Communicate the Program Clearly (and Simply)

Effective, simple and easy-to-understand communication is key to the success of any incentive program. Ensure that all employees understand the objectives of the program, and how they can earn

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rewards. Communication should be ongoing and transparent, including frequent updates on program performance and any changes to the incentive rewarding criteria. Consider hiring an experienced incentive company to help do this. Some packaged programs will automatically handle the communication and rewarding, saving time.

3. Develop the Proper Reward System

Choose a reward system that aligns with employee preferences and company culture but also has already been proven to motivate employees. Stay away from the old “dangle the carrot” cash-type programs that can turn the program into entitled compensation. Focus on an incentive system that will drive weekly and daily, safe behavior.

Stay with merchandise versus cash. Think of that trophy you won in grade or high school. It meant more and was certainly more memorable than the \$20 that the trophy actually cost. Points collected and redeemed for rewards they “want” have been proven to work better than offering cash or items that people “need.” This can be confusing because employees will often say what they want for an incentive is “cash” or the equivalent (gift cards). However, cash is not what has been proven the most effective at driving behavior.

Reward for specific behaviors, frequently. First, use an easy-to-administer reward

“vehicle” that delivers smaller-value points that can then be collected over time to redeem a larger-value reward. Doing so will give you more bang for your buck. Gamecards containing points have been proven to work well for this. These cards/points should be attached to the weekly behaviors that lead to the desired end result.

Add Gamification: In today’s high-stimulation world, simply dangling a merchandise “carrot” doesn’t work.





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Creating or selecting a program that has a game component will build teamwork and interaction between employees that boosts the safety culture and creates more safety banter in the organization.

Offer both individual rewards AND chances at big prizes: Over decades, strong data shows 50 percent of employees are more motivated by collecting points that will “for sure” result in a reward they can redeem. The other 50 percent? They are more motivated by a chance at a bigger grand prize. No fret, there are programs available on the market that include tickets or gamecards that deliver both points and chances for national sweepstakes-type drawing prizes or drawing prizes exclusive for your company.

Reward teams as well as Individuals: Once a rewarding vehicle such as a ticket or gamecard is in play and is attached to

fall protection and other weekly safe behaviors, to maximize effectiveness, don't forget to also reward these cards or points to teams that reach certain safety milestones or achieve their monthly goals of high safety participation or achievement levels.

4. Monitor and Evaluate Program Performance

It does not need to be complicated, but add some simple systems to track compliance with fall protection protocols. This can involve regular safety audits, inspections, and performance reviews. Collect the key data on how well employees are adhering to safety practices and use this information to evaluate the effectiveness of the incentive program.

Regularly review these performance metrics and make adjustments as necessary. For example, if certain safety

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practices are not improving as expected, consider revising the objectives or the incentive reward criteria.

5. Show Commitment to Safety Culture

Incentives can motivate employees and take safety culture to a new level, but it's important to show safety culture commitment from the beginning. Get upper management involved and have them help lead the way in communicating this. Encourage employees to support each other in adhering to safety protocols and create an environment where safety is a shared responsibility. Including Peer recognition and team-based rewards can enhance the collective commitment to safety as well.

Promote open communication about safety concerns and encourage and even reward employees for reporting potential hazards or unsafe practices without fear

of retribution. This proactive approach can help identify and address issues before they result in accidents or non-reporting issues.

6. Review and Adapt the Program

Regularly review the incentive program to ensure its continued effectiveness. Solicit feedback from employees to understand their views on the program and identify any areas for improvement. Be prepared to adapt the program based on this feedback and any changes in the work environment or safety regulations. Some programs offered by incentive companies actually have built-in employee surveys to help lower any potential administration.

Reviewing the Benefits of Safety Incentives

1. Enhanced compliance. Safety incentives can lead to improved adherence to fall protection protocols.



1. Employees are more likely to follow safety procedures when they know that their efforts will be recognized and rewarded.
2. Increased awareness. Incentives can raise awareness and reinforce the message from the top that safety is a top priority.
3. Improved morale. Recognizing and rewarding safe practices can boost employee morale and job satisfaction. A positive reinforcement approach creates a more engaged and motivated workforce over the traditional “consequence for doing something wrong” type of program.
4. Reduced incidents. By encouraging consistent use of fall protection measures and adherence to safety protocols, incentive programs can help reduce the number of fall-related incidents and injuries as well as any other type of accidents or injuries they may be experiencing.

Conclusion

Safety incentives can be a powerful tool in enhancing fall protection and overall workplace safety. By setting clear objectives, effectively communicating the program — including frequent rewarding

and gamification — and regularly evaluating program’s impact, you can create a motivating environment that encourages adherence to safety protocols. While safety incentives offer numerous benefits, it’s crucial to balance them with a strong safety culture and ensure that they support rather than detract from the core values of workplace safety.

Keeping up with safety standards can be a big challenge. Our platinum supporter OSH-Med international can assist you with this challenge. With the implementation of OSH safety standards you’ll lower incident rates, saving your company money and far more importantly, potentially saving lives. For more inquiries for Services and Training in Occupational Safety & Health.

E.M.A. recommends to contact our platinum supporter OSH-Med international. They can assist you with all your questions, requests, training and services in their expertise.

Contact details:

Service Hotline: 061 302 931

Email: info@osh-med.pro

www.osh-med.pro

Tips for Implementing a Safety Incentive Program



OSH-Med
international

PROFESSIONAL TRAINING • EXCELLENCE



Emergency Call: 9 1 1 2

Fun Time - Joke of the week



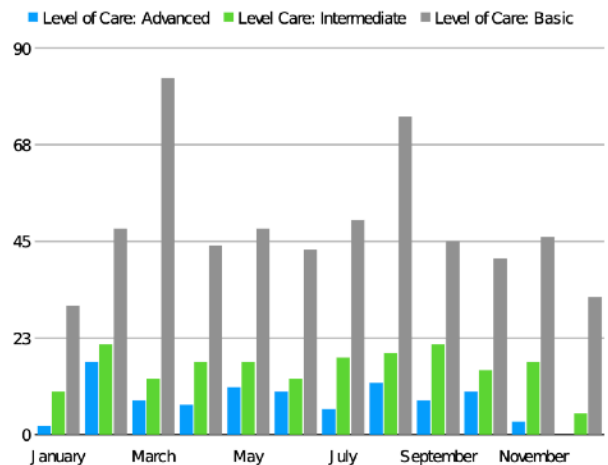
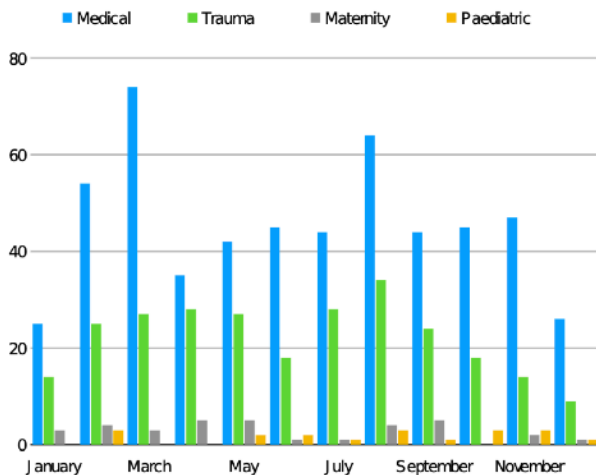
Why can't you trust atoms?

They make up everything.

You can help E.M.A. to help others by becoming a supporting member
more information on www.ema-organisation.pro

E.M.A. Emergency Statistics, updated 11.12.2024

	Medical	Trauma	Maternity	Paediatric	Level of Care: Advanced	Level Care: Intermediate	Level of Care: Basic
January	25	14	3	0	2	10	30
February	54	25	4	3	17	21	48
March	74	27	3	0	8	13	83
April	35	28	5	0	7	17	44
May	42	27	5	2	11	17	48
June	45	18	1	2	10	13	43
July	44	28	1	1	6	18	50
August	64	34	4	3	12	19	74
September	44	24	5	1	8	21	45
October	45	18	0	3	10	15	41
November	47	14	2	3	3	17	46
December	26	9	1	1	0	5	32
Total per annum	545	266	34	19	94	186	584
Total	864				864		



Emergency Call: 9 1 1 2

DID YOU KNOW ?!

E.M.A. is the only nonprofit organisation for Emergency Medical Assistance in Namibia

#emarescue

**Please support
the good work
of the nonprofit
organisation
E.M.A.**

Please donate to:
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E.M.A. nonprofit org.
Maerua Mall Branch
ACC No 801 582 7019
Swift Code: BWLINANX

or become a supporting member



Emergency Call

SOS dial 9112



www.ema-organisation.pro



Emergency Call: 9 1 1 2

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www.westcarenam.com



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It is easy to become a supporter as private person or as company.
Apply with us to become a supporting member that we can fulfil our objectives.
Contact us:

Email: ema-organisation@osh-med.pro

Website: www.ema-organisation.pro

Telephone: +264 (0) 61 302 931



Emergency Call: 9 1 1 2



Emergency Call



Important information to give:

- **Where** is the emergency?
- **What** happened?
- **What** kind of injuries?
- **How many** injured person
- **Waiting** for further question

Emergency Numbers:

Ambulance services:

E.M.A. Rescue Service

9112

Fire Brigade:

Windhoek

061-21 1111

Police:

NamPol

10 111

City Police (Whk)

061-302 302

MVA Fund

9682

(all numbers are from GRN or non-profit organisations)



d.o.c.
Service Hotline
085 - 9112

OSH-Med International and Emergency & Medical Assistance Service Hotline: 061 – 302 931



Emergency Call: 9 1 1 2