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**Emailed to:**  
**1621 readers**  
**and counting**

**Welcome to my**  
**overseas readers**

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**4 YEAR CERTIFICATION**

I am very pleased to mention more facilities achieving

**4 year certification**

My compliments and congratulations to:

**Bainswood on Victoria - Rangiora**

**Bainlea House - Rangiora**

**Kerikeri Village – Kerikeri**

**Annie Brydon Resthome & Hospital – Hawera**

**Te Mahana - Patea**

**Wyndham & Districts Community Rest Home - Wyndham**

For my friends, who have an audit this month, all the best!

*If you are one of the very few achieving this then please let me know as it deserves a special place and recognition! If you don't let me know I can not publish it.*

**SHORT AND SWEET HEALTH TIPS**

**Pure water.** Don't have soft drinks or energy drinks while you're exercising. Stay properly hydrated by drinking enough water during your workout (just don't overdo things, as drinking too much water can also be dangerous).

While you might need energy drinks for long-distance running, in shorter exercise sessions in the gym, your body will burn the glucose from the soft drink first, before starting to burn body fat. Same goes for eating sweets

**GI, Jane.** Carbohydrates with a high glycaemic index, such as bread, sugar, honey and grain-based food will give instant energy and accelerate your metabolism. If you're trying to burn fat, stick to beans, rice, pasta, lentils, peas, soya beans and oat bran, all of which have a low GI count.

**CARE PLAN ALERTS**

It is a good idea to use the care plan to remind staff of their observation and reporting requirements including specific conditions a resident has which needs extra vigilance such as, recurrent UTI's, Chronic lung problems, risk of certain medication use, pressure area risks, iron deficiency etc.

Observe and report for instance if blood in urine or faeces is sighted, when urine looks or smells suspicious, skin looking red, if a resident is more short of breath, bruising/bleeding if resident takes Warfarin etc

Don't assume that Health Care Assistants should know this.

<p>As long as you feel pain, you're still alive!</p>	IMMIGRATION POLICY CHANGES
	<p>You may have heard about the upcoming policy changes to the Essential Skills Work Visa and Skilled Migrant Category (SMC) residence visa that came into effect on <b>28 August 2017</b>. These may impact the way you hire and support migrant workers in the future.</p> <p><b>Essential Skills Work Visa changes</b></p> <p>There are three key changes to the Essential Skills work visa policy:</p> <ul style="list-style-type: none"> <li>• <b>The introduction of skill bands:</b> Remuneration and the <a href="#">ANZSCO</a> level of the occupation will now be used to classify employment into one of three skill bands (higher-skilled, mid-skilled, or lower-skilled).</li> <li>• <b>Three-year visas for lower-skilled employment:</b> Essential Skills Work Visa holders will only be able to undertake lower-skilled employment for a maximum of three years. After three years they'll need to upskill, apply for a different type of visa, or depart New Zealand for 12 consecutive months. The three years does not include time spent in New Zealand while holding a visa that was applied for before 28 August 2017.</li> <li>• <b>New criteria for bringing family:</b> <ul style="list-style-type: none"> <li>• Lower-skilled employment: partners and dependent children will have to qualify for visas in their own right (unless they currently have visas based on their relationship).</li> <li>• Mid- or higher-skilled employment: there is no change to the visas available to the family of workers in mid- and higher-skilled employment</li> </ul> </li> </ul> <p><b>Skilled Migrant Category (SMC) changes</b></p> <p>Key changes to the Skilled Migrant Category include:</p> <ul style="list-style-type: none"> <li>• The points available for work experience, qualifications and age.</li> <li>• The introduction of remuneration thresholds as an additional means of defining skilled employment. <ul style="list-style-type: none"> <li>• Jobs at ANZSCO levels 1, 2 and 3 must be paid at or above \$23.49 per hour, which equates to a salary of \$48,859 per year based on a 40 hour week.</li> <li>• Jobs that are ANZSCO level 4 or 5 (or don't have an ANZSCO description) must be paid at or above \$35.24 per hour, which equates to a salary of \$73,299 per year based on a 40 hour week.</li> </ul> </li> </ul> <p>The changes do not affect those who have already applied under the SMC or have received an Invitation to Apply</p> <p><b>Find information about employing migrants</b></p> <p>The <i>Employ Migrants</i> section of our website has been designed with you in mind - to step you through the process of finding, hiring and settling migrant staff into your workplace. You can also explore the different visa options available and the steps required to support a candidate's application</p> <p><b>For more information visit</b></p> <p><a href="https://www.immigration.govt.nz/employ-migrants?utm_source=New%20Zealand%20Immigration&amp;utm_medium=Email&amp;utm_campaign=ES%2BSMCPolicyChange&amp;utm_content=Employ%20migrants%20%7C%20Immigration%20New%20Zealand">https://www.immigration.govt.nz/employ-migrants?utm_source=New%20Zealand%20Immigration&amp;utm_medium=Email&amp;utm_campaign=ES%2BSMCPolicyChange&amp;utm_content=Employ%20migrants%20%7C%20Immigration%20New%20Zealand</a></p>

	THE DEATH OF COMMON SENSE
<p>No matter how good or bad your life is, wake up in the morning and be thankful that you still have one.</p>	<p><b>OBITUARY</b></p> <p>Today we mourn the passing of a beloved old friend, Common Sense, who has been with us for many years.</p> <p>No one knows for sure how old he was, since his birth records were long ago lost in bureaucratic red tape.</p> <p>He will be remembered as having cultivated such valuable lessons as:</p> <ul style="list-style-type: none"> <li>- Knowing when to come in out of the rain;</li> <li>- Why the early bird gets the worm;</li> <li>- Life isn't always fair; and</li> <li>- Maybe it was my fault..</li> </ul> <p>Common Sense lived by simple, sound financial policies (don't spend more than you can earn) and reliable strategies (adults, not children, are in charge). His health began to deteriorate rapidly when well-intentioned but overbearing regulations were set in place.</p> <p>Reports of a 6-year-old boy charged with sexual harassment for kissing a classmate; teens suspended from school for using mouthwash after lunch; and a teacher fired for reprimanding an unruly student, only worsened his condition.</p> <p>Common Sense lost ground when parents attacked teachers for doing the job that they themselves had failed to do in disciplining their unruly children.</p> <p>It declined even further when schools were required to get parental consent to administer sun lotion or an aspirin to a student; but could not inform parents when a student became pregnant and wanted to have an abortion.</p> <p>Common Sense lost the will to live as the churches became businesses; and criminals received better treatment than their victims.</p> <p>Common Sense took a beating when you couldn't defend yourself from a burglar in your own home and the burglar could sue you for assault.</p> <p>Common Sense finally gave up the will to live, after a woman failed to realise that a steaming cup of coffee was hot. She spilled a little in her lap, and was promptly awarded a huge settlement.</p> <p>Common Sense was preceded in death, by his parents, Truth and Trust, by his wife, Discretion, by his daughter, Responsibility, and by his son, Reason.</p> <p>He is survived by his 4 stepbrothers:</p> <p>I Know My Rights I Want It Now Someone Else Is To Blame I'm A Victim</p> <p>Not many attended his funeral because so few realized he was gone. If you still remember him, pass this on. If not, join the majority and do nothing.</p> <p><i>Rense.com</i></p>

<p>As we go through life, we start to understand that it's not important to have lots of friends. What truly matters is that we have real friends!</p> <p><small>Davewordsofwisdom</small></p>	<h2>HOW TO TELL YOUR STORY, WITHOUT SAYING A WORD</h2>	
	<p><i>It is not always easy to market your facility. What do you say, how to say it. What is important for people etc. When they say: "a picture tells a thousand words" there is some truth in that.</i></p> <p>Use images to tell a story in just about every part of everyday life; think children's picture books, road signs or even emojis. Sometimes the purpose of that is to get a message across quickly. Sometimes it's to help build meaning or association. And sometimes, it's to create an emotional connection or response.</p> <p>Take brands, for instance. You might learn a lot from a page-long description of a chocolate brand. But you're far more likely to buy that brand if you see an advert showing two friends sharing a laugh – and the chocolate – on their lunch break. What you're really buying is the moment, as well as the values that brand stands for. Relationships, fun, and relaxing. It's a simple technique, but choosing the right images can really help you build positive brand association and better connect with your audience.</p> <p><b>So what exactly are the right images and how should you use them?</b></p> <p>It's a good question – and it's not always straightforward. <a href="#">NZ Story</a> has put together a few handy tips to help you get the most out of images.</p> <ol style="list-style-type: none"> <li><b>1. Consider your audience</b> Sometimes what you don't show is just as insightful as what you do. An image of a beautiful landscape, for instance, might make your audience think you're from a place with not many people and not much to do. That might be fine if you run a yoga retreat, but probably not if you're a tourist operator.</li> <li><b>2. Grow perceptions</b> If you show people images that reinforce their expectations, you're not adding any new value. Instead, choose images that might surprise and delight people. If you're a cheese manufacturer, for example, why not showcase a cheeseboard at a fine-dining restaurant, rather than an image of cows in a paddock?</li> <li><b>3. Quality over quantity</b> When people think of your product or service, chances are you want them to think 'quality'. So you should be using images that back that up. A few great quality images are much more powerful than a whole collection of average ones.</li> <li><b>4. People like people</b> It might seem obvious, but people connect with images of other people, whether that's those who make your product or those who enjoy it. It's also important to keep your target market in mind – who would they want to see?</li> </ol> <p>NZ Story has a Toolkit that contains a whole host of quality images that can be used by NZ business – just like the one above. <a href="#">Check them out here.</a></p> <p style="text-align: right;"><i>Moore Stephens Markhams Auckland</i></p>	
	<h2>INSITE MAGAZINE</h2>	
	<p>Calling all residential aged care providers! Whether you're big, small, corporate, not-for-profit - we want to hear from you!</p> <p>Please take our anonymous poll to give a general indication of whether the funding for the pay equity settlement has helped meet your increased wage costs.</p> <p>If you'd like to explain your situation in more depth, please get in touch: <a href="mailto:editor@insitemagazine.co.nz">editor@insitemagazine.co.nz</a>. Confidentiality is assured if you would like to remain anonymous. <a href="http://insitemagazine.co.nz/have-your-say/">http://insitemagazine.co.nz/have-your-say/</a>.</p> <p>I also encourage you to subscribe to their emails if you haven't already: <a href="http://insitemagazine.co.nz/subscribe/">http://insitemagazine.co.nz/subscribe/</a></p>	

## Hazardous Substances Regulations update

The Health and Safety at Work (Hazardous Substances) Regulations 2017 will come into force on 1 December 2017.

It's not about wholesale change. The regulation of hazardous substances in the workplace is moving from one Act and set of regulations to another, but with some changes. **If you are complying with the current hazardous substances law, then you may not need to change a lot but this is an important time for all businesses to review their processes for keeping people safe around hazardous substances.**

This issue focuses largely on visibility and awareness of hazardous substances - knowing what you've got, how to manage it and ensuring that others know too. Also what's changing for approved handlers.

If you are one of the 150,000 businesses across New Zealand that manufacture, use, handle or store hazardous substances in the workplace then you should know how to safely manage the risks associated with them.

And there are risks – every year around 600-900 people die prematurely from workplace-related disease including from exposure to hazardous substances.

### Taking stock

Like all work-related health and safety risks, you can't manage them if you don't know what they are. One of the biggest changes affecting businesses is the mandatory requirement to have an inventory of all their hazardous substances.

### Storage

Storing hazardous substances safely is an important part of protecting you and your workers. This includes storing only what you need, ensuring that incompatible substances are not stored together, and that decanted substances are stored in the right type of container and correctly labelled.

### Safety Data Sheets

Where do you find information about your hazardous substances? First look at their safety data sheets. These are becoming mandatory for all hazardous substances in your workplace

### Know what you are getting into

People, including workers, emergency services and visitors, need to know what hazardous substances you have on site and the precautionary measures they should take.

Signs and labels provide clear, concise information and are often the first warnings people will have about your hazardous substances

### Stay informed?

WorkSafe and the EPA will be providing communications and guidance to help keep you informed. Here's what you can do now:

- [Subscribe for WorkSafe e-news updates](#) on the new Hazardous Substances Regulations
- [Look for updates on this website](#) – more information, including updated guidance, will be added over time.

[Visit WorkSafe's Hazardous Substances Toolbox](#) – this provides information under the current law including practical tools and guidance to help you. It will be updated for the new Regulations.

[Visit the EPA website.](#)

If you fall, I will  
be there. -  
Floor

<p>Don't be impressed by money, followers, degrees and titles. Be impressed by kindness, integrity, humility and generosity Women working</p>	HAVE YOU HEARD ABOUT GREY MATTER?
	<p>We'd like to introduce you to another newsletter that the Ministry of Health Library prepares.</p> <p>The <a href="#">Grey Matter</a> newsletter provides monthly access to a selection of recent NGO, Think Tank, and International Government reports related to health. Information is arranged by topic, allowing readers to quickly find their areas of interest.</p> <p>If you'd like to subscribe to Grey Matter, email <a href="mailto:library@moh.govt.nz">library@moh.govt.nz</a></p>
	TOTAL QUALITY PROGRAMME
	<p><b>Are you struggling with your policies and procedures? Find it difficult to keep up with all the changes? Come audit time you realise that information is not up to date?</b></p> <p>If the answer to the above is yes then</p> <p><b><a href="#">Join hundreds of other aged care providers</a></b></p> <p>This totally tried and tested Quality Programme tailor-made for aged care has been around since 1990!</p> <p>All policies and procedures, including the related work forms, are written in a very user friendly manner and understandable to all staff. The programme comes on CD and you are in charge to personalise it for your facility.</p> <p>For more information and to receive the order form and licence agreement, contact me on 09 5795204, 021 311055 or <a href="mailto:09jelica@gmail.com">09jelica@gmail.com</a></p>
	TRAINING SESSIONS
	<p>If you need training provided on site please let me know as I am available to provide this on non clinical topics such as: Please be aware that I am based in Auckland. Very happy to travel but it will add to your cost. You might be able to talk to facilities in your area to get together and share the costs.</p> <p>Cultural Safety, Spirituality, Sexuality &amp; intimacy, Privacy, Rights, Confidentiality, Choice, Communication and Documentation, Quality and Risk Management, Abuse and Neglect prevention, Restraint Minimisation and Safe Practice, Managing behaviour that challenge us, Complaints Management, Open Disclosure, EPOA, Advance Directives, Informed Consent, Resuscitation, Health and Safety, Ageing process, Mental Illness, Civil defence, Dementia care, Bullying in the workplace.</p> <p>If you are looking for a topic not listed here please drop me a line.</p> <p>I am happy to facilitate different times to suit evening and night staff.</p> <p>References available on request.</p> <p><i>Jessica</i></p>

<p><b>Don't be afraid to fail. Be afraid not to try</b></p>	<p align="center"><b>NEWSLETTERS BACK ISSUES</b></p>
	<p>Remember there is an alphabetical list of topics from all my newsletters available on my website which refers to the related issue. This website is available to everybody: <a href="http://www.jelicatips.com">www.jelicatips.com</a> No password or membership required.</p> <p>I believe in having the data available to everybody as it is important that as many people as possible get the information and that we help each other as much as possible in this very challenging sector.</p> <p>I don't mind sharing this information but I don't agree anybody making financial gain from this information!</p>
	<p align="center"><b>HELP ME KEEPING THE DATABASE UP TO DATE!</b></p>
	<p>Changing positions? New email address? Let me know if your details are changing so I can keep the database up to date.</p> <p>If you know anybody else who would like to receive the newsletter please let me know and I will be happy to add them to our growing readers' base.</p> <p>Thank you all for your contribution each month.</p> <p align="right"><i>Jessica</i></p>

#### Some interesting websites:

[www.careassociation.co.nz](http://www.careassociation.co.nz); [www.eldernet.co.nz](http://www.eldernet.co.nz), [www.insitenewspaper.co.nz](http://www.insitenewspaper.co.nz), [www.moh.govt.nz](http://www.moh.govt.nz);  
[www.careerforce.org.nz](http://www.careerforce.org.nz), [www.dementiacareaustralia.com](http://www.dementiacareaustralia.com); [www.advancecareplanning.org.nz](http://www.advancecareplanning.org.nz)  
<http://www.bpac.org.nz/Public/admin.asp?type=publication&pub=Best>, <http://www.open.hqsc.govt.nz>;  
[www.safefoodhandler.com](http://www.safefoodhandler.com); [www.learnonline.health.nz](http://www.learnonline.health.nz); [www.nutritionfoundation.org.nz/about-nznf/Healthy-Ageing](http://www.nutritionfoundation.org.nz/about-nznf/Healthy-Ageing); [www.glasgowcomascale.org](http://www.glasgowcomascale.org)

Please note these sites are not necessarily endorsed by Jelica nor is it responsible for the contents within them.

The information contained in this publication is of a general nature and should not be relied upon as a substitute for professional advice in specific cases.

#### REMEMBER!

Send your feedback, suggestions and articles showcasing your local, regional and workforce activities for publication in future issues.

This brings me to the end of this issue. I hope you enjoyed reading it and welcome any feedback you have. With your help I hope to keep this a very informative newsletter with something for everyone.

#### CONFIDENTIALITY AND SECURITY

- I send this with due respect to, and awareness of, the "The Unsolicited Electronic Messages Act 2007".
- My contact list consists ONLY of e-mail addresses, I do not keep any other details unless I have developed personal contact with people or organisations in regard to provision of services etc.
- E-mail addresses in my contact list are accessible to no one but me
- Jelica Ltd uses Trend Micro antivirus protection in all aspects of e-mail sending and receiving

Signing off for now.

*Jessica*

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- If you do not wish to continue to receive emails from me, all you need to do is e-mail me and write "Unsubscribe". I will then remove you from my contact list (though I will be sorry to lose you from my list).
- If you know of others who you think would benefit from receiving my newsletter, please pass on my details and have them sending me an email with the subscribe request.