

## An independent newsletter for people interested in Aged Care

**In this issue:**

- 4 year certification
- Special Days
- Recommended reading
- Shelley's Corner
- Pressure Injuries
- EPOA
- Corona Virus
- Punctuation
- Code of Practice
- Mental wellbeing
- Have you heard of Grey Matter
- QA Programme
- Silver Rainbow
- Back issues
- Helpful websites

**Emailed to:  
1857 readers  
and counting**

**Welcome to my  
overseas readers**

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### 4 YEAR CERTIFICATION

Slow start of the year maybe. I haven't received any notification from facilities achieving 4 years!!

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

### SPECIAL DAYS THIS MONTH

- 29 February – 8 March: NZ Sea Week.
- March 1, Sunday: Te Rā O Te Tamariki - Children's day.
- March 3, (Tuesday): World Wildlife Day.
- March 6, (Friday): National Dentist's Day. *(Oh yes let's celebrate that one!)*
- March 8, (Sunday): International Women's Day.
- March 13, (Friday): World Sleep Day
- March 17, (Tuesday): St Patrick's Day
- March 20, (Friday): International Day of Happiness
- March 21, (Saturday): International Day for the Elimination of Racial Discrimination
- March 21, (Saturday): World Down Syndrome Day
- March 21, (Saturday): World Forestry Day
- March 21, (Saturday): World Poetry Day
- March 22, (Sunday): World Water Day
- March 23, (Monday): World Meteorological Day
- March 28, (Saturday): Earth Hour Day



### RECOMMENDED READING

**The Silent Patient** By Alex Michaelides (*Goodreads choice 2019 winner*)

Alicia Berenson's life is seemingly perfect. A famous painter married to an in-demand fashion photographer, she lives in a grand house with big windows overlooking a park in one of London's most desirable areas. One evening her husband Gabriel returns home late from a fashion shoot, and Alicia shoots him five times in the face, and then never speaks another word. Alicia's refusal to talk, or give any kind of explanation, turns a domestic tragedy into something far grander, a mystery that captures the public imagination and casts Alicia into notoriety. The price of her art skyrockets, and she, the silent patient, is hidden away from the tabloids and spotlight at the Grove, a secure forensic unit in North London.

Theo Faber is a criminal psychotherapist who has waited a long time for the opportunity to work with Alicia. His determination to get her to talk and unravel the mystery of why she shot her husband takes him down a twisting path into his own motivations—a search for the truth that threatens to consume him...

## SHELLEY'S LEGAL CORNER

*Shelley is taking a break this month, and would like to introduce you all to Dew James, new to Shieff Angland, who is an immigration and employment lawyer. If you have immigration questions in particular, you can reach Dew on the contact details below.*

### **Immigration New Zealand's ANZSCO Requirements – Upcoming Changes**

Late last year, Immigration New Zealand (INZ) announced that it would be making changes to how it uses the Australia New Zealand Standard Classification of Occupations (ANZSCO) to assess Essential Skills Work Visa (ESWV) applications.

Below is a summary of the changes set to take place “from mid-2020”<sup>1</sup> onwards:

1. ANZSCO will no longer be used to determine the skill level of an applicant's job. INZ will instead rely solely on an applicant's pay rate to do so:
  - a. “high skilled” – if an applicant is paid at or above the New Zealand median wage; and
  - b. “low skilled” – if an applicant is paid below the New Zealand median wage.
2. The median wage rate will likely be the sole determiner of the following factors<sup>2</sup>:
  - a. The need for employers to obtain a Skills Match Report from WINZ;
  - b. The duration of an applicant's visa;
  - c. Applicability of a stand period; and
  - d. Ability to support partner and / or child(ren) to come to or continue living in New Zealand (if they are already here).

But there's a catch. INZ will continue using ANZSCO to check that an applicant's pay is at market rate for their job type, and to determine whether s/he is suitably qualified for that role. So, we're stuck with ANZSCO for the foreseeable future.

Reading between the lines of INZ's official announcement, we have two major concerns about the upcoming changes:

1. By removing the mid-skill band, applicants not wanting to be classified as “low skilled” will likely need to earn at least \$25.50<sup>3</sup> p/h – being the current median wage rate – unless of course this increases again in 2020. Under the current policy, an applicant only needs to earn \$21.68<sup>4</sup> p/h to be classified as “mid skilled” and be entitled to all of the benefits attached to that status (e.g. supporting partner and / or child(ren)'s visa(s)).
2. If an applicant does not earn at least the median wage and are classified as “low skilled”, the duration of their visa will likely be limited, and their ability to support their partner and / or child(ren)'s visas could also be at risk.

Without any specific detail from INZ regarding the proposed new policy, it is difficult to know the full extent of the likely impact the changes will have on applicants, their families, and employers. You can read the information currently available on INZ's website, here. We will update you as soon as INZ releases more information, so watch this space!

<sup>1</sup> INZ has not advised when exactly these changes will be rolled out, but we will update you as soon as they do.

<sup>2</sup> Given that INZ has not released any detail of the proposed new policy, we have listed those factors which are currently determined using ANZSCO and which we assume will be determined by pay rate once that change happens.

<sup>3</sup> On 24 February 2020, the median wage rate increased from increased from \$25 p/h to \$25.50 p/h.

<sup>4</sup> On 24 February 2020, the mid skill wage rate increased from \$21.25 p/h to \$21.68 p/h.

No matter what happens in life, be good to people. Being good to people is a wonderful legacy to leave behind.

*Unknown*

## SHELLEY'S LEGAL CORNER Cont'd

If you would like more information regarding the above, or have any questions, please contact us.

Dew James, Solicitor Contact Dew on +64 9 300 8772 or [dew.james@shieffangland.co.nz](mailto:dew.james@shieffangland.co.nz)  
Shelley Eden, Partner Contact Shelley on +64 9 300 8756 or  
[shelley.eden@shieffangland.co.nz](mailto:shelley.eden@shieffangland.co.nz)

This article gives a general overview of the topics covered and is not intended to be relied upon as legal advice.

## PRESSURE PREVENTION EDUCATION VIDEOS

These videos were created to enable peer-to-peer education on the importance of pressure injury impact, prevention and treatment. The content is based on international literature, recent ACC research and the lived experience of the participants in the videos.

The videos were developed by the Burwood Academy of Independent Living and the NZ Spinal Trust, funded by ACC of New Zealand. We are grateful to the NZ Spinal Trust for allowing us to share the videos on our website. Find out more on the [NZ Spinal Trust website](#).

<https://www.hqsc.govt.nz/our-programmes/pressure-injury-prevention/publications-and-resources/publication/3940/>

## ENDURING POWER OF ATTORNEY

Every adult, regardless of age, should consider creating an Enduring Power of Attorney (EPA). Life is unpredictable, and an EPA can provide you with peace of mind that your wishes will be followed, even if your ability to make your own decisions is affected by sickness or injury.

An EPA is a legal document that will allow you to select the people who will be responsible for making important decisions, if you are not able to. The two types of EPA are Property and Personal Care and Welfare.

A Property EPA covers decisions about money and assets and can be put into effect at any time. More than one attorney can be chosen to act for you for this EPA.

Personal Care and Welfare EPA's cover decisions about your health, accommodation and care. It comes into effect only if a medical professional or Family Court decides a person is 'mentally incapable'. Only one attorney can be selected for this EPA.

You will need to choose the person to be your attorney wisely as they will be responsible for things like your money, health, assets and even your pets.

It could be a friend, family member, a work colleague or even a trustee corporation like the Public Trust. Ultimately, it needs to be who you trust most to make sure your wishes and feelings are respected.

Find out more about setting up an EPA on the SuperSeniors website  
[www.superseniors.msd.govt.nz](http://www.superseniors.msd.govt.nz)

Advise your client that they can qualify for special discounts for SuperGold Card holders to help with the cost of setting up an EPA on the SuperGold website [www.supergold.govt.nz](http://www.supergold.govt.nz)  
*From: Super Seniors February 2020.*

Accept both compliments and criticism. It takes both sun and rain for a flower to grow.  
Worth sharing

## IMPORTANT CORONAVIRUS INFORMATION (COVID-19)

### Current status

There are no confirmed cases of COVID-19 in New Zealand to date.

Anyone who has visited those countries in the previous 14 days who develops symptoms of fever, cough or shortness of breath should seek medical advice by first phoning Healthline's dedicated COVID-19 number [0800 358 5453](tel:08003585453) or contacting their GP by phoning ahead of their visit. The likelihood of an imported case in New Zealand is high, however the likelihood of a widespread outbreak is low-moderate.

The Ministry of Health is closely monitoring the situation and following guidance from the [World Health Organization](https://www.who.int/). If any public health measures are needed for this virus, we will advise.

For COVID-19 health advice and information, contact the Healthline team (for free) on [0800 358 5453](tel:08003585453) or [+64 9 358 5453](tel:+6493585453) for international SIMS.

<https://www.health.govt.nz/our-work/diseases-and-conditions/covid-19-novel-coronavirus>

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### From HQSC

To help with the Ministry of Health's response to COVID-19 (Novel coronavirus), the Commission is making hand hygiene resources available free of charge, until stocks run out. After this, PDFs of the resources will continue to be available. Hard-copy resources can be ordered through the Commission's website.

<https://www.hqsc.govt.nz/our-programmes/infection-prevention-and-control/novel-coronavirus>

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### From Worksafe

Minimising the spread of infectious diseases in the workplace is important to keeping staff safe and well at work.

The Health and Safety at Work Act 2015 requires businesses to mitigate health and safety risks and protect their workers from them, so far as is reasonably practicable. Under HSWA workers are also required to take care of theirs and others health and safety while at work, and follow and cooperate with reasonable health and safety instructions, policies and procedures they are given.

In the event of novel coronavirus (known as COVID-19) emerging in New Zealand, the Ministry of Health has [guidance for infectious disease prevention and control for workplaces](#) which may be useful to protect workers and others now.

From: <https://worksafe.govt.nz/topic-and-industry/work-related-health/workplace-preparedness-for-novel-coronavirus/>

It is important that employers and employees understand how a potential coronavirus pandemic could impact them at work. We have produced some information which details workplace rights and responsibilities in relation to employment legislation in case of a coronavirus outbreak in New Zealand.

Minimising the spread of coronavirus is important to keep employees safe and well at work. This should be done before thinking about the interests of the business or organisation. The Ministry of Health has information available on workplace infectious disease prevention. In the case of an emergency, employers and employees should remember to keep in regular contact and deal with each other in good faith.

Some people  
are like clouds.  
When they  
disappear, it's a  
beautiful day.

Immy Ka

## WRONG PUNCTUATION

Back by popular demand.

Some more I received since last newsletter

As seen on a notice board outside a church:  
Best sausage supper in St. Louis come and eat Pastor Thomas.

I like cooking my family and my pets.

### **Wrong punctuation helps a criminal.**

Help a thief  
Help! A thief!

### **What a deal!**

Buy bed free night stand

### **Warning sign**

Slow children at play

## NATIONAL CODE OF PRACTICE FOR MANAGING NURSES' FATIGUE AND SHIFT WORK IN DISTRICT HEALTH BOARD HOSPITALS

Shift work, long hours, and the fatigue they generate can compromise the health, safety and well-being of nurses and their patients. This Code of Practice provides a ground-breaking approach to addressing these challenges, which are inevitable and must be better managed in 24/7 services. It merges the latest science and safety management practice with extensive nursing sector expertise and experience and is endorsed by WorkSafe, the New Zealand Nurses Organisation, and the Council of Trade Unions.

The goals of the Code of Practice are to improve:

- patient safety;
- the health, safety, wellbeing, quality of life and retention of nurses; and
- the efficient and effective use of hospital resources, including both people and financial resources.

The Code of Practice provides guidance for DHBs in developing and implementing a data-driven Fatigue and Shift Work Management System.

### **Download the National Code of Practice**

[National Code of Practice for Managing Nurses' Fatigue and Shift Work in District Health Board Hospitals \[PDF\]](#)

The guidelines are for hospitals, nursing supervisors and other nursing-related businesses. They set out a series of scientific principles and related actions for managing the risk of fatigue associated with shift work in hospital-based nursing. The code of practice was developed by renowned sleep expert Philippa Gander and her team, in consultation with nurses and other medical staff around New Zealand

<https://www.safernursing24-7.co.nz/code-of-practice/>

I hope you are  
capable and  
brave and  
significant.  
@minna\_so

## MENTAL HEALTH AND WELLBEING AT WORK – 2019 BUSINESS LEADERSHIP SURVEY

Mental health and wellbeing at work is an area of increasing focus in New Zealand. The fourth annual Health and Safety Leadership survey report - *Covering all the bases: How leaders are managing mental health and wellbeing in the workplace* was released late last year

Most of the 140 participants were chief executives or directors, though some senior health and safety and human resources executives also took part. Both private and public sector organisations were surveyed.

The survey is conducted by Deloitte on behalf of the Business Leaders' Health and Safety Forum

See the result: <https://www.zeroharm.org.nz/news/2019-wellbeing-survey/>

## TOTAL QUALITY PROGRAMME

**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?**

If the answer to the above is yes then

**Join hundreds of other aged care providers**

This totally tried and tested Quality Programme tailor-made for aged care has been around since 1990!

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.

For more information and to receive the order form and licence agreement, contact me on 09 5795204, 021 311055 or [09jelica@gmail.com](mailto:09jelica@gmail.com)

## SILVER RAINBOW

**Lesbian, Gay, Bisexual, Trans and Intersex (LGBTI)**

**Education for Caregivers**

**If you are interested please contact**

Julie on [Julie.Watson@kahuitukaha.co.nz](mailto:Julie.Watson@kahuitukaha.co.nz) to find out how you can book Silver Rainbow education for your organisation.



## HAVE YOU HEARD ABOUT GREY MATTER?

We'd like to introduce you to another newsletter that the Ministry of Health Library prepares.

The [Grey Matter](#) 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.

If you'd like to subscribe to Grey Matter, email [library@moh.govt.nz](mailto:library@moh.govt.nz)

Never force  
anything.  
Just let it be.  
If it's meant to  
be, it will be.  
Power of Positivity

<p style="color: #4F81BD; font-style: italic;">“Goodbyes are not forever, Goodbyes are not the end. They simply mean I’ll miss you, until we meet again.”</p> <p style="text-align: right; font-size: small; font-style: italic;">Author Unknown</p>	<b>NEWSLETTERS BACK ISSUES</b>
	<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>
	<b>HELP ME KEEPING THE DATABASE UP TO DATE!</b>
	<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. <span style="float: right;"><i>Jessica</i></span></p>

**Some interesting websites:**

[www.careassociation.co.nz](http://www.careassociation.co.nz); [www.eldernet.co.nz](http://www.eldernet.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.hgsc.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); <https://www.health.govt.nz/our-work/disability-services/disability-publications/disability-support-services-newsletter>; <https://worksafe.govt.nz/>

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 antivirus protection in all aspects of e-mail sending and receiving

Signing off for this month!!

*Jessica*

**SUBSCRIBE OR UNSUBSCRIBE**

- 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.