

An independent newsletter for people interested in Aged Care

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Emailed to:
1932 readers
and counting

**Welcome to my
overseas readers**

09jelica@gmail.com
www.jelicatips.com
mobile: 021 311055

Welcome to the first newsletter of 2021.

The first facility to congratulate this year achieving 4 years is:

Kingswood Rest Home - Morrisville

Well done achieving this for the second time.

If you are having an audit this month, I wish you all the best and hope you achieve a good outcome.

SPECIAL DAYS THIS MONTH

- 1 February, Monday, Northland, Auckland and Nelson Anniversary day
- 4 February, Thursday, World Cancer Day.
- 6 February, Saturday, Waitangi Day
- 8 February, Monday, Waitangi Day observed
- 11 February, Thursday: International Day of Women and Girls in Science. In order to achieve full and equal access to and participation in science for women and girls
- 14 February, Sunday, Valentine's Day
- 14 February, Sunday. International book giving day: The aim? To get books into the hands of as many children as possible
- 15 February, Monday. World whale day: reminds us of the challenges faced in our oceans across the globe.
- 17 February, Wednesday. Random acts of kindness day. *My sort of day!*
- 20 February, Saturday. World day of social justice. promote gender equality, or the rights of indigenous peoples and migrants. We advance social justice when we remove barriers that people face because of gender, age, race, ethnicity, religion, culture or disability.
- 22 February, Monday. World thinking day. A day of international friendship..
- 26 February, Wednesday. Ash Wednesday.

GOOD THINGS THAT HAPPENED IN 2020

- Women leaders got the job done.** New Zealand: Jacinda Arden, Taiwan: Tsai Ing-wen. Germany: Angela Merkel and Finland's Sanna Marin
- We masked up and hunkered down, saving millions more lives.** millions of us were smart and responsible and did our best to comply with shifting public health guidelines in the face of an invisible enemy.
- Carbon emissions fell by the largest amount ever recorded.** Emissions in 2020 lowest
- We made the land greener.** For example, two million people in India planted 250 million trees in one weekend this year, the latest and largest in an ongoing annual planting scheme that aims to re-forest the subcontinent.
- We made the oceans cleaner.** 14 nations that own 40 percent of the world's coastline just banded together to create the world's biggest ocean sustainability initiative.
- We started a work-from-home revolution.** people discovered they really don't need to be in the office to be productive.
- The internet passed its ultimate stress test.** More videoconferencing took place in 2020 than at any time in human history — for work and for socialising

<p>Maybe if we tell people the brain is an app, they'll start using it!</p>	COVID19
	<p><i>Source: Disability Directorate</i></p> <p>Regarding a COVID-19 vaccine rollout strategy in NZ for disabled people, their whānau and the wider sector.</p> <p>The Ministry is working through the detail, but in the meantime I can tell you:</p> <ul style="list-style-type: none"> • The COVID-19 vaccination is a tool to help build your immunity to the COVID-19 virus and reduce your risks from the virus. • We expect vaccines to be delivered to the first group of people in the second quarter of 2021 with the first priority group likely to be border control and managed isolation quarantine workers. • Medsafe will approve any vaccines we distribute, so it meets strict health and safety requirements. • COVID-19 vaccines will be free of charge. • They will not be mandatory for the New Zealand public. • There will be a sequenced rollout plan so that the appropriate vaccines are made available to people at the right time. • We can't say how vaccines will impact our borders at this time. <p>The Ministry has also set up a Vaccine Strategic Advisory Group consisting of external stakeholder representatives from across the health and disability sector. Disability is a population group that the Ministry of Health considers a priority. Disabled people, people with a chronic illness, staff in residential care, and carers of a disabled person whose welfare may be at risk if the carer falls ill are all considered part of the phased vaccine roll-out across New Zealand.</p> <p>The Ministry is committed to engaging with the disability community and will look to follow up in more detail with appropriate representatives and collective bodies as we get closer to the roll-out.</p> <p>As decisions are made regarding the vaccine rollout, the Ministry will have a straightforward operations procedure to ensure that the disability community is well informed.</p> <p>Nāku noa, nā. Adri Isbister, Deputy Director General, Disability</p> <p><i>I had a conversation with Ruihua Gu from Healthcert and it was reiterated that it is important for the sector to check out this link: https://www.health.govt.nz/our-work/diseases-and-conditions/covid-19-novel-coronavirus/covid-19-response-planning/covid-19-vaccine-planning, to find out who is the first group in different scenarios in the sequenced roll out plan.</i></p> <p><i>To be prepared for the roll out you can start having the conversation with residents and relatives and get consents ready. Check if your RN is a qualified vaccinator and if not, can they upgrade. The better prepared each facility is the quicker the process goes.</i></p>
	MINIMUM WAGE INCREASE
	<p>On the first of April adult (aged 16 and over) minimum wage will increase, from \$18.90 to \$20.00 per hour.</p> <p>The starting-out and training minimum wage rates will also increase on 1 April 2021, from \$15.12 to \$16.00 per hour.</p> <p>This increase covers the staff that are not covered under the pay equity legislation.</p> <p>That increase happens on the first of July!</p> <p>Source: https://www.employment.govt.nz/hours-and-wages/pay/minimum-wage/different-types-of-minimum-wage-rates/</p>

CONSISTENT STAFF ASSIGNMENT TO SUPPORT SELF DETERMINATION

The primary purpose of consistent staff assignment is to ensure that residents have the same staff supporting them with personal care. The more you know someone, the more you will understand their expressions of preference, pain, joy, humiliation, connection, self-assertion and personality. This familiarity is particularly vital when working with residents who express themselves non-verbally (through body language, emotion, protest, facial expression, action and reaction).

Importantly, when implementing consistent staff assignment, residents have a say in choosing their consistent carers and they provide regular feedback on them when their care plans are reviewed. It means that staff training can be tailored to meet the needs and preferences of each resident they support and that individual staff duties lists shift in response to resident's changing preferences.

These benefits are among the key reasons that the model needs to be strictly implemented – having a regular team or just some of that team consistently working in the same area is not a strict consistent staff assignment model.

For the full article go to: <https://meaningfulageing.org.au/consistent-staff-assignment-to-support-self-determination/>

Daniella Greenwood, BA (Hons 1), B Hlth Sc (Leisure and Health), Dip Diversional Therapy, Cert IV Leisure & Health.

International consultant, keynote speaker and published author specialising in human rights policy and practice in long-term care.

Alzheimers NZ is currently planning their 2021 conference and Daniella, the writer, is to be a keynote speaker. I will keep you informed regarding this event.

**The question
isn't who is
going to let me;
it's who is
going to stop
me.**

Ayn Rand

HEALTH AND SAFETY ASSOCIATION NZ

The HASANZ Conference 2021 will be held in Wellington at Te Papa from 1 to 3 September. Expect exceptional keynote speakers and practical takeaways from our popular concurrent sessions.

HASANZ CONFERENCE 2021 is the flagship conference for workplace health and safety professionals in New Zealand, organised by the industry for the industry. It also has wide appeal to every business with an interest in health and safety and attracts sector influencers, educators, regulators and decision makers.

We've designed a quality programme with a blend of heavy hitting international and local keynote speakers on relevant health and safety topics and the latest trends.

HASANZ CONFERENCE 2021 offers you choice. Instead of one programme stream, we are repeating our popular format of keynote addresses plus a range of concurrent sessions.

Get ready for some serious learning and serious fun!

Registration and the call for papers opens 1 February - book the dates in your calendar today.

For more information: <https://www.hasanz.org.nz/page-conference/>

PAY EQUITY

A condition of the appropriation from government to fund the Pay Equity Settlement for care and support workers was that Ministry is obliged to report to Cabinet annually on progress and as such requires workforce data to be able to meet this obligation.

TAS and Ministry have been working with the sector on previous workforce data collections for 2019 and 2020. The established process has gone well and achieved a high return rate achieving around 90% in 2019. In 2020 the return rate was lower due to impact of COVID-19. TAS and Ministry wish to engage with the ARC sector to collect data required for the 2021 advice to Cabinet.

This year, the parties will follow a similar process to last year. Colmar Brunton has again been commissioned to front-end the data collection and they will be contacting providers from early February to establish the contact person at each facility that is best placed to complete the returns. This contact establishment phase will continue through the two weeks following the data template being sent out for all providers to complete on 22 February 2021.

There will be communications sent through Colmar Brunton for each stage of the process that should make it clear as to purpose and process.

SPARK OF LIFE

Become Certified to Implement the Innovative *Spark of Life* Rehabilitation Program

Spark of Life Rehabilitation Facilitator Course

We are excited to introduce a new development in the suite of Dementia Care International's education services. This course is provided face to face via Zoom. The education has been developed to be conducive to the Zoom experience and to enable each participant to be actively involved, inspired and engaged.

Registrations are now open for the next *Spark of Life* Rehabilitation Facilitator Course to be run on the 12th April to 15th April 2021.

For more information and registration please visit:

https://mcusercontent.com/489ddaca2d8f5092f1e6e64eb/files/cab02fbb-b5ad-40fe-9454-65756d2d4e61/SOL_Rehabilitation_Facilitator_Course_Zoom_Brochure_FINAL.pdf

BEST BOOKS OF 2020 ACCORDING TO READINGROOM LITERARY EDITOR STEVE BRAUNIAS

Auē. The debut novel by Westport writer and complete nobody Becky Manawatu went on to win the 2020 Ockham New Zealand for best novel and was this year's biggest-selling novel by a long stretch.

"Nothing to See" by Pip Adam was ingenious. It was also funny as hell, viz: "When Peggy and Greta had nothing to do they'd look at the job board...Most of what they knew about jobs was from things they saw on TV...They'd never really thought of sleeping with men for cash or stealing as a job. That was the only experience they really had and there were never jobs like that on the job board." It was the one great novel of 2020

As Peggy and Greta struggle through their sober days, they are hopelessly, endearingly inept. Domestically, they are a disaster. They don't know how to do anything. Their attempts at cooking, in fact all their dealings with food are poignant, tragic, and very funny. They eat carrot sandwiches.

Running out of carrot, they resort to broccoli. There is a long and amusing sequence in which they embark, with vast incompetence, on making a quiche. They exist in a world of AA meetings, dank flats, poverty and thrifty tom yum lunches; they are vulnerable, beleaguered, entirely believable and sympathetic...In *Nothing to See*, Pip Adam gives us a story of fractured lives." For more reviews visit: <https://www.newsroom.co.nz/xmas-the-best-novels-of-2020>

Don't be
ashamed of
how many
times you have
fallen.
Be proud of
how many
times you have
got up.

sallymorgan

2021 PUBLIC HOLIDAYS FALLING ON A WEEKEND

When a public holiday falls on a Saturday or Sunday, an employee's public holiday might be moved to the following Monday (or in some cases Tuesday).

Public holidays attached to calendar dates where the day they are celebrated on moves through the days of the week:

- New Year's Day (1 January)
- the day after New Year's Day (2 January)
- Waitangi Day (6 February)
- ANZAC Day (25 April)
- Christmas Day (25 December), and
- Boxing Day (26 December).

Mondayisation happens when an employee's public holiday which falls on a Saturday or Sunday is moved to the following Monday (or in some cases Tuesday). Mondayisation only happens if the employee doesn't normally work on the calendar date of the holiday. If an employee normally works on the day of the public holiday's calendar date then there is no Mondayisation for them and their public holiday benefits apply to the calendar date.

If an employee would normally work on both the calendar date of the public holiday and the possible mondayisation date, their public holiday is on the calendar date. They don't get two public holidays.

Public holiday falls on a Saturday and:

- the employee wouldn't normally work on the Saturday, then their holiday entitlement is transferred to the following Monday, or
- the employee would normally work on the Saturday, then they will get their holiday entitlements on the Saturday (the calendar date of the public holiday).

View <https://www.employment.govt.nz/leave-and-holidays/public-holidays/public-holidays-falling-on-a-weekend/public-holiday-falls-on-saturday/>

Public holiday falls on a Sunday and:

- the employee wouldn't normally work on the Sunday, then they will get their holiday entitlements on either the following Monday (in the case of Waitangi Day and Anzac Day), or the following Tuesday (in the case of Christmas Day, New Year's Day, Boxing Day and the day after New Year's Day).
- an employee would normally work on the Sunday, then they will get their holiday entitlements on the Sunday (the calendar date of the public holiday).

Deciding which day an employee normally works for Mondayisation

When an employee does not have a clear work pattern or there is a lot of variation in work times, it may be hard to decide if they would have normally worked on a Saturday or Sunday a public holiday falls on.

The calculator on the following link might help you.

<https://www.employment.govt.nz/leave-and-holidays/otherwise-working-day/>

An employer can't take an employee off the roster on a public holiday, when it is a day that they would normally work, so that they don't have to give the employee public holiday entitlements. Not recognising an employee's holiday entitlements is against the law.

Source: <https://www.employment.govt.nz/leave-and-holidays/public-holidays/public-holidays-falling-on-a-weekend/>

Sometimes a year has been so disastrous and so terrible that entering a new year will automatically mean entering a wonderful year!

Mehmet Murat Ildan

HEALTH AND DISABILITY STANDARD REVIEW

Public Consultation closed on Wednesday 13 January 2020.

As per their legislation, Standards NZ is currently busy collating the feedback into a word table format, by section. So far, they are estimating comments back from approximately 100 submitters.

The Committee reconvenes on the 2nd of February for another 6 meetings to review the comments.

Implementation and indicative timeline

Implementation planning has started within HealthCERT. As we look to develop workshops and tutorials on what the new standards mean for your services, your profession, and the services you and your whānau receive, **be sure to keep an eye out for communications.** We will be updating you all regularly as resources are developed and dates are confirmed.

Indicative Implementation timeline

Health & Disability Services Standard (NZS 8134:2021)



To improve is to change; to be perfect is to change often.
Winston Churchill

MOBILE HEALTH

The topics offered are presented by health professionals. Presenters are suitably qualified nurses, doctors, or other health professionals, usually currently practicing clinically. Their specialty areas include acute and chronic medicine, mental health, aged care topics, age related illness, women's health and emergency care. Rural sites choose topics from our Presenters Portfolio and we arrange the delivery of the education sessions.

For further information contact Sandra van Hout – sandra@mobilehealth.co.nz

The topics are chosen based on requests we receive so if there is a topic you would like contact us: <https://mobilehealth.co.nz/webinars/>

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 to find out how you can book Silver Rainbow education for your organisation.



<p><i>“Goodbyes are not forever, Goodbyes are not the end. They simply mean I’ll miss you, until we meet again.”</i> <i>Author Unknown</i></p>	<p>NEWSLETTERS BACK ISSUES</p>
	<p>All newsletters are on my website including an alphabetical list of topics. This website is available to everybody: www.jelicatips.com 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>HELP ME KEEPING THE DATABASE UP TO DATE!</p>
	<p>Changing positions? New email address? Let me know if your details are changing so I can keep the database up to date. 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. Thank you all for your contribution each month. <i>Jessica</i></p>

Some interesting websites:

www.careassociation.co.nz; www.eldernet.co.nz, www.moh.govt.nz; www.careerforce.org.nz,
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; www.learnonline.health.nz;
www.nutritionfoundation.org.nz/about-nznf/Healthy-Ageing; 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.

Text in Italics are the comment of the writer of this newsletter

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

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- 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.