

An independent newsletter for people interested in Aged Care

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**Emailed to:
1954 readers
and counting**

**Welcome to my
overseas readers**

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Congratulations for achieving 4 years to:

Norfolk Lodge Rest Home and Dementia Unit - Waitara

If you are having an audit this month, then all the best. Hope you achieve a good outcome.

SPECIAL DAYS THIS MONTH

- Children's Day first Sunday in March (7th)
- Taranaki Anniversary Day - 8 March
- International Women's Day - 8 March
- Walk To Work Day - 10 March
- St Patricks Day - 17 March
- Otago Anniversary Day - 22 March
- World Water Day. - 22 March
- Race Relations Day - 22 March
- April Fool's Day - 1 April
- Good Friday – 2 April
- Easter Sunday – Sunday 4 April
- Easter Monday – Monday 5 April
- Southland Anniversary Day – 6 April
- ANZAC Day – 25 April
- Day off for ANZAC Day – 26 April

COVID 19

I would advise everybody to display the Covid QR Code on all external doors and other obvious places. The more people are reminded the more likely they will scan. Make it as easy as possible

PFIZER AND BIONTECH (COMIRNATY) VACCINE

Source: <https://www.health.govt.nz/our-work/diseases-and-conditions/covid-19-novel-coronavirus/covid-19-vaccines/covid-19-types-vaccines/covid-19-pfizer-and-biontech-comirnaty-vaccine>

The Pfizer and BioNTech (Comirnaty) vaccine has been approved for people 16 years and older.

How Comirnaty works: Vaccines protect your health and prevent disease by working with your body's natural defences, so you're ready to fight the virus if you're exposed. The Comirnaty vaccine will not give you COVID-19. It works by triggering your immune system to produce antibodies and blood cells that work against the COVID-19 virus.

How the vaccine is given; Comirnaty is given as an injection into the muscle of your upper arm. You'll need **two doses**. The second dose is given at least 21 days later. It's very important you get your second dose, you have your best protection once you have both doses. Staff will observe you for 30 minutes after your injection.

VACCINE Cont'd

Effectiveness and protection; Getting a COVID-19 vaccine is an important step you can take to protect yourself from the effects of the virus. As with any vaccine, Comirnaty may not fully protect everyone who gets it. We don't yet know how long you'll be protected for or if it will stop you from catching and passing on the virus.

Who can get the Comirnaty vaccine; The Pfizer and BioNTech (Comirnaty) vaccine has been approved to use in New Zealand for people 16 years and older. We've purchased 1.5 million doses of the vaccine, enough for 750,000 people.

If you're under 16 years old; People under the age of 16 are not included for now.

If you're pregnant or breastfeeding; Pregnant and breastfeeding women should discuss the risks and benefits with their doctor or midwife.

If you're receiving cancer treatment; You should get advice from your specialist if you're receiving these cancer therapies:

- Pembrolizumab (Keytruda)
- Nivolumab (Opdivo)
- Ipilimumab (Yervoy)
- Atezolizumab (Tecentriq).

Side effects of Comirnaty; Like all medicines, the vaccine may cause side effects in some people. These are common, are usually mild and don't last long. They won't stop you from having the second dose or going about your daily life.

Some side effects may temporarily affect your ability to drive or use machinery.

Common side effects; The most common reported reactions are:

- pain at the injection site
- a headache
- feeling tired or fatigued
- muscle aches
- feeling generally unwell
- chills
- fever
- joint pain
- nausea.

Serious reactions are very rare. For more details on side effects, see: Page 3 of [Comirnaty COVID-19 vaccine – Consumer medicine information summary \(Medsafe\)](#)

Allergic reactions to Comirnaty; Serious allergic reactions do happen but are extremely rare. If you have a reaction when getting the vaccine, staff will be on hand and trained to treat these immediately. If you've had a severe or immediate allergic reaction to any vaccine or injection in the past, discuss this with your vaccinator.

Monitoring international use of Pfizer and BioNTech; We're aware of several deaths in elderly people in Norway who had received the Pfizer and BioNTech vaccine. Reports say the deaths were very frail patients who may have had only weeks or months to live. There is no confirmation they were linked to the vaccine. These deaths are being investigated further. Medsafe is closely monitoring this as well as the results of the vaccine roll-out in other countries. This will add to the clinical data we expect to receive from Pfizer.

Including:

- the overall safety profile of the vaccine
- any reported reactions (the frequency, the severity, and any previously unknown reactions).

„Talent is given, greatness is earned.“

LeBron James

MANDATORY COVID 19 VACCINATIONS?

Hello to all readers

Jessica has asked us to provide guidance on what care homes can do in a situation where a staff refuses to get vaccinated.

If a care home wishes to implement mandatory vaccination for its staff, the first step is creating a workplace policy requiring mandatory vaccination.

Generally, it is not easy for employers to justify such policy as mandatory vaccination may not be reasonably necessary. However, it is easier for care homes to justify mandatory Covid-19 vaccination policy on the ground that COVID-19 presents an immediate and significant health and safety risks to its vulnerable residents.

Care homes would nevertheless need to consult its staff or unions to give them feedback on the proposed policy. It is also a good idea to include an exception to the policy such as refusal based on religious issues or disability.

Even if a care home implements the mandatory COVID-19 vaccination policy, this does not mean the care home can dismiss its employees for refusing to get vaccinated. The Care home would still need to consult the employee to explore what alternatives are available.

Examples of alternative options are:

- Changing work arrangements
- Doing alternative duties with less risk of contracting the virus
- Undertaking specific COVID-19 protocols such as working from home
- Moving to a lower-risk role
- Changing the location of workplace
- Taking leave

If the care home and the employee cannot reach an agreement despite following fair and reasonable process carried out in good faith, the care home can make changes to the employee's workplace arrangements for health and safety reasons.

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

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

IMMUTABLE LAWS OF THE UNIVERSE, NO QUESTION!

Wilson's Law of Commercial Marketing Strategy –

As soon as you find a product that you really like, they will stop making it.

Law of Physical Surfaces –

The chances of an open-faced jam sandwich landing face down on a floor, are directly correlated to the newness and cost of the carpet or rug.

„Enjoy the little things, for one day you may look back and realize they were the big things.“

Robert Brault

<p>Every time you talk to your partner, you should remember... 'This conversation will be recorded for training and quality purposes'</p>	<p>IMMUTABLE LAWS OF THE UNIVERSE, NO QUESTION!</p>
	<p>Law of Mechanical Repair – After your hands have become coated with grease, your nose will begin to itch</p> <p>Law of Gravity – Any tool, nut, bolt, screw, when dropped, will roll to the least accessible corner.</p> <p>Law of Probability – The probability of being watched is directly proportional to the stupidity of your act.</p> <p>Law of Random Numbers – If you dial a wrong number, you seldom get a busy signal.....someone always answers.</p> <p>Law of Variation – If you change lines (or traffic lanes), the one you were in will always move faster than the one you are in now (Infallible- works each & every time).</p> <p>Law of the Bath – When the body is fully immersed in water or in the process of holding the soap, the telephone will ring.</p> <p>Law of Close Encounters – The probability of meeting someone you know increases dramatically when you are with someone you don't want to be seen with.</p> <p>Law of the Result – When you try to prove to someone that a machine won't work, it will.</p> <p>Doctors' Law – If you don't feel well, make an appointment to go to the doctor, by the time you get there you'll feel better.. But don't make an appointment, and you'll stay sick.</p> <p>https://www.trifive.com/threads/laws-of-probability-infallible.78016/</p>
	<p>CONSUMER NZ WARNING: SENIOR ADVANTAGE</p>
	<p>We've recently been made aware of an online discount scheme called Senior Advantage. They are asking people to pay for access to deals and coupons that are already freely available to everyone.</p> <p>We are not involved with this website in any way. If you're looking for offers, we recommend you continue to check out what's available on the SuperGold website or app</p> <p>If you have concerns about Senior Advantage, or you've signed up and feel misled, you can make a complaint to the Commerce Commission or get in touch with Consumer NZ. <i>If you have older relatives, check with them.</i></p>
	<p>MINIMUM WAGE INCREASE</p>
<p>On the first of April adult (aged 16 and over) minimum wage will increase, from \$18.90 to \$20.00 per hour. 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. 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>	

HEALTH BENEFITS OF MAGNESIUM

Source: https://www.healthline.com/nutrition/10-proven-magnesium-benefits#TOC_TITLE_HDR_12

Magnesium is the fourth most abundant mineral in the human body. It plays several important roles in the health of your body and brain. However, you may not be getting enough of it, even if you eat a healthy diet.

1. Magnesium Is Involved in Hundreds of Biochemical Reactions in Your Body

Magnesium is a mineral found in the earth, sea, plants, animals and humans. One of magnesium's main roles is acting as a cofactor or helper molecule in the biochemical reactions continuously performed by enzymes.

2. It May Boost Exercise Performance

Magnesium also plays a role in exercise performance. During exercise, you may need 10–20% more magnesium than when you're resting, depending on the activity.

3. Magnesium Fights Depression

Magnesium plays a critical role in brain function and mood, and low levels are linked to an increased risk of depression. Supplementing with this mineral may help reduce symptoms of depression.

4. It Has Benefits Against Type 2 Diabetes

Studies suggest that some people with type 2 diabetes have low levels of magnesium in their blood. This can impair insulin's ability to keep blood sugar levels under control.

5. Magnesium Can Lower Blood Pressure

Magnesium helps lower blood pressure in people with elevated levels but does not seem to have the same effect in those with normal levels.

6. Magnesium has been shown to help fight inflammation. It reduces the inflammatory marker CRP and provides several other benefits.

7. Magnesium Can Help Prevent Migraines

People with frequent migraines may have low magnesium levels. Some studies show that supplementing with this mineral can provide relief from migraines.

8. It Reduces Insulin Resistance

Magnesium supplements may improve insulin resistance in people with metabolic syndrome and type 2 diabetes.

9. Magnesium Improves PMS Symptoms

Magnesium supplements have been shown to improve symptoms that occur in women with PMS.

10. Magnesium Is Safe and Widely Available

You can get it from both food and supplements. **Pumpkin seeds, Spinach, boiled, Dark chocolate, Black beans, Quinoa, Halibut, Almonds, Cashews, Mackerel, Avocado, Salmon**

Supplements

If you have a medical condition, check with your doctor before taking magnesium supplements. Though these are generally well-tolerated, they may not be safe for people who take certain diuretics, heart medications or antibiotics.

My personal favourite is a walk on the beach in bare feet. A great source of Magnesium.

Forget the times
of trouble
But not the
truths they
taught
Forget the days
of sorrow
But not the
strength they
brought
Forget the
storms you
battled through
Beneath a heavy
load
But not the light
that led you
Safely down the
unknown road
Patience Strong

PAY EQUITY

Source: <https://www.health.govt.nz/new-zealand-health-system/pay-equity-settlements/care-and-support-workers-pay-equity-settlement/pay-equity-settlement-information-employees>

Training

The pay equity settlement parties agreed to create incentives to help care and support workers gain formal qualifications. The Act now requires employers to provide support to enable workers covered by the settlement to reach the following level on the NZ Qualifications Authority Health and Wellbeing Certificate (or its equivalent) within the following time periods:

- Level 2 NZ Certificate – within 12 months of employment,
- Level 3 NZ Certificate – within 3 years of employment,
- Level 4 NZ Certificate – within 6 years of employment.

SPARK OF LIFE REHABILITATION FACILITATOR COURSE

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

Introducing a new development in Dementia Care International's education services.

The *Spark of Life* Rehabilitation Facilitator Course is designed specifically for **Managers, Co-Ordinators, Nurses and Allied Health Professionals**. Through research and field testing, this world class 4-day course is an advanced level development of the *Spark of Life* Club Facilitator Course.

The *Spark of Life* Rehabilitation Facilitator Course offers participants an in depth understanding of the *Spark of Life* Philosophy, and practical strategies for implementing this knowledge.

This certified course equips the participants with the comprehensive knowledge and detailed *Spark of Life* Skill Set to:

- Facilitates rehabilitation and optimise independence
- Empower the person with dementia to make active choices and decisions
- Translate their new knowledge into specific measurable outcomes for the Aged Care Quality Standards

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

Face to Face via Zoom; The *Spark of Life* Rehabilitation Facilitator 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.

Spark of Life Course Participants have enthusiastically spoken of the enriching benefits of receiving the *Spark of Life* Education via Zoom.

For more information please contact: info@dementiacareinternational.com

Or check

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

Slowness of gait doesn't indicate slowness of mind and pauses in conversation aren't lapses in memory but time needed to search through years of experiences and thoughts.

SOME REPEATED INFORMATION

*A little bit of a repeat about the Privacy Act. Source: <https://www.business.govt.nz> and <https://www.privacy.org.nz/> (office of the Privacy Commissioner)
This might help you updating your policies and staff training. This article gives a general overview of the topics covered and is not intended to be relied upon as legal advice.*

The Privacy Act aims to keep people's personal information safe and secure. The law updates reflect changes in technology and the ways business is done online and offline

The Privacy Act aims to keep people's personal information safe and secure. The law updates reflect changes in technology and the ways business is done online and offline.

Changes to the Privacy Act mean businesses must:

- not destroy personal information if someone asks for information held about them
- report serious privacy breaches
- check personal information shared with overseas companies will have similar protection to New Zealand.

The revamped Act gives the Privacy Commissioner greater powers. This includes:

- ordering a business to give a person their personal information
- issuing a compliance notice if a business fails to comply with the Privacy Act.

So it's a good idea to appoint a privacy officer, eg add privacy duties to a trusted employee's existing role.

Privacy officer: Decide who in your business will take the lead on privacy matters. This could be you, an office manager, or another trusted worker. This person will be your privacy officer, in addition to their current tasks.

This role involves:

- a general understanding of how the Privacy Act relates to your business
- checking personal information is collected responsibly and stored safely
- making sure any issues or requests for personal information are handled promptly
- handling privacy complaints made to your business, including working with the Office of the Privacy Commissioner (OPC) on any escalated complaints.

Learn about privacy requirements with free online training on the Privacy Commissioner website. Modules include:

- Privacy 101
- Employment and privacy
- Reporting privacy breaches
- Privacy Act 2020

<https://elearning.privacy.org.nz/> - Office of the Privacy Commissioner

Privacy breaches

Talk with your staff about what to do if there's a serious privacy breach. Work through various scenarios together, eg accidentally losing personal information vs cyber attack. This helps everyone knows the steps they should take.

An important new step is to report serious breaches to the Privacy Commissioner by phone, email or using the online tool Notify Us: Office of the Privacy Commissioner

<https://privacy.org.nz/about-us/contact/enquiry-form/>

<https://privacy.org.nz/privacy-for-agencies/privacy-breaches/notify-us/>

Sharing information with overseas companies

You may only share personal information with an overseas business if they meet New Zealand's privacy requirements. This does not apply to overseas cloud-based services.

<https://privacy.org.nz/news-and-publications/guidance-resources/disclosing-outside-nz/>

Greatness is not found in possessions, power, position or prestige. It is discovered in goodness, humility, service and character.

William Arthur Ward

HEALTH AND DISABILITY STANDARD REVIEW

The Committee reconvened on the 2nd of February for another 6 meetings to review the comments. These meetings have now been completed after going through all the submissions. Standards New Zealand estimated they have received over 1000 distinct pieces of feedback (from approximately 100 submitters). Thank you for the people who have taken the time to feedback on the Standards

Implementation and indicative timeline

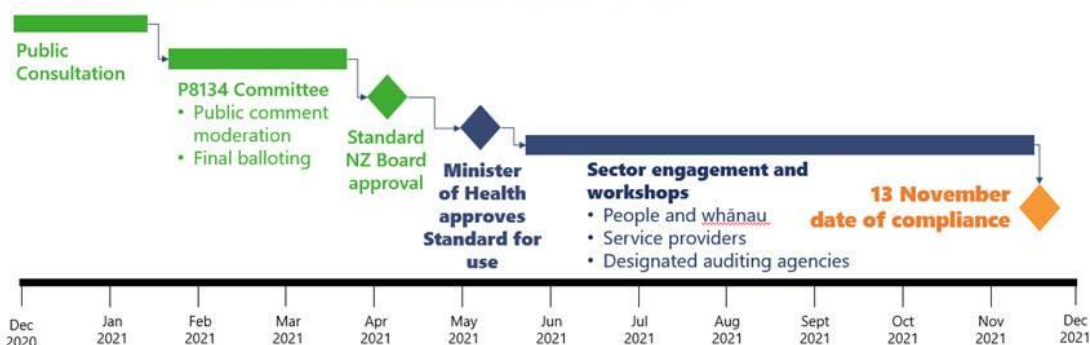
Implementation planning has started within HealthCERT.

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)



„When something bad happens you have three choices. You can either let it define you, let it destroy you, or you can let it strengthen you.“

Unknown

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

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.