

An independent newsletter for people interested in Aged Care

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**Emailed to:
1973 readers
and counting**

**Welcome to my
overseas readers**

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No report received this month, but I hope facilities have achieved 4 years certification. All the best If you are having an audit this month, then all the best. Hope you achieve a good outcome.

SPECIAL DAYS THIS MONTH

Quit for life in May: With World Smoke free Day at the end of the month, why not make May a smoke free month?



International Firefighter's Day – 4 May. Firefighters' Day was originally created in 1999 after tragically, 5 firefighters lost their lives during an Australian wildfire. The day is celebrated on Saint Florian's Day, Saint Florian is said to be one of the first commanding firefighters of a Roman Battalion, Florian is the patron saint of firefighters.

Mother's Day – 9 May

International Nurses Day – 12 May. This is an international day observed around the world each year on the anniversary of Florence Nightingale's birth, to mark the contributions that nurses make to society



Pink Shirt Day – 21 May: Wear a pink shirt on Friday 21 May 2021 and stand together against bullying.

World Smoke free Day – 31 May: is about celebrating being smoke free and working towards smokefree/auahi kore lives for New Zealanders.

COVID 19 VACCINATION ROLL OUT

With the Covid vaccine roll out on the way a couple of issues have been brought up regarding staff refusing the vaccine.

As per government advice please take note of the following.

To help encourage your team to get vaccinated, start talking to them early, even if they're in Group 4 with vaccination scheduled mid-year. If they want to talk, remember to listen to their concerns, and treat them with respect and privacy – discussing medical matters can be a very sensitive topic.

Information is available in multiple languages: <https://covid19.govt.nz/updates-and-resources/translations/>

Getting the right information matters. There is plenty of incorrect information about COVID-19 vaccine on social media and other places. Point your employees to the right places to ensure they can get accurate and trusted information to help their decision making.

They can get factual information from Ministry of Health and the Unite Against COVID websites or by calling Healthline on 0800 3585453.

COVID 19 VACCINATION ROLL OUT Cont'd

Not Mandatory

The COVID-19 vaccination is free, available to all New Zealanders and it is not mandatory. You can't force someone to get vaccinated.

If you think particular work needs to be done only by vaccinated workers, on health and safety grounds, you must first do a COVID-19 exposure risk assessment. This assessment needs to be done in collaboration with workers, unions and other representatives.

When carrying out a risk assessment, you'll need to consider:

- the likelihood of workers being exposed to COVID-19 while performing the role, and
- the potential consequences of that, eg community transmission.

WorkSafe has more detailed guidance on risk assessments. See:

<https://www.worksafe.govt.nz/managing-health-and-safety/novel-coronavirus-covid/assessing-whether-a-specific-role-needs-to-be-performed-by-a-vaccinated-worker>

Get legal advice if you think particular work in your business needs to be done only by vaccinated workers. At present, this is likely to apply to only a small number of roles, so it will be important to take advice and document what is relevant for your business.

Employers need to be aware that existing employment law obligations still apply. This includes:

- making changes to terms and conditions of employment by agreement
- engaging in consultation in good faith
- avoiding unlawful discrimination against workers on the basis of vaccination status, and
- not taking actions which might unjustifiably disadvantage workers on the basis of vaccination status.

Employment NZ has more detailed guidance on employment implications of COVID-19 vaccination.

See: <https://www.employment.govt.nz/leave-and-holidays/other-types-of-leave/coronavirus-workplace/covid-19-vaccination-and-employment/>

If you and a worker disagree about whether particular work needs to be done only by a vaccinated worker, you can access the Early Resolution Service. This offers a free and informal process to try and work through issues.

See: <https://www.employment.govt.nz/resolving-problems/employer-and-employee-must-dos/good-faith/>

You have to protect your workers' privacy. You can't share information about their vaccination status with anyone, unless you have their permission to do so, or there's an exception under the Privacy Act.

Your workers don't have to tell you if they've been vaccinated. If they choose not to get vaccinated, they don't have to tell you why.

If a worker in a role that needs to be done only by a vaccinated worker doesn't disclose their vaccination status, you can treat them as unvaccinated, but you'll have to tell them that's what you're doing.

**The hard
days are
what make
you stronger.**
Aky Risman

<p>Today is here, give it your attention. Tomorrow is coming, give it your hope. Yesterday is gone, give it your blessing.</p> <p><small>Doe Zantamata</small></p>	<p>COVID 19 VACCINATION ROLL OUT Cont'd</p>
	<p>RESIDENTS.</p> <p>If the residents or their EPOA are capable of making their own decisions and within their rights to make an informed decision to not receive the COVID-19 vaccine, their decision should be respected.</p> <p>Providers can encourage and support people to make informed decision as to whether to receive the vaccine by:</p> <ul style="list-style-type: none"> • Providing relevant and timely information from the Ministry of Health about vaccination and its benefits • Give people enough time to consider the information and make an informed decision • Use tailored and culturally appropriate communications to actively promote equitable uptake among Māori, Pacific peoples, and other population groups • Engage and partner with key stakeholders (eg, GPs) to communicate with the people <p>Provide information about the safety of the COVID-19 vaccine. Vaccines are only made available for public use in New Zealand if Medsafe (part of the Ministry of Health) has completed a safety assessment and approves it for use. The COVID-19 Immunisation Programme uses a COVID-19 vaccine that has been assessed as effective and safe to use in New Zealand.</p>
	<p>COVID 19 training modules</p>
	<p>I have been asked a couple of times now about Covid 19 training sessions. There are good modules available on line. See:</p> <p>https://www.health.govt.nz/our-work/diseases-and-conditions/covid-19-novel-coronavirus/covid-19-resources-and-tools/covid-19-learning-modules</p>
	<p>EMAIL SCAMS WARNING</p>
<p>Having my name used on bogus emails sent to people I know was a very stressful experience. These scams are happening more and more according to Netsafe.</p> <p>Netsafe regularly helps people who have had their email hacked or hijacked. In many cases, the account has then been used to send spam, scam or phishing emails to random addresses or the contact list for the email account holder.</p> <p>In my case this is what Netsafe advised me:</p> <p>“How this scam works</p> <p>There are two main variations of this scam. With the most common variation, scammers impersonate a manager or client (or a committee member of a society - I'm guessing by the email address that the scammer used that you may be the president of a committee or society?) who has the authority to request transactions and will ask for urgent processing whilst urging discretion. They can do this by using similarly spelt email addresses or one that you might mistake as belonging to another staff member. This is a type of phishing scam and when it targets the leadership of an organization it is called Whaling.</p> <p>These scams can include asking for money as well as sensitive information. The other variation of this scam can include the scammers asking for money or sensitive information to be sent to them.</p>	

EMAIL SCAMS WARNING cont'd

This might be sent in the form of a fake invoice. This is called Business Email Compromise. With both methods the scammers can ask for money to be deposited into a bank account, or for codes from electronic gift cards to be sent to them.

Prevent being scammed

- Always check who the email sender is
If the email is supposedly coming from a bank, verify with your bank if the message is legitimate. If it came from a personal contact, confirm if your contact sent the message. Do not rely solely on trust by virtue of relationship, as your friend or family member may be a victim of spammers as well.
- Double-check the content of the message
There are obvious factual errors or discrepancies that you can spot.
- Avoid clicking links in email
It is safer to visit any site mentioned in email directly. If you have to click on a link in email, make sure your browser uses web reputation services to check the link.
- Always ensure your software is up-to-date
Regularly updating installed software provides another layer of security against many attacks.
- Backup important data
One good practice is to ensure you have the latest backups of your files. The 3-2-1 principle should be in play: three copies, two different media, one separate location.
- Download from legitimate sites or sources
Only download programs and files from credible websites and not from other sites that just indicate they have the actual file or program.
- Check the scam list on <https://www.consumerprotection.govt.nz/general-help/scamwatch/identify-a-scam/is-this-a-scam/>
- It's important to be suspicious because scammers have ways of making their offers seem real.

What you can do if it happened

- Block this sender's email address (if it is a different email address). If you have an IT administrator you can ask to add them to the Blocked Senders list
- Notify your colleagues and business partners. It's highly likely that other people have been targeted and have received a similar email
- If you have the bank account information for the account the scammers were using, you can report this incident to your own bank
- Report the emails to the email provider that the scammer used
 - **Gmail:** report this to Google using the form [here](#)
 - **Hotmail/Outlook:** report this to Microsoft by emailing abuse@messaging.microsoft.com

What the email account holder can do (if the email address has been compromised)

- Reset the account password. If you have an IT administrator, they will be able to help you with this.
- Add extra security to the account. Security features like 2FA and Login approvals can help prevent this from happening. You can find more about 2FA"

Please be vigilant and know that I would never ask anybody for money or sensitive information.

Always check the email ensuring that it is typed correctly and if not sure contact the person by phone or text before responding to the email. Double check your security software.

You can't stay young forever. That's just a theory, because you can be immature for your entire life.

Funny thing about getting older, your eyesight starts to get weaker but your ability to see through people's nonsense gets better.

BEREAVEMENT LEAVE

Source: <https://www.business.govt.nz/>

It is always a difficult time after a loved one dies, which is why there are set entitlements for staff to take bereavement leave.

Employees are also entitled to bereavement leave if they have a miscarriage or stillbirth – and, in some circumstances, if they're directly affected by another person's miscarriage or stillbirth.

If you want to offer more than the mandatory bereavement support to your employees, you can also let them take more leave than they're legally entitled to – either as annual leave or unpaid leave.

What you must do

After an employee has been working for you for six months, they're entitled to:

- three days' bereavement leave following the death of their:
 - child
 - grandchild
 - grandparent
 - parent
 - partner
 - partner's parent, or
 - sibling.
- one day's bereavement leave on the death of a person outside the immediate family – this leave is decided case-by-case at your discretion.
- three days' bereavement leave if the employee has a miscarriage or a stillbirth
- three days' bereavement leave if another person has a miscarriage or stillbirth and the employee:
 - is the person's partner
 - is the person's former partner and would have been a biological parent
 - had agreed to be the primary carer (eg through a formal adoption or whangai arrangement)
 - is the partner of a person who had agreed to be the primary carer.

They're allowed to take their bereavement leave at any time and for any reason that relates to the death or loss. This also applies to casual workers, if after six months, they have worked: an average of at least 10 hours a week and at least one hour a week or 40 hours a month.

PINK SHIRT DAY

Pink Shirt Day is less than two months away! **Friday 21 May.**

To help your workplace walk the talk, we've put together a resource focused on how to create a positive workplace environment where mana-enhancing, open communication is the norm so bullying cannot thrive.

We hope it helps your workplace to reflect on its current approach to bullying prevention, and how you can create a kinder, more inclusive environment for your people all year round. Download the workplace bullying prevention resource from this link:

<https://d2399pj58l6dyj.cloudfront.net/0c7c0433e08357a5cb36d437ef96703d.pdf>

Event packs available

Planning to turn your workplace into a sea of māwhero on the big day? Our free event packs are available here: <https://events.mentalhealth.org.nz/shop/viewitem/general-pack> Including a fundraising flyer, compliment stickers, posters and more!

Nāku iti nei, The Pink Shirt Day team

FLEXI WAGE SUPPORT

Source: https://www.business.govt.nz/news/flexi-wage-support-to-hire-and-re-skill-employees/?utm_source=Newsletter&utm_medium=email&utm_campaign=BG_April_2021&utm_content=https%3A%2F%2Fwww.business.govt.nz%2Fnews%2Fflexi-wage-support-to-hire-and-re-skill-employees%2F

Flexi wage support to hire and re-skill employees.

T

he flexi wage employment programme can help businesses pay and support employees while they gain skills for a job.

Flexi-wage is a wage contribution and other support while a new employee gets the skills they need to do their job. This could include:

- in-work support e.g. pastoral care such as regular check-ins to see how things are going
- on-the-job training.

Depending on the level of support a candidate needs, Flexi-wage may be paid for either 24 or 36 weeks, at \$276 including GST a week. There is some discretion to vary this support if the candidate has complex or specific needs.

Who can get it?

Flexi-wage aims to support job seekers who are disadvantaged in the workforce, are at risk of being on a benefit long-term, or both. It can be used in a variety of ways, for:

- a new employee who needs support to gain skills to do a job
- a current employee who's at risk of being made redundant, but who could be reskilled into a different role in your business, or a temporary role in another business.

You may be able to apply for Flexi-wage for an employee if:

- they meet the Flexi-wage eligibility criteria.
- the position is ongoing and will continue after the subsidy has finished.
- you pay at least minimum wage for the role.
- you haven't dismissed anyone to make the job available.

Get in touch with Work and Income to find out more about eligibility and how to apply. If you have someone in mind for Flexi-wage, Work and Income will be able to talk to you about their potential eligibility. If you don't already have someone in mind, they can help you find a suitable candidate.

Work and Income will also help you get Flexi-wage set up and draft up a contract which will outline the subsidy amount, duration and the payment structure.

Flexi wage subsidy – employer information.

<https://www.workandincome.govt.nz/employers/subsidies-training-and-other-help/flexi-wage.html>

Contact work and income about Flexi wage:

<https://www.workandincome.govt.nz/form/workandincome/govt/nz/form.req2?requestType=workandincome-govt-nz-flexiwage-employer-form>

„Men who say
it cannot be
done should
not interrupt
men doing it.“
Confucius

HUMOUR IS GOOD FOR YOUR HEALTH

It's a dreary, overwhelming world out there. If you've been concerned watching the news lately, you're not alone. There's a lot going on, and feeling alarmed and anxious puts a lot of stress on the body. And in times of stress, there's nothing like a good laugh. Having a sense of humour is good for you, and don't just take it from me. The Mayo Clinic said there are both short-term and long-term effects of a good laugh, from soothing tension to improving the immune system.

So, in the midst of researching and fact-checking news reports and washing your hands for at least 30 seconds make sure you have a laugh at least daily to brighten your mood.

Here are some short ones I hope puts a smile on your face.

I feel like my body has gotten totally out of shape, so I got my doctor's permission to join a fitness club and start exercising. I decided to take an aerobics class for seniors. I bent, twisted, gyrated, jumped up and down, and perspired for an hour. But, by the time I got my leotards on, the class was over.

An elderly couple has dinner at another couple's house, and after eating, the wives leave the table and go into the kitchen. The two gentlemen were talking, and one says, 'Last night we went out to a new restaurant and it was really great. I would recommend it very highly.'

The other man asks, 'What is the name of the restaurant?'

The first man thinks and thinks and finally asks, 'What is the name of that flower you give to someone you love? You know... The one that's red and has thorns.'

'Do you mean a rose?'

'Yes, that's the one,' replied the man. He then turns towards the kitchen and yells, 'Rose, what's the name of that restaurant we went to last night?'

Remember: You don't stop laughing because you grow old, You grow old because you stop laughing.

Jessica

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.

Today you could be talking to someone who is trying their best not to fall apart. So whatever you do today, do it with kindness in your heart.

<p><i>“Goodbyes are not forever, Goodbyes are not the end. They simply mean I’ll miss you, until we meet again.”</i> <small>Author Unknown</small></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.</p> <p style="text-align: right;"><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 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.