

*An independent newsletter for people interested in Aged Care*

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**Emailed to:  
1995 readers  
and counting**

**Welcome to my  
overseas readers**

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*Congratulations for achieving 4 years to:*

***No notifications received***

***Well done for achieving such a good outcome.***

*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**



Wednesday 1 December	Aids Foundation "Red Ribbon Day"
Friday 3 December	International Day of Disabled Persons
Sunday 5 December	World Volunteers Day
Friday 10 December	World Human Rights Day
Wednesday 22 December	December Solstice
Friday 24 December	Christmas Eve
Saturday 25 December	Christmas Day
Sunday 26 December	Boxing Day
Monday 27 December	Day off for Christmas Day
Tuesday 28 December	Day off for Boxing Day
Friday 31 December	New Year's Eve
Observance	

Saturday 1 January	New Year's day
Sunday 2 January	Day after New
Years day	
Monday 3 January	Day off for New
Year's Day	
Tuesday 4 January	Day off for Day after New Year's Day
Monday 24 January	Wellington Anniversary Day
Monday 31 January	Northland Anniversary Day
Monday 31 January	Auckland Anniversary Day
Monday 31 January	Nelson Anniversary Day



**Be naughty, save Santa the trip**

**It is not what is under the Christmas tree that matters, it's who is around it.**

## THE TRUE MEANING OF CHRISTMAS

Source: <https://camillestyles.com/wellness/>

It's easy to get caught up in the hustle and bustle of the holiday season and miss what this special time is all about: helping others through selfless acts of kindness. No matter how small or large your gift may be, Christmas is about filling hearts around us with peace and joy, and giving to those that may be less fortunate.

So, in the true spirit of Christmas and paying it forward, here are some inspiring stories that make us rethink our approach to the holiday season, and remind us how important it is to always be kind, above all else.

### **The airline that made holiday dreams come true**

Canadian airline WestJet delivered holiday cheer for 250 passengers on a flight to Calgary. The airline placed a digital Santa Claus at an airport, and asked passengers what they wanted for Christmas. While everyone was in the air, 175 WestJet workers sprinted to nearby stores and bought *everything* they asked 'WestJet Santa'. When the passengers arrived at their destination, everyone was met with their dream gift at baggage claim.

### **The little girl who signed her school holiday concert for her deaf parents**

Five-year-old Claire used sign language during her kindergarten Christmas concert to make sure her deaf parents wouldn't miss out on the holiday cheer.

"Claire used sign language in the play because she was considerate of us and wanted us to understand the lyrics to the song," her mother said.

With her fingers and true Christmas spirit, Claire signed Rudolph the Red-Nosed Reindeer, Jingle Bells, and more—and totally stole the show.

### **The teen who couponed his way into buying \$1,000 worth of food for the poor on Christmas Eve**

Sixteen year old Jordan has a knack for extreme couponing, a talent he uses to help. This Christmas season, the savvy teen decided to use his unique skill set to help struggling families in need.

Jordan collected hundreds of coupons and purchased about \$935 worth of groceries for less than a penny. He then donated it all to a nonprofit organisation that disperses food to disadvantaged families.

"I decided I wanted to help as many people as I can, and to also show that it's possible to shop very cheaply, if you know how," Jordan said.

May your days be merry, bright, and full of love. Next time you're feeling stressed about the holidays, we hope you remember these stories, count your blessings, and try to pay it forward by giving to those that need it most right now. Merry Christmas to all!

## GOOD NEWS AND FUN STORIES FROM NEW ZEALAND

Source: <https://www.stuff.co.nz/national/300451018/the-antidote-six-happy-things-in-the-news-today-november-10>

We live in unusual times. There's a pandemic. The planet is dying. It all gets a bit much some days. So here is a much-needed dose of positivity to remind you that there's inspiration, kindness and quirkiness out there too.

### **Community spirit backing the vax rollout**

Waipareira Trust celebrated working with health agencies to help increase Northland's vaccination rate with this video of vaccination workers in Mangamuka dancing in unison to a remix of Earth Wind & Fire's *Lets Groove*

If you boil a funny bone, it becomes a laughing stock

## GOOD NEWS AND FUN STORIES FROM NEW ZEALAND Cont'd

Source: <https://www.goodnewsnetwork.org/dad-turns-tree-branches-into-stick-library-for-dogs/>

Dogs may be man's best friend, but let's not forget that a faithful fetching stick is a dog's other best friend if you don't have a tennis ball at hand.

So when 59-year-old Andrew Taylor noticed that there was a lack of good sticks at his local park, he decided to take matters into his own hands.

The dad from Kaiapoi, New Zealand had been chopping off excess branches from some trees in his yard when he decided to make them into a "Stick Library" for all the local pups.

After chopping up the branches into several dozen conveniently-sized pieces, he put them into a hand-crafted box emblazoned with the words "Stick Library: Please Return" and brought it to the park.

Since Taylor and his daughter hosted a small neighborhood inauguration party for the Stick Library, more than 50 dogs and their owners have enjoyed a game of fetch with the sticks.

"As people started to arrive, there was a disbelief of how simple the idea was, but it's one of those ideas no one had thought of," said Taylor's daughter Tayla Reece. "All the dog owners appreciate it, as they all have experienced the 'good stick search', which isn't always fruitful. It's an idea that just makes sense to them."

## CHECK IN WITH YOUR TEAM'S WELLBEING

Source: <https://www.xero.com/nz/resources/the-check-in/?escape=true>

### Step One: Getting to know your team

Having genuine face-to-face conversations in person or on video calls can help you understand your team members, who they are and what makes them tick

### Step Two: Fostering connections within your team

Helping your team build connections with one another helps them maintain a healthy outlook on life and is a crucial part of their overall wellbeing.

### Step Three: Supporting others to look after themselves

From exercise to making healthy life choices, there are plenty of habits employers can encourage their employees to pick up in order to make a positive change in their lives.

### Step Four: Making it okay to ask for help

Foster an environment that empowers your team to ask for professional help before they really need it.

### Step Five: Making a long term commitment to wellbeing

Consider creating a personalised wellbeing plan or establishing wellbeing policies to show your dedication to fostering a culture of wellbeing.

**Download The Check In pack today to start building a culture of positive wellbeing in your workplace.**

<https://www.xero.com/content/dam/xero/pdf/the-check-in/xero-the-check-in.pdf>

**Do give books  
for Christmas.  
They're never  
fattening,  
seldom sinful,  
and  
permanently  
personal.**

Lenore Hershey

## COVID INFORMATION WEBSITES

### COVID-19 Outbreak Response Toolkit for Aged Residential Care

This document will be reviewed at least six-monthly.

Keep on eye on this website

<https://www.health.govt.nz/our-work/diseases-and-conditions/covid-19-novel-coronavirus/covid-19-information-health-professionals/covid-19-aged-care-disability-and-hospice-providers/covid-19-aged-care-providers/covid-19-outbreak-response-toolkit-aged-residential-care>

### Posters

Use these posters to help everyone keep safe from COVID-19

<https://covid19.govt.nz/posters/>

### My COVID RECORD

My COVID Record is now accessible to the public via [www.mycovidrecord.nz](http://www.mycovidrecord.nz). This website is a key tool to enable us to open up New Zealand by helping reduce the risk of the virus spreading at large gatherings and events. We've had positive feedback that the website is very easy to use. In its initial phase, you can view your vaccination records. COVID-19 test results will be available on the website from late October. New Zealanders will be able to access two types of vaccination certificates in late November – one for use in New Zealand and one for travel overseas

### DOWNLOAD THE COVID PASS SCANNER.

The NZ Pass Verifier is a tool that businesses and organisations can use to help stop the spread of COVID-19 and keep their community safe.

When the COVID-19 Protection Framework is in place, businesses and organisations are encouraged to check customers' My Vaccine Pass with the NZ Pass Verifier app in certain traffic light settings.

Requirements will depend on the business sector and the choices the business has made about how they will operate under the framework.

Guidance will be published on [business.govt.nz](http://business.govt.nz) about business requirements under the new framework, including verifying passes, before the framework goes into effect.

<https://apps.apple.com/nz/app/nz-pass-verifier/id1590019881>

<https://play.google.com/store/apps/details?id=nz.govt.health.covidpassverifier>

You can not use the NZ Pass Verifier to scan International Travel Vaccination Certificates.

## COVID MISINFORMATION REMINDER

Everyone has a responsibility to prevent false and misleading information. We need a whole of society approach to build awareness about false information and strengthen resilience to it which includes encouraging people to get information from reliable sources.

If you do see content that seems wrong, the Unite against COVID-19 website has good information to help you report it to the right place.

If you aren't sure where to go to for accurate information, we recommend the following websites:

[COVID-19 vaccines | Unite against COVID-19](#)

[COVID-19 vaccines | Ministry of Health NZ](#)

[Karawhiua - Protect Communities from COVID-19](#)

[Information for Pacific Peoples | Unite against COVID-19](#)

[The Immunisation Advisory Centre](#)

You can also go to your GP, pharmacist, iwi health provider or other health professional

The irony for mankind is that a computer programme asks a human to prove that they are not a robot.

## SOME CHRISTMAS IN NZ INFORMATION

Source: <https://nzhistory.govt.nz/media/video/kiwis-attitude-to-christmas>

### Christmas becomes a public holiday

It's hard for most of us today to imagine Christmas Day not being a holiday, but a day off on 25 December hasn't always been a legal entitlement.

Christmas, like New Year and Easter, came to New Zealand with the earliest European settlers. At first it was a common-law holiday – a custom but not a legal right. In the mid-19th century, 25 December (unless it was a Sunday) was just another working day for many people although some of the provinces (such as Otago) made it a holiday.

Shops and pubs often opened. Newspapers were published on Christmas Day, some of them even into the early 20th century. In some early issues, Christmas was not even mentioned. The 25 December 1841 edition of the *New Zealand Gazette* was no different from any other issue of the paper.

New Zealand's first holiday law was the Bank Holidays Act 1873, modelled on British legislation, which confirmed the banks' existing practice of closing on 25 December and certain other holidays. The Employment of Females Act 1873 and the Factories Act 1894 gave female and youth workers the right to time off on Christmas Day, New Year's Day, Good Friday, Easter Monday and several other days.

After the introduction of the Industrial Conciliation and Arbitration Act 1894, most other New Zealand workers were guaranteed a handful of holidays, including Christmas Day and Boxing Day, in their industrial awards and agreements. These entitlements were confirmed by the Public Holidays Act 1910.

In the early 21st century an increasing number of New Zealanders work on Christmas Day and other public holidays, mainly in the transport, health and hospitality sectors and in essential services. Under the Holidays Act 2003, most people who work on Christmas Day are entitled to time-and-a-half pay and an alternative day off.

## STICKY BEAK THE KIWI' SONG

Source: <https://nzhistory.govt.nz/media/sound/sticky-beak-the-kiwi-song>

Hear 'Sticky Beak the kiwi' performed by staff at the Ministry for Culture and Heritage.

### Kiwi Christmas songs

Many traditional Christmas songs have been adapted for a New Zealand audience and conditions. In 1981 Kingi Ihaka wrote 'A pukeko in a ponga tree', a version of the popular song 'The twelve days of Christmas'. The Kiwi version has become a firm favourite in schools and often appears on New Zealand Christmas song compilations. Some hymns, such as 'Marie te po' ('Silent night'), have been translated into Maori to give them a New Zealand flavour.

One of the most popular New Zealand Christmas songs of the 1960s was 'Sticky Beak the kiwi', recorded by Kiwi Records. Gisborne songwriter and folk singer Bob Edwards wrote the words in the hope of producing a Christmas song especially for New Zealand children.

Another local, Neil Roberts, set the words to music. Fourteen year old Gisborne schoolgirl Julie Nelson was selected to be the vocalist and recorded the hit song in 1961. She was backed by local group the Satins and the Whanganui dance band, the Don Bell Orchestra. The version available on this site was produced by staff at the Ministry for Culture and Heritage in 2007.

The lyrics read like a manifesto of workers' rights. The Aotearoa branch of the Santa Claus Distribution Union made it perfectly clear who was in charge once the sleigh arrived in this part of the world.

**Three Wise  
WOMEN would  
have asked  
directions,  
arrived on  
time, helped  
deliver the  
baby, bought  
practical gifts,  
cleaned the  
stable, and  
made a  
casserole**

Anonymous

<p><b>Now is not the time to surround yourself with positive people</b></p>	<p><b>UPDATE ON RAPID ANTIGEN TESTING (RAT)</b></p>
	<p>The Ministry of Health’s updated position on the use of saliva for diagnostic testing for COVID-19 means saliva testing for surveillance purposes for some groups of workers can be reduced from twice weekly to once a week and there will be no need for a nasal swab to confirm a positive saliva test result.</p> <p>Permitted workers crossing the Auckland boundary who have chosen saliva testing now only need one saliva test within a seven-day period, not two saliva tests. From 15 December, permitted workers will need proof of being fully vaccinated or proof of a test taken no more than seven days prior to crossing the boundary.</p> <p>A wider rollout of rapid antigen testing in health and non-healthcare settings, including the community, will commence from 1 December. DHBs are continuing to develop their plans for using rapid antigen testing as a surveillance test for their healthcare workers and expanding its use for patients, visitors, and healthcare providers within their respective regions.</p> <p>From 1 December, businesses will be able to directly source approved rapid antigen tests from authorised suppliers. We are working with pharmacies to make rapid antigen tests available to the public under supervised testing from 15 December.</p> <p>You can find out more about rapid antigen testing on <a href="https://www.health.govt.nz/our-work/diseases-and-conditions/covid-19-novel-coronavirus/covid-19-health-advice-public/assessment-and-testing-covid-19/rapid-antigen-testing">https://www.health.govt.nz/our-work/diseases-and-conditions/covid-19-novel-coronavirus/covid-19-health-advice-public/assessment-and-testing-covid-19/rapid-antigen-testing</a></p> <p>If you hold an account on the PPE ordering portal you should have received an email to order RAT.</p>
	<p><b>New requirement for paid notice period when employment is terminated because of vaccination status</b></p>
<p>Source: <a href="https://www.employment.govt.nz/leave-and-holidays/other-types-of-leave/coronavirus-workplace/covid-19-vaccination-and-employment/#scrollto-new-requirement-for-paid-notice-period-when-employment-is-terminated-because-of-vaccination-status-">https://www.employment.govt.nz/leave-and-holidays/other-types-of-leave/coronavirus-workplace/covid-19-vaccination-and-employment/#scrollto-new-requirement-for-paid-notice-period-when-employment-is-terminated-because-of-vaccination-status-</a></p> <p>The Government has passed legislation to provide a minimum four-week paid notice period when people have their employment agreements terminated because they are not vaccinated, and their work requires vaccination.</p> <p>This change will only apply to employees who do not have a notice period, or whose notice periods are shorter than four weeks. If an employee has a notice period longer than four weeks in their employment agreement, that will continue to apply.</p> <p>Other aspects of employment law will not change, including that:</p> <ul style="list-style-type: none"> <li>• Employees and employers must continue to deal in good faith.</li> <li>• Employers must still consider all reasonable alternatives, such as finding other work within the business that does not require vaccination.</li> <li>• Employees will also be able to dispute any decisions they think are unfair, for example by raising a personal grievance.</li> </ul> <p>This minimum notice period applies to all employees who are not vaccinated, and whose work requires vaccination. It applies to employees covered by a Government vaccination mandate, as well as those whose employers have decided to require vaccination following a risk assessment process.</p> <p>The termination notice is cancelled if an employee gets vaccinated during their notice period, unless this would unreasonably disrupt their employer’s business. This may include where a small business has hired a replacement employee and there is no other work available in the business.</p> <p>If an employee loses their job because they decide not to get the COVID-19 vaccination, there may also be support available from Work and Income.</p>	

## WHAT DOES CHRISTMAS MEAN TO NEW ZEALANDERS?

Source; <https://nzhistory.govt.nz/media/video/kiwis-attitude-to-christmas>

In a 2006 survey *Reader's Digest* asked a representative sample of 259 New Zealanders 'Just what does Christmas mean to New Zealanders in 2006 – and what do we treasure most?'

The majority of those surveyed said they felt 'good' about Christmas, while 38% went one step further and said they felt 'excited'. A third of those surveyed were not particularly bothered; 10% said they felt apprehensive, and 3% admitted that Christmas made them feel lonely.

To the question 'Where would you prefer to spend Christmas?', most replied 'at home with close family, extended family or family and friends'. Nearly two-thirds felt that the very best thing about Christmas is spending time with family and friends.

Only 10% of those surveyed suggested that religion was the most important thing about Christmas. While the religious importance of Christmas is respected, its focus has shifted to a family day. New Zealand, unlike many other cultures, doesn't have a day set aside for family celebration. According to social demographer Bernard Salt, Christmas has increasingly become that day for New Zealanders.

### Christmas dinner

Eating is an important aspect in celebrating Christmas. Some Kiwis take advantage of the fact that it is summer to enjoy their Christmas dinner at the beach with barbecues and picnics. Some of the marketing associated with a 'typical Kiwi Christmas' would suggest this is the norm. The results of the survey, however, revealed that 72% prefer a roast dinner – more in keeping with Christmas in the northern hemisphere. An overwhelming majority – 94% – eat Christmas dinner at home, and three-quarters of us prefer it that way.

### Kiwi traditions: what's in and what's out?

New Zealanders were asked to vote for the activities they treasure and those that seemed to be on their way out. Just like voting for a favourite song or movie, some traditions made it onto both the 'what's hot' and 'what's not' lists.

#### What's hot

- Celebrating with family – 73%
- Eating a roast dinner and Christmas pudding – 72%
- Eating inside – 69%
- Sending Christmas cards – 66%
- Decorating the tree as a family – 65%
- Santa Claus – 47%
- Hanging Christmas stockings – 42%
- Buying all the family a present – 41%
- Making a Christmas fruit cake – 36%
- Buying a real Christmas tree – 36%
- Carols by candlelight – 31%
- Going to church – 26%
- Watching the Queen's message – 20%

#### What's not

- Watching the Queen's message – 47%
- Making a Christmas fruit cake – 42%
- Going to church – 41%
- Carols by candlelight – 37%
- Buying a real Christmas tree – 22%
- Hanging Christmas stockings – 20%
- Buying all the family a present – 19%
- Decorating the tree as a family – 14%
- Santa Claus – 12%
- Eating a roast dinner and Christmas pudding – 8%
- Sending Christmas cards – 7%
- Celebrating with family – 7%
- Eating inside – 5%

The best Christmas gift is to realise how much you already have.

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

**Education for Caregivers**

**If you are interested, please contact Julie**

Julie.Watson@kahuitukaha.co.nz to find out how you can book Silver Rainbow education for your organisation.



<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.”  <i>Author Unknown</i> </p>	<b>NEWSLETTERS BACK ISSUES</b>
	<p>All newsletters are on my website including an alphabetical list of topics. 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>
	<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.            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](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.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);  
<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.