

An independent newsletter for people interested in Aged Care

In this issue:

- 4 years certification
- Special Days
- Covid 19
- Alzheimer's NZ
- Cucumber
- Why manage shift work
- Mobile Health
- Back issues
- Helpful websites

**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

- Bowel cancer awareness month
- Men's health month
- Arbor Day. Saturday **5 June 2021**.
- World Environment Day. Saturday **5 June 2021**.
- Queen's Birthday. Monday **7 June 2021**.
- World Oceans Day. Tuesday **8 June 2021**.
- World Elder Abuse Awareness Day (WEAAD) takes place this month on **15 June**



MANAGING COVID 19 VACCINE DEMAND AGAINST SUPPLY

Message from the Director-General of Health - 17 May 2021

The steady progress in our COVID-19 vaccination roll-out has been well supported by vaccine supply to date. We have been receiving weekly drops of about 50,000 to 70,000 doses from Pfizer.

It's important to be upfront about the fact that, as our vaccination rate increases, the gap will narrow between the amount of vaccine we have on-hand and the amount we are administering.

The challenge is to pace ourselves through the rollout and minimise the chances of a scenario where we would need to close some vaccination centres for a short period or disrupt people's appointments and our workforce planning.

To manage this, we are working with DHBs to ensure that vaccination stays as close to the agreed roll-out plan as possible and that our most vulnerable have been prioritised first, in particular Māori and Pasifika.

Larger deliveries of the vaccine are expected in the second half of the year when we will be able to open up our vaccination programme to the wider population.

We are working closely with Pfizer to manage vaccine delivery schedules, and currently don't foresee any impact on New Zealand's deliveries. However, we will still have to actively manage supply against the increasing demand.

Early on we decided to spread our risk by having more than one option for our vaccination programme. The Janssen vaccine is being considered by Medsafe for use here in New Zealand and there are potentially other vaccines in our portfolio that we could consider rolling out as well.

No decisions have been made and we continue to remain committed to Pfizer. However, we will consider alternatives if required.

COVID 19 QUESTIONS ANSWERED RELATING TO EMPLOYMENT

From Shelley Eden and her team at Gaze Burt

COVID-19 vaccinations and legal requirements: Can I make my employees get vaccinated? With COVID-19 vaccinations becoming more readily available, many employers may be wondering if they can make sure their employees are all “vaxxed up”. But can you legally require your employees to get vaccinated? Can you ask a job applicant if they are vaccinated, or refuse to hire a candidate who isn’t vaccinated? Here’s what we suggest in 5 steps.

Step 1: Complete a health and safety risk assessment for the employee’s role.

Employees at care facilities Deal with vulnerable people and so are at a higher risk for spreading COVID-19 or other illness. A health and safety risk assessment will help you to determine if this is the case for each role in your workplace. The risk assessment should be carried out in consultation with your employees and their representatives.

To find out more about risk assessments, take a look at the Worksafe website:

<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/>

Step 2: Rework your job application form and new employment agreements

When recruiting, you might like to include the following in your application form or interview process:

- An explanation that your health and safety risk assessment has shown that the role would put the employee at a higher risk of spreading illness, and therefore the role requires vaccination to comply with the employer’s health and safety obligations. This could also be included in new employment agreements, with appropriate legal help for drafting.
- You may request information about applicant’s vaccination history, and genuine health and safety reasons would be justification for asking for this personal information under the Privacy Act. You will also need to include an explanation of the consequences if the information is not provided, e.g. the application will be rejected if vaccination history is not provided.

Step 3: Introduce a vaccination policy for existing employees in consultation with your employees. For existing employees, you should think about introducing a policy about vaccinations for your workplace as part of your Health and Safety policy. Employees should be consulted during this process so you can sort through any issues at an early stage.

Step 4: If your employee/applicant claims they have medical or religious reasons to refuse vaccination, get legal advice. If an applicant or employee has genuine medical or religious reasons for not getting vaccinated, the situation becomes more complicated due to potential discrimination issues. We recommend getting legal advice if this sort of situation arises. In our view, exceptions in the Human Rights Act may apply to these situations to protect from unlawful discrimination, but you would need to make sure you had looked at other options to mitigate risk, and could justify that your activities would be unreasonably disrupted if you employed the unvaccinated person.

Step 5: Ask your lawyer to help you make any changes and always seek legal advice before disciplining or dismissing unvaccinated employees.

If you are looking at adding vaccination requirements to your employment agreements or workplace policy, or are having a dispute with an employee, we can help.

Contact Gaze Burt’s employment team to give you specific legal advice.

Contact Shelley Eden at: shelley.eden@gazeburt.co.nz

This article is not intended as legal advice. We recommend you seek legal advice about your specific situation before implementing any changes to your workplace.

„Great minds discuss ideas. Average minds discuss events. Small minds discuss people.“
Eleanor Roosevelt

SOME MORE COVID 19 QUESTIONS ANSWERED

Source: [business.govt.nz](https://www.business.govt.nz)

Below are some questions answered that were asked after an article in [business.govt.nz](https://www.business.govt.nz). The experts answering the questions are: Jo Gibbs, National Director, COVID-19 Vaccination and Immunisation Programme at the Ministry of Health and Katherine MacNeill, General Manager of Employment Services at the Ministry of Innovation and Employment.

If I encourage a worker to get vaccinated and they have an adverse reaction to the vaccine, eg they end up in hospital, are off work for a few weeks, or can't work again, who will pay for their extended sick leave?

Jo Gibbs: Like all medicines, the vaccine may cause side effects in some people. These are common, usually mild and don't last long and won't stop you from having the second dose or going about your daily life. The most common reported reactions are pain at the injection site, a headache and feeling tired or fatigued. Muscle aches, feeling generally unwell, chills, fever, joint pain and nausea may also occur. This shows that the vaccine is working. These are more commonly reported after the second dose.

Katherine MacNeill: If an employee has an adverse reaction that requires time off work, they'll be able to use any sick leave they've built up to cover their time off. If they suffer a reaction that means they can't carry out their normal work duties for more than seven days, they might be eligible for ACC cover.

How do you deal with a situation where a worker doesn't want to get vaccinated, but other workers have said they don't feel comfortable working alongside them if they aren't vaccinated?

Katherine MacNeill: We know that vaccinations can be a touchy subject, especially if people have different views. If there are tensions at work about vaccines, getting an outside perspective might help. MBIE's Early Resolution Service offers a free, informal process for you and your team to work through issues.

From a workplace safety perspective, although other workers might be uncomfortable working next to someone who has not been vaccinated, in general, unless they're in a role where vaccination is needed for health and safety reasons, work is unlikely to be unsafe just because it is done around unvaccinated workers.

Respecting your employees' privacy around vaccination could go a long way to avoiding workplace tensions. You can't share information about your workers' vaccination status unless you have their permission. It's treated as personal information under the Privacy Act. This means even in small, tightknit teams, you need to be careful to protect everyone's privacy. Privacy issues mean you may not even know everyone's vaccination status. Generally, a worker doesn't have to tell you if they've been vaccinated, or if they intend to get vaccinated. You can ask them about it if a role can't be done by someone who's unvaccinated. If they then choose not to tell you or can't offer proof they've been vaccinated, you can treat them as unvaccinated, but you have to tell them that's what you're doing.

[Early Resolution Service](https://www.employment.govt.nz/resolving-problems/employer-and-employee-must-dos/good-faith/) (external link) — Employment New Zealand:

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

Are we allowed to exclude unvaccinated customers or visitors from our workplace to minimise the risk of infecting our staff?

Katherine MacNeill: You're unlikely to know if a customer or visitor has been vaccinated, as they don't have to tell you. You wouldn't be able to discriminate against them. If you're worried, encourage physical distancing, make sure your NZ COVID Tracer app QR codes are prominently displayed, and have hand sanitiser readily available.

„You don't have to be great to start, but you have to start to be great.”

Zig Ziglar

ALZHEIMERS NEW ZEALAND FELLOWSHIP POSITION 2021

The Fellowship: Alzheimers New Zealand's annual Fellowship provides support for professionals developing a research career or incorporating research activities as part of a health-related role. Our aim is to improve research knowledge about dementia through promoting a research capable health workforce. The Fellowship's primary focus is on research areas of interest to people living with dementia and to Alzheimers New Zealand.

The fellowship will provide up to \$15,000 for research expenses/contribution to salary/professional development activities.

Eligibility Criteria: Researchers applying for the Fellowship need to work in a New Zealand academic or health focused institution. The researcher can be at an early stage of their career provided they have a supervisory team with a track-record in dementia research and an articulated plan of support. The research programme should be integrated with other research being conducted in the dementia field within their academic or clinical organisation.

The Fellowship candidate should have the following attributes:

- Experience and skills in carrying out high quality research meeting New Zealand ethical and methodical standards
- Ability to engage with the dementia community- people with dementia and supporters- to share research findings and learn about what matters to this community.
- Commitment to engage with the wider community as an advocate for Alzheimers New Zealand's mission of a dementia friendly New Zealand.

Eligible applicants will have carried out research in the field of dementia or related neurodegenerative research demonstrated by a publication history, grants, and relationships with other researchers in the field. A PhD is the preferred research training qualification but equivalent research training and experience is also acceptable.

All professionals working in research in the dementia field are eligible to apply for the fellowship. Research interests can include applied research and knowledge exchange as well as more theoretical interests. The researcher can be at an early stage of their career provided they have a supervisory team with a track-record in dementia research and an articulated plan of support.

Application Information: The application information needs to include:

- Applicant Eligibility- information about how the applicant meets or will meet attribute criteria detailed above.
- Applicant CV
- Research Support - if required details about supervisory team, plan of support and letters of support.
- Healthcare Organisation Support- if relevant
- Career Plan
- Current Research
- Letters of Support.

Processes Applications close on the 31st of July and the decision to applicants will be by the end of August.

The application should be sent to Jean Gilmour, Advisor, Alzheimers New Zealand at Clinical@Alzheimers.org.nz

You know you
are getting old
when
everything
either dries up
or leaks.

DID YOU KNOW?

Cucumbers... I didn't know this... and to think all these years I've only been making salads with the cucumbers...

1. Cucumbers contain most of the vitamins you need every day, just one cucumber contains Vitamin B1, Vitamin B2, Vitamin B3, Vitamin B5, Vitamin B6, Folic Acid, Vitamin C, Calcium, Iron, Magnesium, Phosphorus, Potassium and Zinc.
2. Feeling tired in the afternoon, put down the caffeinated soda and pick up a cucumber. Cucumbers are a good source of B vitamins and Carbohydrates that can provide that quick pick-me-up that can last for hours.
3. Tired of your bathroom mirror fogging up after a shower? Try rubbing a cucumber slice along the mirror, it will eliminate the fog and provide a soothing, spa-like fragrance.
4. Are grubs and slugs ruining your planting beds? Place a few slices in a small pie tin and your garden will be free of pests all season long. The chemicals in the cucumber react with the aluminium to give off a scent undetectable to humans but drive garden pests crazy and make them flee the area.
5. Looking for a fast and easy way to remove cellulite before going out or to the pool? Try rubbing a slice or two of cucumbers along your problem area for a few minutes, the phytochemicals in the cucumber cause the collagen in your skin to tighten, firming up the outer layer and reducing the visibility of cellulite. Works great on wrinkles too!!!
6. Want to avoid a hangover or terrible headache? Eat a few cucumber slices before going to bed and wake up refreshed and headache free. Cucumbers contain enough sugar, B vitamins and electrolytes to replenish essential nutrients the body lost, keeping everything in equilibrium, avoiding both a hangover and headache!!
7. Looking to fight off that afternoon or evening snacking binge? Cucumbers have been used for centuries and often used by European trappers, traders and explores for quick meals to thwart off starvation.
8. Have an important meeting or job interview and you realize that you don't have enough time to polish your shoes? Rub a freshly cut cucumber over the shoe, its chemicals will provide a quick and durable shine that not only looks great but also repels water.
9. Out of WD 40 and need to fix a squeaky hinge? Take a cucumber slice and rub it along the problematic hinge, and voila, the squeak is gone!
10. Stressed out and don't have time for massage, facial or visit to the spa? Cut up an entire cucumber and place it in a boiling pot of water, the chemicals and nutrients from the cucumber will react with the boiling water and be released in the steam, creating a soothing, relaxing aroma that has been shown the reduce stress in new mothers and college students during final exams.
11. Just finish a business lunch and realize you don't have gum or mints? Take a slice of cucumber and press it to the roof of your mouth with your tongue for 30 seconds to eliminate bad breath, the phytochemicals will kill the bacteria in your mouth responsible for causing bad breath.
12. Looking for a 'green' way to clean your taps, sinks or stainless steel? Take a slice of cucumber and rub it on the surface you want to clean, not only will it remove years of tarnish and bring back the shine, but is won't leave streaks and won't harm you fingers or fingernails while you clean.
13. Using a pen and made a mistake? Take the outside of the cucumber and slowly use it to erase the pen writing, also works great on crayons and markers that the kids have used to decorate the walls!!

Pass this along to everybody you know who is looking for better and safer ways to solve life's everyday problems. [All Paqan Loot](#)

I live in my own little world. But it's okay --- they know me here.

ALZHEIMERS NZ CONFERENCE

18th-19th November 2021

Living with dementia: Taking action for a better future

Te noho rangatira me te mate wareware: Te kōkiri kaupapa mō ngā rā e tū mai nei

Come along and find out about the inspiring actions that individuals and organisations are taking to improve the lives of people in Aotearoa New Zealand who are living with dementia.

Presentations will demonstrate how we can reflect and learn from changing and challenging times to support the human rights and wellbeing of people living with dementia.

For more information check: <https://www.alzheimers.org.nz/get-involved/2020-conference>

WHY MANAGE SHIFT WORK?

Source: <https://www.worksafe.govt.nz/topic-and-industry/fatigue/managing-the-risks-of-shift-work>

You have a duty under the Health and Safety at Work Act (2015) (HSWA) to ensure, so far as is reasonably practicable, the health and safety of your workers, and any other workers who are influenced or directed by the business.

Workers also have a duty to take reasonable care of their own health and safety. This means that both you and workers should work together to deal with the risks of shift work, including mental and physical fatigue.

Shift work causes fatigue. Fatigue is a physiological state where someone is unable to mentally and physically function at their best. Fatigue is caused by four main things: missing out on sleep, being awake for too long, working and sleeping in the wrong parts of the circadian body clock cycle, and workload (physical and mental).

Together, shift work and fatigue can contribute to:

POORER MENTAL AND PHYSICAL HEALTH

Shift work increases the likelihood of developing several physical health problems.

In the short term, shift work can lead to:

- gastrointestinal problems, such as indigestion, abdominal pain, and constipation
- increased chances of catching colds and flus
- shortened and/or poorer quality sleep.

In the long-term, shift work can increase the likelihood of:

- gastrointestinal problems, such as peptic ulcers
- sleep problems, such as insomnia
- becoming obese
- developing colorectal, lung and breast cancer
- developing cardiovascular disease, including hypertension and coronary heart disease
- developing type 2 diabetes
- having a stroke
- early death.

Shift work may also increase the likelihood of mental health problems such as depression and psychological distress.

**„Don't let
someone else's
opinion of you
become your
reality.“**

Les Brown

WHY MANAGE SHIFT WORK? Cont'd

LOWER LEVEL OF FUNCTIONING

The fatigue that results from shift work can severely affect workers' ability to work safely and effectively. Fatigue leads to:

- lower level of overall performance, including slower reaction speeds, making more mistakes, larger decreases in performance across continuous work, and unstable performance
- slower information processing
- poorer short-term and working memory
- poorer decision making
- reduced ability to solve problems
- increased irritability, mood swings, and inappropriate responses in challenging situations
- less effective communication.

INCREASED LIKELIHOOD OF INCIDENTS AND INJURIES

Shift work can increase the likelihood of incidents and injuries at work, including when driving for work, and during the commute to and from work.

The incident rate is higher during evening and night shifts (compared with morning shifts).

The likelihood of having a car crash increases when drivers are sleepy, driving at night, or have had less than seven hours sleep in 24 hours. 'Drowsy driving' is more likely for shift workers who drive at night, and those who have early morning starts.

The incident rate goes up as the hours at work increase.

INCREASED TURNOVER AND SICK LEAVE ABSENCE

The relationships between shift work and turnover/sick leave depend on many factors, including work patterns, culture and environment. However, consistently working for more than 40 hours per week, regularly having short recovery periods between shifts, and/or regularly working more than two consecutive night shifts, can lead to increased sick leave.

For more information on how to manage safety visit: <https://www.worksafe.govt.nz/topic-and-industry/fatigue/managing-the-risks-of-shift-work>

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.

„Obstacles are those things you see when you take your eyes off the goal.“

Henry Ford

<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.</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 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.