

*An independent newsletter for people interested in Aged Care*

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**Emailed to:  
1993 readers  
and counting**

**Welcome to my  
overseas readers**

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*Congratulations for achieving 4 years to:*

## **Radius Taupaki Gables - Auckland**

***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**

- International Day of Older Persons – 1 October
- World Smile Day – 1 October
- International Coffee Day – 1 October
- International Day of Non-Violence – 2 October
- World Animal Day – 4 October
- World Teachers Day – 5 October
- Breast Cancer "Pink Ribbon" Day - 8 October
- World Mental Health Day – 10 October
- World Arthritis Day - October 12,
- International Day for the Eradication of Poverty – 17 October
- Labour Day: Monday 25 October
- International Chefs Day – 20 October
- World Stroke Day – 29 October
- Halloween - 31 October
- 1 November – Marlborough Anniversary day
- 3 November - Diwali

### **ACTIVITIES**

For many organisations one of the difficulties they have during lockdown is keeping family and friends involved and ensured that their loved ones are well looked after and are still enjoying themselves.

So, I have been thinking of a way to show this in a fun way.

Work with the residents to do something they like doing either by themselves or in a group with other residents. This could be reading a poem, sing a song, tell a story, tell a joke, perform a dance.

Then organise a zoom meeting / webinar with all relatives and friends to link in and see this "show". Include staff as well as they are playing an important role in keeping residents happy without their loved ones being able to visit.

Get your activities staff/DT's organised and start working on your own **"this facility has talent show"**!

Please share anything else that you have done during lockdown.

Have fun.

*Jessica*

„Without deviation from the norm, progress is not possible.“  
 Frank Zappa

**END OF LIFE CHOICE ACT IMPLEMENTATION**

Source: <https://www.health.govt.nz/our-work/regulation-health-and-disability-system/end-life-choice-act-implementation>

From 7 November 2021 people who experience unbearable suffering from a terminal illness will be able to legally ask for medical assistance to end their lives. Assisted dying will be legal in New Zealand from 7 November 2021, which is a year after the 2020 referendum on the **End of Life Choice Act 2019 (the Act)**.

The introduction of assisted dying means that a person with a terminal illness who meets the eligibility criteria can request medication to relieve their suffering and end their life. The Act sets out the legal framework and a high-level process for accessing assisted dying, including strict eligibility criteria and safeguards.

Assisted dying is not a replacement for palliative care or health care services more generally. It provides another option for people with a terminal illness in certain circumstances. Assisted dying remains illegal until 7 November 2021.

The Ministry of Health will be responsible for the Act and has an implementation programme underway to implement the assisted dying service.

*It is important that you keep yourself informed about the implementation and what it means to your organisation. Have a policy and organise discussions with your GP and staff. **Check the resources on the given websites as they are extensive.***

<https://www.legislation.govt.nz/act/public/2019/0067/latest/DLM7285905.html>

**GET VACCINATED**

*Sent to me by a friend in the South to motivate people who are hesitant to get vaccinated.*

“I am vaccinated and, no, I don’t know what’s in it – neither this vaccine, the ones I had as a child, nor in the Big Mac, or in Nandos sauce, or in other treatments...whether it is for cancer, AIDS, the one for polyarthritis, or vaccines for infants or children. I trust my doctor when he says it’s needed. I also don’t know what’s in Ibuprofen, Tylenol, or other meds, it just cures my headaches and my pains.

I don’t know what’s 100% orange juice, or my soap or shampoo or even deodorants. I don’t know the long term effect of cell phone use or whether or not that restaurant I just ate at really used clean foods and washed their hands.

There’s a lot of things I don’t know and never will.

I just know one thing: Life is short, very short, and I still want to do something other than just staying locked in my home. I still want to travel and hug people without fear and find a little feeling of life “before”.

As a child and as an adult, I’ve been vaccinated for mumps, measles, rubella, polio, chicken pox, and quite a few others; my parents and I trusted the science and never had to suffer through or transmit any of said diseases.

I’m vaccinated, not to please the government but:

- To not die of Covid 19
- To not clutter a hospital bed if I get sick
- To hug my loved ones
- To not have to do PCR or antigenic tests to go out dancing, go to a restaurant, go on holidays and many more things to come
- To live my life
- For Covid 19 to be an old memory
- To protect us!

## STOP BEING BUSY

*Busy is a hamster wheel that never ends and a sprint up the ladder without ever asking where it leads.*

### **Busy versus productive**

In our modern 'always-on' world, there is a constant demand to be always busy, and to be seen to be busy, and responding to everything immediately, and getting tasks done straight away. It can lead to feelings of being overwhelmed.

Dwight D. Eisenhower, the former general and former president of the United States, devised the 'Eisenhower Decision Matrix'.

He said, "What is important is seldom urgent and what is urgent is seldom important."

### **Solutions to be being busy**

What does it actually mean to be 'busy' anyway? It means having a great deal to do. When you are constantly busy, you may feel like you have a lot going on. However, in reality, you are probably accomplishing very little! By overloading yourself – because you think you have to, or possibly because of your work culture – you are affecting your ability to complete tasks in the long term and within your role. An added danger is that your personal credibility will suffer as your task and project failure rate increases.

**So what's the solution?** You need to rest your brain, take stock, step back, pause in the moment, and be brutally honest about what you can and cannot get done.

First, you should develop a new understanding of the dangers of being busy and 'always on'. And then you can move to a new understanding of the difference between what is urgent and what is important. And ultimately you achieve a better work balance.

Being busy is frantic, while being productive is focused.

Being busy is fuelled by perfectionism while being productive is fuelled by purpose.

Being busy is about working harder while being productive is about working smarter

### **Being productive**

Your aim is to be productive, not just busy. You can follow a number of guidelines to achieve this.

First, focus on getting important tasks done. And understand the who, what, why, and where that allows you to be productive and position yourself in that zone.

Next, aim to be more efficient in less time. In other words, use your time more efficiently.

This leads nicely into the next guideline. If you efficiently manage your time, you'll have 'spare' time to be good to yourself and allow yourself a respite from the workplace. Resist being 'always on.'

Next, practice assertiveness. Don't automatically agree to every task. Being assertive means learning to discuss, argue, and negotiate.

And finally, make sure you have an accurate and up to date big-picture viewpoint.

### **Productivity in action**

Consider this example. Perpetual Guardian, a New Zealand-based company, recently completed an eight-week trial of giving their 200-plus employees a full extra day off per week, while retaining salaries and their conditions of employment. Interestingly, despite the reduction in working hours, their employees were found by Jarrod Haar, Professor of Human Resource Management at Auckland University of Technology, to be a measurable 20 percent more productive. And they claimed to be happier, and role and life satisfaction increased across the company!

[https://digitalmarketinginstitute.com/resources/lessons/personal-skills\\_the-difference-between-being-busy-and-being-productive\\_fmwa](https://digitalmarketinginstitute.com/resources/lessons/personal-skills_the-difference-between-being-busy-and-being-productive_fmwa)

It's easy to judge.  
It's more difficult to understand.  
Understanding requires compassion, patience, and a willingness to believe that good hearts sometimes choose poor methods.  
Through judging, we separate.  
Through understanding, we grow.

Doe Zantamata

<p><b>„It is better to remain silent at the risk of being thought a fool, than to talk and remove all doubt of it.“</b> Maurice Switzer</p>	<p><b>COVID 19</b></p>
	<p>A COVID-19 Short-Term Absence Payment is available at all Alert Levels to employers to pay workers who follow public health guidance and are staying home while waiting for a COVID-19 test result. It’s also available to eligible self-employed workers.</p> <p>To be eligible, workers need to be unable to work from home and need to miss work while waiting for the test results.</p> <p>There’s a one-off payment of \$359 payment for each eligible worker. Employers or the self-employed can apply for any worker once in any 30-day period.</p> <p>How to apply:  <a href="https://www.workandincome.govt.nz/covid-19/short-term-absence-payment/index.html">https://www.workandincome.govt.nz/covid-19/short-term-absence-payment/index.html</a></p>
	<p><b>COVID INFORMATION WEBSITES</b></p>
	<p><b>COVID-19 Outbreak Response Toolkit for Aged Residential Care</b></p> <p>This document will be reviewed at least six-monthly.  Keep on eye on this website  <a href="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">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</a></p> <p><b>Posters</b>  Use these posters to help everyone keep safe from COVID-19  <a href="https://covid19.govt.nz/posters/">https://covid19.govt.nz/posters/</a></p>
	<p><b>HEALTH SECTOR VACCINATION RATES</b></p>
	<p><i>From: COVID-19 message from the Director-General of Health - 28 September 2021</i></p> <p>As announced by the Minister of COVID-19 Response, the Ministry is starting to consult with some key stakeholders on a proposal that requires the majority of healthcare workers to be vaccinated against COVID-19. This is in line with current requirements for MIQ and port workers, and reflects practices in other countries, including Australia, the UK and Canada. Our consultation will include health unions, professional associations, the Office for Disability Issues, the Privacy Commissioner, Māori representatives and Aged Care employers.</p> <p>The proposal will apply to staff working in roles within a COVID-19 pathway, including emergency departments, primary health care, settings with vulnerable patients, people working in aged residential care facilities, critical support services (medical laboratories, catering) and workers providing home and community care services.</p> <p>DHB frontline health care workers were offered early vaccinations as part of Group 2 in the COVID-19 vaccine rollout and, at last count, at least 75% of the total DHB workforce of around 80,000 is fully vaccinated, with higher numbers for those who have had one vaccination. These figures include clinical and non-clinical staff.</p> <p>We know the percentage of staff vaccinated in all DHBs will be even higher now and this is an excellent effort. However, while vaccination uptake is high in some parts of the sector, we need vaccination rates to be higher right across this workforce to better protect patients and their whānau, workers and the wider community from COVID-19.</p> <p><i>Let your representative organisation know your opinion on the above issue.  Below a recent decision by ERA regarding dismissing an unvaccinated worker.</i></p>

## Compulsory vaccinations under New Zealand employment law

As New Zealand is aiming to vaccinate at least 90% of its population, employers need to be clear on their rights and responsibilities regarding Covid-19 mandatory vaccination.

Clarification by the Employment Relations Authority (ERA) in the recent decision in *GF v New Zealand Customs Service* [2021] NZERA 382. This is the case where the ERA found that Customs NZ was justified in dismissing its unvaccinated worker.

The ERA clarified that the key question that needs to be asked is whether an employer's actions were what a fair and reasonable employer could have done in all the circumstances at the time the dismissal or other actions occurred. Whether an employer acted in a fair and reasonable manner is determined by measuring following five factors:

1. Given the resources available to the employer, did it sufficiently investigate the allegations made against the employee?
2. Did the employer raised the issues of concern with the employee prior to deciding to dismiss?
3. Was the employee afforded a reasonable opportunity to respond to identified concerns?
4. Did the employer genuinely consider any explanation provided by the employee before deciding to dismiss?
5. Any other factor the Authority regards appropriate.

The ERA's view was that dismissal of employees for refusing the COVID-19 vaccination is different from a redundancy situation. This is because the employee could have preserved their employment by getting vaccinated and thus an analogy with no fault redundancy is unconvincing.

While the ERA acknowledged that the NZ Bill of Rights Act 1990 allowed an individual to decline a vaccination, the ERA endorsed Custom's view that Customs is not trying to force its employees to be vaccinated.

With regards to GF's claim that vaccination does not impact any other person at the workplace, the ERA emphasised legislative obligations a worker shares to co-workers under the Health and Safety at Work Act 2015. Namely, a duty on a worker to take "reasonable care that his or her acts or omissions do not adversely affect the health and safety of other persons" and to comply and co-operate with any reasonable policy or procedure of the employing agency.

The ERA endorsed Customs' position that any exposure to persons with Covid-19 creates work of higher risk, regardless of frequency.

It is worth noting that the context of *GF v New Zealand Customs Service* was that Customs NZ was an operator of an essential business which was subject to the government's Covid-19 Public Health Response Vaccinations Order. Hence, this case should not be used as a general authority for all situations of mandatory vaccination.

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*

During lockdown I saw my neighbour talking to her cat. It was obvious the poor lady thought the cat understood her. I came inside and told my dog. We both laughed.

## PINK RIBBON WALK



I hope I can tempt you to visit my page and if you do then thank you in advance.

I really appreciate this especially during this difficult time in lockdown and going once again through the different levels to, hopefully, some level of normalcy.

Cancer does not stop for anything, and under these circumstances support is even more crucial, as people with breast cancer will have extra hurdles to overcome.

I'm once again taking part in the Pink Ribbon Walk this year to help support Breast Cancer Foundation NZ's vital work. Let's hope this can go ahead!

The money raised will be used to fund research projects and medical grants to help improve survivorship, as well as support patients and their families during treatment and recovery.

Donate today to help make zero deaths from breast cancer a reality.

You can also join the walk. It is great fun and you will be surprised how many people participate. The Park will be a sea of pink! <https://pinkribbonwalk.co.nz/>

Thanking you in advance: <https://pinkribbonwalk.co.nz/page/jessicabuddendijk>

## MOBILE HEALTH



Education at Mobile Health has been rapidly accelerating, and because your education matters to us, we have an exciting change on the horizon.

As of Wednesday 1 September 2021 our education program is moving to a new website for an improved educational experience. Because our education program has grown significantly our newly designed My Health Hub website will be your one-stop destination for webinars, short courses, certificates and much more. This is where webinars will be more accessible, enables you to complete short courses and receive a certificate automatically, and watch webinars for later viewings.

We will continue to promote webinars on the Mobile Health Facebook page for the first few weeks after launching as we make this transition, but eventually the Mobile Health Facebook page will focus on day surgery in rural NZ. If you haven't already done so, please 'like' and follow our My Health Hub: <https://www.facebook.com/MyHealthHubNZ>, and sign up to our <https://myhealthhub.us7.list-manage.com/subscribe?u=e33cf0c1e1d93940caf0fddb6&id=993506db28> to stay up to date with our education program.

As part of the roll-out, and because we don't want you to miss a thing, we will automatically transfer your email address across to our new database so you will continue to receive important education news via our newsletter.

We're excited for you to explore My Health Hub further when we launch on 1 September, so watch this space and remember to save the date to be the first to check it out

Best wishes, Mark Eager, **Chief Executive, Mobile Health**

The topics offered are presented by health professionals.

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](mailto:sandra@mobilehealth.co.nz)

„Let the refining and improving of your own life keep you so busy that you have little time to criticize others.“

H. Jackson Brown, Jr.

## RECYCLE A DEVICE

Recycle A Device, or RAD, is an Aotearoa initiative which matches those who need a laptop with a donated and refurbished device. There are many good quality devices that are no longer needed in our communities, RAD tracks down these laptops and puts them to good use. We teach high school students in-demand tech engineering skills to refurbish the laptops, and then work with community groups to get them into the hands of ākonga (students) and rangatahi (young people) who need them.

If you have a laptop which is less than ten years old and comes with a charger, please donate it to us. It really can make a difference to someone's life.

3 reasons why you should donate your pre-loved laptop to RAD:

1. Get fit for purpose laptops into the hands of those who need them most
2. Develop the tech engineering skills of high-school students
3. Divert e-waste from landfill

RAD is a collaboration between [Digital Future Aotearoa](#), [Spark Foundation](#), [The Southern Initiative](#) and [Remojo Tech](#)

If you would like to donate a device or get involved with RAD, we'd love to hear from you. Let us know what you're looking to donate (how many devices, how old they are, where you're based, as much info as possible!) by emailing us on [team@recycleadevice.nz](mailto:team@recycleadevice.nz), calling us on 02040196510 <https://recycleadevice.nz/contact-us>

## NEED HELP WITH STAFFING? CONTACT HEALTHVISION.

### Introduction to Healthvision



Healthvision was established in 1998 by Sue Doherty, a registered nurse who identified a need for quality and responsive home-based care service. Healthvision is family-owned and continue to support grassroots action and value community-based and family-oriented healthcare.

By combining services from our community healthcare, nursing, rehabilitation and allied health teams, we have the opportunity to deliver better and more efficient healthcare, which result in better client outcomes.

Healthvision offer dedicated care teams for short or long term, as little or as often as you need us. We promote partnership through sharing latest best-practice information and care innovations and regular practice nurse training programmes.

Our specialist services include:

### Home Support

- Hourly, daily, weekly care from registered nurses and specialist support workers.
- Support with showering, dressing, medication, bowel and catheter cares.
- Experts in complex care needs.

### Expert Nursing Care

- Expert wound care with specialist nurses for comfort and pain management.
- Free burn and wound care with any approved ACC claim.
- Pressure injury prevention and management.
- Palliative care.

And more. For further information, visit [www.healthvision.co.nz](http://www.healthvision.co.nz) phone 0508 733377 email [louise.hussey@healthvision.co.nz](mailto:louise.hussey@healthvision.co.nz)

How did the health experts lie? They said a mask and gloves was enough to go to the grocery store. When I got there, everyone else had clothes on.

## HEALTH QUALITY & SAFETY COMMISSION

At the Health Quality & Safety Commission's seventh annual quality improvement scientific symposium, keynote speaker Russ Aiton, chair of the West Coast District Health Board consumer council, will share lessons in partnership from a consumer perspective to increase your capability to partner, collaborate and learn from each other in a consumer-centred health care system.

The symposium is on 17 November in Christchurch and the theme, 'Whakahohe, whiria te muka tangata: Recharge, inspire and connect,' focuses on taking time to connect with colleagues to reflect on the inspirational work done in an environment with a high degree of uncertainty and complexity.

Recharge your enthusiasm and ignite inspiration by sharing knowledge and wisdom of quality improvement across all fields of health care. Participants will:

- **share** what has been learned from applying scientific methods to health care improvement
- **network** with like-minded colleagues
- **discuss** challenges in applying and disseminating scientific approaches to health care improvement
- **create** a common understanding of how to apply and disseminate scientific methods to improve health and health care underpinned by Te Tiriti o Waitangi.

Presenters will also share lessons learnt and examples of co-design and consumer and whānau centred quality improvement. Abstracts can be submitted until 10 August 2021. To learn more about the submission process or to register for the symposium please visit:

<https://hqsc.eventsair.com/qiss2021/>

## ALZHEIMER'S NZ CONFERENCE UPDATE

**Living with dementia: Taking action for a better future**  
**Registration now open!**

We are sure it will come as no surprise to you that the recent outbreak of Covid-19 has left us with no choice but to review our plans for our upcoming Conference, which promises to be an unmissable event.

The safety and wellbeing of everyone taking part in the event will always be our top priority.

Because of this, we felt we have no option but to run the Conference as an **online only event**. We are very much looking forward to the Conference and if you haven't registered already, please do join us online for what promises to be an unmissable event with something for everyone!

Visit <https://alzheimers.org.nz/explore/conference/> for all the details, speakers and registration

## SILVER RAINBOW

**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.



**„We cannot solve our problems with the same thinking we used when we created them.“**  
Albert Einstein



<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><b>NEWSLETTERS BACK ISSUES</b></p>
	<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>
	<p><b>HELP ME KEEPING THE DATABASE UP TO DATE!</b></p>
	<p>Changing positions? New email address? Let me know if your details are changing so I can keep the database up to date.</p> <p>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.</p> <p>Thank you all for your contribution each month. <span style="float: right;"><i>Jessica</i></span></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.