

# iN FOCUS

News & views about Our Health from Hawke's Bay  
DHB chief executive Dr Kevin Snee.

June 2017

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All Other Se

## Transform and Sustain Seminar

Friday 7th July  
12:30pm - 1:30pm

### GUEST SPEAKER

New Zealander of the  
Year 2014

Dr Lance O'Sullivan  
GP in Kaitaia Northland



3

Political Neutrality | Our Hub launched | Free staff vaccinations

4

Men's Health Month | New work | Workplace Seminar Success | Go Well

5

Regional Round up

6

Maternity needs being met in Napier | Careers Expo Highlights | Applying Pink

7

Valuing our Volunteers | Allied Health Cake Bake winners | Waioha is turning 1! | Knitting in their spare time | Farewells

Help Desk

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# CEO news



Dr Kevin Snee

## **A Job Well Done**

In this report I'd like to congratulate and thank you all for pulling through what has been an incredibly tough year.

As we officially near the end of the financial year, our health system has had to deal with a difficult power outage in August, the Havelock North campylobacter outbreak, and two Resident Medical Officer (RMO) strikes in October and January, among other things. All of this has impacted on you and the organisation.

Your hard work and tenacity has not gone unnoticed. I'm well aware that many of you have had to push through some pretty difficult times and yet despite it all, and many of us feeling very tired, we've got through it. This says a lot about our spirit and our inner drive. However, it also signals to me that as an organisation we need to evaluate how we lead and do things, to ensure we first and foremost take care of you, our staff, in order to deliver on our high expectations of care and service for our community.

I'll touch on some exciting news around our plans to invest in our staff, to gain knowledge and input from you with genuine opportunities to speak openly and from the heart and plan our future workplace, later in this column.

## **Water Inquiry**

The Inquiry into the campylobacter outbreak has concluded its first stage and has entered its second stage last week. I have given evidence this week as has Medical Officer of Health, Dr Nicholas Jones, who is doing a fine job representing us in court. As an organisation we were commended by the Inquiry for the work many of you undertook during the outbreak. The second stage of the Inquiry, we hope, will help bring about some change to the legislation and clarify lines of accountability, as well as provide some reassurance to the community that change will be made in the way drinking water is managed to prevent such an incident from ever happening again.

## **Transform and Sustain**

We will be refreshing Transform and Sustain on 7 July at a special seminar. I'm very pleased to let you know that amongst the speakers we have Dr Lance O'Sullivan, Northland GP and 2014 New Zealander of the Year who will be at the seminar talking about the transformational change happening in care in Northland and the work he's doing. I look forward to seeing you there.

The big programmes of work for Transform and Sustain over the next year are:-

## **Clinical Services Plan**

As you will be aware, work on the Clinical Services Plan – the future of the delivery of health services in

Hawke's Bay has begun in earnest with a wide range of stakeholders already engaged in the plan. This is something everyone will want to be involved in and have a say in, as it will shape the future of where you work, how you work and where that work might be. Early work has begun by Primary Care to engage and we will be prioritising workshops with community consumers early on so we know that when we put the plan together, it will incorporate the needs of the community.

## **2. Investing in our staff**

As mentioned at the beginning of my column, I believe staff need the opportunity to genuinely speak from the heart and help us design how we work together into the future. It is also important that the 'what' – which will be outcomes of the Clinical Services Plan, feeds into the 'how' we do it and that's where you have another essential role to shaping a new 'us'.

I'll be announcing this exciting key project at Transform and Sustain this week. Then, over the coming weeks and months, you will start to see a lot of activity and fresh approaches to how we interact and work with you, our providers and the community at large.

## **Managing our Finances**

Having averted our financial issues and delivering a surplus of around \$3 million, thanks to your work, we can now resume business as usual, taking note however, that we still need to manage our finances carefully so we don't end up in a similar situation again.

As you will have seen from various media reports the budget we thought we had from the Ministry of Health, is now less by \$2million. The last minute change to our budget and the late advice of the change is frustrating and clearly not ideal so close to the end of June which is the end of the financial year. Normally we have this advice by December so we can go through a rigorous exercise to check the Ministry's numbers. The budgets have been reworked and the Board has agreed that rather than placing additional pressures and a savings imperative on the organisation, we will reduce our projected infrastructure investment for next year by \$1.5m. This will mean delivering a small surplus of \$0.5m.

Some good news however, I have been able to argue the legitimacy of our expenses of \$1 million directly relating to the campylobacter outbreak response with the Ministry who has agreed to cover those costs.

*Continued over page*

I do want to take up the issue of surplus in a little more detail. Posting a surplus is not just a feel-good exercise. Surpluses enable us to reinvest in improving services and infrastructure so it would more appropriately be called an investment fund. This fund allows us to invest more in capital items (facilities, IT, clinical equipment etc) than our asset replacement funding (depreciation) provides. If we run a deficit (like most other DHBs) we reduce our ability to fund our asset replacements, let alone new additional assets, unless we take out a loan to do so. At end of the 2009/10 financial year, not long after I joined the DHB, we posted a \$5.5m deficit. If we had continued with a deficit at that level, instead of the average annual \$3m surplus we have run since, we would have had approx. \$60m less to invest, without significant borrowing. This has given us the money to do the following:

Ngā Rau Rākau - The Mental Health Unit	\$20million
Theatre Seven	\$3million
The Renal Unit	\$6million
The Endoscopy Unit	\$11million
The Wairoa Health Centre	\$6million
The refurbishment of Wellesley Road	\$8million

This amounts to approximately \$60m and could have only been afforded had we borrowed, which would have been significantly more expensive and subject to a permission to borrow which we may not have secured. The importance of updating our infrastructure was underlined in the Auditor General's Report using data from 2013 which showed that for our buildings we had one of the worst positions of any DHB in New Zealand in terms of the lifespan of our assets. This compared with our position for equipment where we had the best position in New Zealand – equipment would be likely to improve more quickly than buildings and reflects the investments we have made. Most of the buildings listed above only came on line after the report was written, so I expect our position to improve.

### Sabbatical and Annual Leave

I will be away for much of July and August on sabbatical and annual leave. Much of the work I will be doing while I'm away will be looking at quality improvement, and integrated community-based care from some leading institutions and organisations.

While I'm away, Tracee Te Huia and then Sharon Mason will act as Chief Executive in my absence. Tracee will cover 8 July to 6 August and Sharon will cover 7 August to 28 August.

I look forward to returning in August with renewed vigour as we embark on the year ahead, and I will look forward to sharing what I have learnt, while away. Next year should be a really exciting one which will set the health system up well for the next five years and beyond

There won't be an issue of In Focus while I'm away, but Our Hub will keep you up-to-date and informed of what's happening.

## Political Neutrality

The general election is being held on Saturday 23 September this year. As we are a publically funded organisation, we are considered public servants and have to remain politically neutral.

The key things for you to be aware of are:

- You have the same rights of political expression outside the workplace as ordinary members of the public, however you need to be politically neutral at work
- You must not campaign for a party or a candidate at work
- If your job involves speaking publicly, you must avoid showing any political bias for or against particular political parties or their policies
- Work premises or resources cannot be used for party political purposes, this includes displaying posters, wearing political badges at work, or hosting meetings
- You should not provide your work contact details to political organisations, or receive political party material on your work email.

As we get closer to election time, we'll keep staff, patients and visitors updated on where voting booths will be and the times they'll be open.

## Our Hub Launched

Our new and vastly improved intranet site, Our Hub, went live recently after months of hard work by the Communications and Information Services teams. The layout is fantastic and the many different bells and whistles, including a much-awaited working search function, means you will hopefully be able to access and source information with ease.



It's important that all staff are aware that Our Hub's home page has a Noticeboard feature for all your listing needs. Previously, Noticeboard was accessed via InfoCentre. Please note that the Noticeboard function on InfoCentre will no longer be available from next Wednesday (5 July) as all listings should now be going through the new Our Hub noticeboard section. For Our Hub tips and tricks, [click here](#)

## Free staff vaccinations

Now in the midst of winter, we've got staff off with the flu and our Emergency Department is seeing more presentations of people with influenza.

It's super important we remind our staff that free flu vaccinations are still available!

Help protect yourself, your colleagues, your patients and our visitors, by getting a free jab whilst at work.

How are our teams comparing? Management & Administration staff are leading the way with 53.7% vaccinated followed by Allied Health staff with 53.3% and Medical staff with 53.1%. If you haven't yet been vaccinated, check out the list of free clinics below:

Free clinics are as follows:

**Hastings:** Wednesdays and Fridays between 1330 and 1530 at the Occupational Health Tutorial Building.

**Napier Health:** Mondays between 1300 and 1530

**Wairoa Health:** Fridays between 1000 and 1430

To learn more about why it's so important, [click here](#).

## Men's Health Month

June was Men's Health Month and we've been doing our bit to encourage both our clinical and non-clinical male workforce to think about their health and make sure they see their doctor regularly. We've also been communicating with our community via social media to help share important Men's health awareness and messaging.

It was great to see an innovative short video clip to staff by Dr John Gommans on Our Hub, which was aimed to be something a little bit different to spark interest and encourage people to watch. [Watch it here.](#)

A host of great resources are online at [menshealthnz.org.nz](http://menshealthnz.org.nz) for male colleagues. Check them out.



## New work

**Villa 6** Oncology and Blood Service is undergoing a review looking at current and future needs to improve the overall consumer and workplace experience from the delivery of contracted services and other clinics provided, as well as staff workspaces.

Villa 6 staff will be attending workshops focussing on current services and future needs which are being facilitated by a local company with expertise in medical and project management, David Trim and Associates.

This is an exciting piece of work and **Our Hub** will keep you updated as the project progresses. To view the Issue 1 newsletter, which has been circulating, [click here.](#)

**The new gastroenterology unit** is taking shape as is the renal build which will locate all renal services to the one site at Ballentyne House. Both of these new builds will improve the work environment for staff and the patient experience of health care.

## Workplace Seminar Success

Our DHB recently hosted a workplace seminar on mental wellbeing in the workplace at Hawke's Bay Hospital. More than 50 attendees from our region's workplaces across horticulture, manufacturing, the retail sector and government agencies attended.

Population Health coordinated the seminar, which is the first of a series of seminars to be held over the course of this year.

Guest Speakers were Penny Thompson, HBDHB Suicide Prevention Coordinator and Karen Smiley, Clinical Nurse Educator for Mental Health and Addictions across the region. As well as guest speakers, the seminar involved networking opportunities and information sharing as well as facilitator-led sessions, accompanied by a host of useful resources and promotional tools that participants could take away with them. The aim of the workshops are to raise the capacity, inspire and support key people such as managers and wellbeing groups in workplaces so that employees can be better supported. The next seminar is set down for August and the topic is Promoting Smokefree Workplaces.

## Go Well



Another positive Go Well initiative for staff is to be announced next week. Stay tuned for the announcement, which will go live on your daily news feed via our new intranet site, Our Hub.



### FREE BUS TRIAL FOR HBDHB STAFF

From **10 July to 23 July**, HBDHB staff members travelling on the goBay bus network to or from work at Hawke's Bay Hospital or Napier Health will travel for FREE!

The free incentive period is a Go Well initiative aimed toward encouraging staff to try a different mode of transport.

After the two week FREE trial period has ended, Go Well will continue to provide an incentive to staff by subsidising fares by \$1 for one zone trips and \$1.50 for two zone trips for a further six months – effective from 24 July.

#### How will it work?

**Free travel period:** Simply board the bus from anywhere on the goBay bus network and show your HBDHB staff ID.

**Six Months Subsidised Travel:** From 24 July to 24 January 2017 you will be required to use a goBay Smartcard to receive the subsidised rate and show your HBDHB staff ID. Subsidies will mean staff will pay just \$1.88 (normally \$2.88) for a one-way one zone trip and \$2.15 (normally \$3.65) for a one-way two zone trip, a savings of up to \$3 per day.

#### goBay smartcard Info

- An initial one-off \$7 card fee is deducted from your first pre-loaded travel purchase. Pre-loaded cards are available from any Go Bus driver for \$17 (\$10 pre-loaded travel) or Hastings Library or HBRC offices at \$27 (\$20 pre-loaded travel)
- goBay smartcards can be purchased or topped up onboard the bus using cash only in amounts of \$10 or more (maximum \$100).

We are excited to offer staff this public transport option and hope many of you choose to take advantage of the free and subsidised fares!



Did you know...



Hawke's Bay Hospital's Security Team will drive Hospital staff, who are parked off-site, to their vehicles in a fleet van after dark!

Simply call Security on Ext 2655 when you're due to finish to arrange your pick-up and drop-off.

Wairoa’s Rural Nurse Specialist Nerys Williams has faced a steep learning curve during her first eight months in the job. Prior to taking on her new role, Nerys was the Clinical Nurse Manager for the Wairoa Integrated Health Care Centre – worked clinically both on the ward and in the community. These days, she is relishing the opportunity to make a difference in people’s lives by helping them whatever way she can.

Her experiences, she says, have reinforced the importance of her role in keeping people out of hospital and delivering care in the home for rural patients.

Patients are benefitting by having the opportunity to reduce travel to Hastings for procedures that can be provided by Nerys in their own home.

One patient experience, in particular, has had a positive impact on Nerys and listening to her recount the story of two sons who cared for their terminally ill father is touching.

“It was their Dad’s dying wish to return to his papakāinga (original home),” says Nerys - who was determined to try and make that happen. With Nerys’ training, the sons were able to give sub-cut medication over a period of four to five days, being fully responsible for the drug application, and providing constant attention to their Dad in the comfort of their home.

“The training was robust and this was supported by phone calls and daily visits by me to ensure the sons and wider whānau were supported well,” said Nerys.

“Just as important was coordinating the wider support network including district nurses, occupational therapists and Cranford Hospice and I am proud of how well everyone pulled together to do their respective jobs with very short notice.”

Nerys’ presence in Wairoa will continue to be felt and supported and the DHB will continue to support her professional development. Currently Nerys is completing her Nurse Prescribing; she is immunisation-certified for both adult and children. Nerys’ role also provides workforce training to DHB staff and staff from community providers like Kahungunu Executive (delivering health, social, mental health and housing services) and the Glengarry Care Home.



Pictured: Nerys Williams

**Local RSA contact CHB**

The combined Waipukurau and Waipawa Returned Servicemen Association (RSA) is once again supporting its local health centre – you will remember it has previously revamped the garden area outside the ward. This year they approached the team asking them to suggest a useful piece of equipment that would help patients. An AIRVO machine, designed for home respiratory support, was put on the wish list and has since been approved!

Clinical Nurse Manager Sandra Ridley said Janet Castell from the RSA was pleased to take the team’s request to its members as she felt there were a lot of returned servicemen who suffer from respiratory conditions that could benefit from the machine. The AIRVO machine works by providing humidified air or oxygen which helps clear secretions thus clearing the airway and supporting breathing in patients with Chronic Obstructive Pulmonary Disease (COPD). It also warms the air and oxygen to body temperature to increase comfort. Increased flow can provide respiratory support and reduce the effort taken to breathe promoting deeper and slower breathing. Sandra says initial use of the AIRVO would be in the ward area to ascertain benefit to patients with COPD. If benefit is seen then the patient can learn how to operate the machine from home. An increase in hospitalisation rates for CHB domiciled people supported CHB’s decision on its choice of equipment.

**Pink Shirt Jar Notes**

CHB celebrated Pink Shirt Day recently with a morning tea and corridor display. Shirley Selby, Community Mental Health Worker, set up a jar to collect positive affirmations for staff here at CHB and distributed these out to recipients. This had a positive effect on staff here and supports our anti-bullying stance.



*Photographed: from L to R are Shirley, Helen Anderson, CHB Social Worker, Deena Hanson, Laboratory, and Caroline Green, RN, Outpatients CHB. The other picture shows the static display on the notice board in the corridor complete with balloons.*

**Celebrations in Pictures, Napier**

Birthday celebrations were held for Locum General Surgeon Michael Shields recently who covers skin lesion minor surgery clinics at Napier Health.



Pictured: Back row from left to right: Katarina Kallen (Dermatologist), Jill Hankin ( Napier clinic RN), Pat Hildred ( CNS Breast - just retired), Margaret Pyne( Napier clinic RN) Jackie Lee ( Napier care associate), Mihi Jacobs (receptionist) Beverley Christison(clinic RN) and win front row with Mr Shields is Jeri Hein (booking coordinator).

Congratulations to Jenny Watson, who was surprised by colleagues with a morning tea to celebrate her 35th anniversary with the DHB’s Alcohol & Drug Services.



## Careers Expo Highlights

Congrats to Education and Development Manager, Viv Kerr, and the wider team of staff who were involved in this year's Health Careers Expo.

We had a total of 27 stands covering both clinical and non-clinical roles that gave great insight to 500 Year 10 and 11 students from schools across the bay into the types of health career options available to them.

Viv says feedback from students and teachers has been very positive, with one school career advisor noting she already had inquiries around subject changes for a career in health!

The 2018 Health Careers expo will be held on June 14<sup>th</sup>, and Viv advises some stands have already been booked, so it should be another great expo in the making.



## Maternity needs being met in Napier

Great news for Napier's Maternity Resource Centre with Jan-March 2017 stats showing that 91% of women visiting for a pregnancy test also booked with a Lead Maternity Carer (LMC) within a week of their first visit.

Midwifery Director Jules Arthur says the centre, which runs alongside a well-established independent midwifery centre in Kennedy Road, continues to provide a closer to home service for pregnant women in Napier and surrounding suburbs with a focus on improving access and equity in health.

"A lot of proactive work is underway to educate new mothers-to-be about the importance of finding a midwife/LMC early and the first important steps in pregnancy to maintain optimal health for mother and baby," says Jules.

"Our latest stats out of Napier shows the majority of clients were of Maori ethnicity with a small increase in presentations by Pacific Islanders.

"This is really good news because it means we are providing a service and space in Napier where our target group feels comfortable to visit and seek care."

Another role of the Napier Maternity Resource Centre is to support access for urgent antenatal assessments by all Lead Maternity Carers and DHB secondary care team midwives. Jules says this is a well utilised service and supports closer-to-home care for pregnant women ensuring only women requiring a secondary care referral and specialist review are sent to Hastings.

## Applying Pink

May was Breast Cancer month with a whole lot of pink breakfasting being done to raise money for breast cancer research.

Our Child Health Team decided to join in the fun by holding a Pink Ribbon morning tea as part of their monthly Inservice hui.

It was a great success with the majority of the team sporting something pink to mark the occasion.

The food was also predominantly pink, how on earth do you get pink coffee to taste like coffee? We raised \$221.00 for the cause and had an enjoyable Inservice.

Special thanks to Viv and her team at the Education Centre for the extra effort put into the "pinking" of the venue.



*Pictured left to right: Child Health Team members Sally Rudzevecuis, Michelle Grant, Maxine Hawea, Lynley Keehan and Linda St George.*

*The team's only two guys also got in on the act and applied the pink!*



*Pictured: Keith Hamilton and John Adams.*

## Valuing our Volunteers



National Volunteer Week (18-24 June) provided us with an opportunity for us to give worthy recognition to our volunteers.

We are very fortunate at HBDHB to have an amazing and dedicated group of volunteers who assist visitors to find their way around our hospital and health centre settings.

To celebrate our volunteers, we posted a message of thanks on our Facebook page, with a picture of Jim. The post has reached over 11,500 people and there have been so many great comments from people, so I thought I'd share this one with you.

*Louise Bond: "I've met Jim at the hospital when I was there with my husband... we were there for many hours while tests were done and Jim made sure that I had a cuppa and a smile to get me through... a huge huge thanks to him for just being there."*

To all our volunteers - you do a fantastic job and our staff and visitors thank you all for the valuable contribution you make to our workplace!

## Allied Health Cake Bake Winners

Congratulations to the ORBIT team, pictured, who won the Allied Health cake bake competition.



## Waioha is turning 1!

It's hard to believe that our primary birthing centre at Hawke's Bay Hospital, Waioha, turns 1 on 4 July.

Midwifery Director Jules Arthur says more than 570 babies have been born in Waioha since its opening with overwhelmingly positive feedback from women, whānau and the community.

"We would like to thank our families and midwives for supporting Waioha and enjoying our wonderful new place where new babies are welcomed into the world," says Jules.

"We have seen a noticeable increase in the use of water and the number of waterbabies born – 123 (excl June) and more than 570 babies born.

"What we have heard from our mothers, and what matters to our women and whānau, is the family-centred space, the calm environment, the time midwives have to care for them and the beautiful rooms," says Jules.

A morning tea for families who have birthed at Waioha, LMCs and staff is being planned for 4 July between 10am and 11:30am in Waioha's whānau room. Everyone welcome.



## Knitting in their spare time

Here at the DHB our staff from CHB to Wairoa have been busy knitting and donating PJs to support the region's Jammies for June appeal – to help keep local kids warm this winter! Our most recent donation was delivered to the U-Turn trust by members of our Pharmacy Team who have been busy knitting slippers and beanies in their spare time to accompany a bundle of donated PJs!

This is the second year that Pharmacy has donated to the U-Turn Trust after a close relationship was established when Henare O'Keefe and Ana Apatu presented at our New Zealand Pharmacy Conference in 2016.

Congratulations to organisers *U-Turn Trust* and online community *Out and About with Kids in Hawke's Bay* for an incredible effort, and to all staff and members of the community from across the region who have donated to this worthwhile cause.



## Farewells

In June and July we are saying farewell to the following staff, and thank them for their service:

- Phyllis Patrick, RN, Medical Directorate
- Mary Norris, RN, Surgical Directorate
- Peter Trotter, Social Worker, Older Persons & Mental Health
- Dr Jennifer Corban, Paediatrician, Community Women & Children's Directorate
- Berice Phillips, Receptionist, Operations Directorate
- Jane Fitchett, Lab Scientist, Operations Directorate
- Wendy Simcock, RN, Surgical Directorate
- Margaret Osborne, Call Centre Operator, Corporate Services.