



Update on Nursing and Midwifery Project



JAN ADAMS

I am aware that many of you will be wondering where things are at with the Nursing and Midwifery Project, so here is where we are at.

You will remember that the consultation period ended on 16 June and since then, Haidee Davis and Veronica White have been very busy analysing the feedback.

I have also had the opportunity to speak with a number of staff on the proposal, which has been useful in determining what you feel and how this may (or may not) affect you.

Thank you to those I met and the honesty of the views individually expressed. As with the feedback, there was a range of views from outright support to outright opposition. We received 228 submissions on the project from a wide range of our staff:

- 50.2 per cent nurses and midwives
- 15.7 per cent allied health
- 2.6 per cent admin
- 14 per cent doctors
- 6.6 per cent operations managers
- 4.8 per cent unknown
- 0.4 per cent rural
- 0.9 per cent external; and
- 4.8 per cent corporate (planning and funding, quality and risk, management accounting).

The submissions have been analysed using thematic analysis out of which 34 themes emerged.

Of the submissions received, 60 per cent of nurses and 16 per cent of doctors were in favour of the proposal, with 40 per cent of nurses and 84 per cent of doctors not in favour.

Of those not in favour, the main reasons cited were concerns about losing management knowledge, lack of clarity regarding the business support role, concerns about taking on wider accountabilities and the readiness of Waikato Hospital for major change.

Some voted for the change rather than commenting on the proposal itself, and allied health staff raised concerns that they were not visible within the proposed structure.

There were also a few comments received regarding the proposed clusters, and suggestions made as to which services may more naturally fit together. Thank you to everyone who took the time to respond.

The steering group met last week and decided it had enough information and support for the proposal to move to the next stage. As the project owner, Grant Howard has taken on the role of steering group chair, with John Bonning and Thodor Vasudevan (Vasu) invited to join the steering group.

I have removed myself from the group because I have to make the final decision whether to accept the recommendations of the steering group once it has finished its work.

From the meeting on Tuesday, it was agreed the proposed structure will be redrawn along the traditional service lines we currently have (medicine, surgery etc.) initially, and develop a transitional plan to the full cluster

model.

That means it is likely we will stage the implementation of the final look of the structure.

Over the next few weeks, more work will be done on the management / administrative support required for the clinical leadership structure and we will commence the process with medical staff very soon to develop that part of the clinical partnership.

In addition, more work is taking place on where allied health sits within the structure and the translation of the structure across Health Waikato.

I appreciate that a number of staff members remain uncertain as to what this may mean for them and their current position. I have been clear from the start that this is a proposal and nothing changes until such times as we have a final agreement on the structure with roles and accountabilities clearly defined.

We are not there yet, and will not be for a couple of months.

At the release of the proposal, I offered those individuals directly affected to come and speak with me at any time to raise their concerns or seek clarity on any issues, and that offer remains open. I am committed to working with you as we complete this process.

Any structural changes recommended must bring about clarity of roles and purpose for clinical leadership and management structures within Health Waikato that allow us to have a greater focus on our core business: providing equitable access to high quality and safe patient care.



The Plan

I hope that by now you will have heard about The Plan – our plan of action to make some serious savings within our organisation and recoup some funds to put us back on track for a healthy financial situation.

In my last blog, I promised to report to staff on our savings initiatives and a reduction in project activity, so here's The Plan.

- Waikato DHB is in savings mode.

The Plan

- Neither staff redundancies nor reducing services are in The Plan to achieve those savings.
- Instead, we're cutting some individual project work because it's creating undue pressure on everyone.
- The new project is a team one - for all 5800 of us.
- We're focusing on doing what we do do well (business as usual).
- Business as usual should always link back to four key projects that not one of us can ignore and aren't going away; service and campus redevelopment, savings, efficiencies and the health targets.

I discussed The Plan with the board in the public excluded section of the board agenda, and some of the areas we agreed upon to look at making some savings are

- inter-district flow revenue

- ACC revenue
- non-resident patients
- outsourced personnel numbers
- more vigilance on overtime
- allowances (for legitimacy)
- better management of leave
- professional fees
- procurement savings
- freeze purchasing of new cars, downsize fleet by 10 per cent
- reduce number of projects.

You have my assurance there will be more detail when we've done more analysis, and again, neither staff redundancies nor reducing services are in The Plan to achieve savings. Thank you.

- Craig Climo is Waikato DHB's chief executive.



CRAIG CLIMO



ART ON DISPLAY: Jan Adams with Hamish Carter.

Hamish's artwork to decorate the halls

Hamilton Boys' High School student Hamish Carter took out the inaugural Waikato Transfusion secondary schools' painting competition.

His work will hang for a month in Waikato Museum at the Transfusion exhibition with 113 other entries from Waikato student artists. The students donated their artworks, as part of the competition, to the Waikato District Health Board to hang in its five hospitals.

Hamish's winning work will be inside level one of the new entry building while the others already have walls waiting for them in one of our Health Waikato hospitals in Hamilton, Thames, Te Kuiti, Taumarunui or Tokoroa.

Denim Day success at Waikato Hospital

Thanks to everyone who wore their jeans or bought a sticker on this month's two Denim Days.

By wearing your jeans to work (or any other item of denim) on the designated days and donating a gold coin, you are supporting the 2009 Fresh Future campaign – an annual campaign that raises money through Progressive Enterprises supermarkets and Dick Smith stores for 10 New Zealand hospitals.

Last year Waikato Hospital received \$125,000 to spend on new equipment for paediatric care. Clinical staff are encouraged to show their support by purchasing a Denim Day sticker.

So far the Denim Day participation rate has been fantastic. Waikato Hospital staff raised \$450 on the first Denim Day.

If you have money in your department from the Denim Days and you don't have a collection bucket, please send the donations to:

Gem Williams
Unit Manager
Nursing Services
Level 01 Campbell
Johnstone Building

The next Waikato Hospital Denim Days are 14 August and 11 September.



Certification for Waikato Hospital

Waikato Hospital's certification for two years is good news for the hospital but now we have the challenge of working towards the elusive three, four or even potentially five years' certification.

That can only happen when we sort out both some systems and processes and our ongoing patient safety issues.

The key points are the high and moderate risk corrective actions but the accreditors also gave us some leeway on things like care planning, because it was a lot better than last time, and they recognised the new care planning documents had not long been introduced.

However, we need to be setting goals with the patients and/or families routinely, which we weren't at the time of the audit. The correction actions are optional "opportunities for improvement", whereas the corrective actions are what we will report to the Ministry of Health and can be found on the intranet under Clinical Hub>Patient Safety at Health Waikato>Certification 2009. You're urged to become familiar with these.

Thank you to everyone involved in the certification process. We have two years – that's good, but we can and will do better.

- Jan Adams – Chief Operating Officer, Health Waikato
- Grant Howard – Group Manager, Waikato Hospital



JAN ADAMS GRANT HOWARD

Mid winter Christmas lunch in Upper Deck



LUNCHTIME: Upper Deck staff feed the masses at the midwinter Christmas lunch.

Last Wednesday Waikato Hospital's Upper Deck Cafe celebrated a midwinter Christmas.

With hot ham on the bone, minted potatoes and ambrosia, cafe manager Shelley Moore said it was a "luncheon with a difference."

"Sheryl, one of our supervisors, came up with the idea to add a bit of cheer for customers, as there is a lot of flu and sickness around this winter," Shelley said.

All the staff had input into setting the atmosphere for the occasion with plenty of decorations, Christmas music, Christmas biscuits and even Christmas serviettes.

Shelley said she had received a lot of positive feedback that staff appreciated the effort.



Hinetu Tawha, one of our much appreciated hospital aides, was farewelled on 21 July. She started with Womans Health in October 1979, and was mainly based in Delviery Suite, but has worked in Women's Out Patients Department, and the antenatal and postnatal wards. In the time she was here, she has worked along

side with her mother, cousin (who are still aides here), and two of her aunts. Hinetu was always willing to cover shifts, go the extra mile and was there for all of those who worked around and with her. She was prompt and friendly, and much appreciated by everyone. We wish her all the best.

A flu update for you

Population Health's Incident Management Team continues to focus on managing the influenza pandemic with priorities being to provide services to those in most need, and advice to the public on how they and their families can reduce the risk of infection.

The IMT has been working with primary health organisations to prepare for the event that the pandemic reaches a stage where primary care can no longer cope with the demand put on it due to a rise in influenza patients.

One of these planning strategies is the establishment of Community Based Assessment Centres (CBACs) especially for influenza patients. These centres will provide basic care and treatment, but most will not have a doctor.

Each CBAC will be accompanied by Key Practices, which would cater for patients who have higher health needs and need to be seen by a doctor.

We are not at the stage locally where these special influenza centres are needed in the Waikato, however the locations have been identified right throughout the Waikato and all planning is such that should we need to activate a CBAC we can do so within hours.

The Ministry of Health has extended the availability of the seasonal influenza vaccine, which normally ends on June 30. This is now available until September 30 to everyone. All staff are urged to take up this offer. Influenza is a nasty illness and can put you out of action for up to 10 days.



An appeal to get your flu shots

The Ministry of Health strongly recommends that district health boards actively encourage the vaccination of all frontline staff. This will protect staff who will be needed to deal with the complications of both seasonal influenza and the pandemic influenza. The vaccine is free. Contact Health and Safety to get your vaccine.



Farewell from Barbara Crawford

Long-serving staff member and current Quality and Risk manager Barbara Crawford formally notified staff of her resignation on the intranet last week.

Barbara will take up a new role in Wellington as a risk management specialist for the NZ Transport Agency.

"After 15 years in the DHB – two years in Mental Health Services and 13 years in my current role – it's time for a change!

"It has been extraordinarily rewarding to work in Waikato DHB with such hugely talented and committed staff, clinical leaders and managers at all levels of the organisation."

Barbara's last day at Waikato DHB will be Friday 14 August.



BARBARA CRAWFORD



GIFT: Askar Kukkady (paediatric surgeon), Heather Glen (paediatric CNS), John Moodie and Stuart Brown (paediatric surgeon) with John's gift.

Dr John Moodie presents gift to paediatric surgical team

A well-known paediatric anaesthetist returned to Waikato Hospital last month. Dr John Moodie retired from Waikato Hospital in 2007 after more than 33 years of valuable service and returned to present a paediatric operative surgical reference book to some of the paediatric surgical team. The team said the gifted book would be a great reference and teaching tool for both nursing and medical staff. It was chosen as the most appropriate use of money donated by John.

Latest presentations and recipients

Over 40 employees have had their length of service recognised in a presentation at Waikato Hospital last month.

A further 70 staff who were unable to attend the presentations also received certificates and gifts in recognition of their valuable contributions to the Waikato District Health Board. Certificates and gifts at the Waikato hospital ceremony were presented by Craig Climo and Jan Adams.

After the formalities were over an afternoon tea was held which gave everyone the chance to mingle and receive personal congratulations from executive members, other management and staff that had come to lend their support and congratulations to our award recipients.

Special congratulations to Joyce Graham who has been with the Waikato District Health Board for 40 years. Photos are on the Staff Service Recognition page on the intranet (under Staff Matters).



OLD FRIENDS: Joyce Graham (left) now receptionist in Dermatology Clinic, and Joanne Brewis, clinical coder, first meet many years ago when they both worked in Medical Records. Joyce has tallied up 40 years of service and Joanne 30 years.



SMILING WITH THE STARS:

Tamati Coffey presented part of TVNZ's breakfast show from Tokoroa last week. Pictured with Tamati are Tokoroa Hospital staff Tareta Tavai, Leeanne Wilson and Hoki Poka.

Text scams beware!

Staff should be vigilant and not respond to unknown cell phone numbers via txt as it could be a scam and cost the user a lot of money. This includes competitions or trivia by txt scams, missed call or message scams.



The Set-Up – You receive unsolicited calls or texts, offering ring-tones, competitions, prizes, friendship... or just a wrong number.

The Hook – You respond... without realising you are calling a premium charge number.

The Sting – Massive charges on your phone bill. You receive an unsolicited call or text message on your mobile. It makes an appealing offer. You respond, and the scammers start taking your money, via charges to your mobile phone bill.

It might sound like a friend is texting you. You may end up paying a very high fee for every text you exchange with them. In fact, it is even possible that if you return their text, you will end up paying for the messages they send you, as well as the texts you send back.

Do not reply to any messages that look like a scam, and at the first inkling you suspect a scam please contact Telecommunications via 8620.