

CEO NEWS UPDATE

December 2018



Merry
Christmas

As the year draws to a close not only do I want to wish everyone a very Merry Christmas and happy New Year, I also want to thank everyone for their hard work this year.

Each and every one of you has given your upmost this year to keep patients safe and work through some unrelenting busy periods, especially during the winter months. Thank you.

We have worked through industrial action, and remain in uncertain times with other mediation settlements still outstanding. I'd like to thank everyone who has been involved in the contingency planning for these events. They have all been managed smoothly and we have been able to ensure we get patients back into operating theatres quickly, when they have had to be postponed – all down to team planning and working well together to care for our patients.

While this year has been tough there have been some positive aspects to the year, and I would like to focus on them.

As I write this I have just returned from the staff Christmas breakfast. I always enjoy this event, not that I'm much of a chef, but it makes a refreshing and nice change to be offering staff breakfast to celebrate and recognise hard work throughout the year. I hope everyone enjoyed it.

Late last week we recognised many of your achievements at the annual Hawke's Bay Health Awards. It was great, this year, to see such a variety of work winning and achieving. A standing ovation was given to the award winners of Outstanding Contribution to Health in Hawke's Bay, which went to Hawke's Bay Hospital's Orderly team. What a great team they are, and it was fantastic to see them recognised publically for the work they do. Also receiving a standing ovation were the supreme award winners Enliven, who have done some truly valuable work in reducing patient harm through better medicine management for frail elderly patients. This team deserved the recognition of supreme award winner.

Next year we will be working on refreshing the awards, and I look forward to seeing many of you enter, so we can showcase the work that is happening throughout the health system.

I would like to thank the sponsors of the health awards: Buddle Findlay, Skyline Aviation, Band, Southern Community Laboratories, Health Hawke's Bay and Royston Hospital as part of the Acurity group. Without their support these awards would not be possible.

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2018 saw us finalise the Clinical Services Plan (CSP). Hundreds of people have been involved in developing this plan. The feedback we have received has been positive, and we have been given the green light to go ahead so we can now work on how we deliver it. This will require some creative thinking and some tough choices. This will be our focus for 2019 — developing the **how** to implement this plan with a path forward to meet the goals of the CSP. It will require the involvement of many people in our health system — staff and consumers.

We have worked hard to develop our People Plan, which is about making sure staff have many more good days at work than bad. The plan we developed from your feedback will be made available through Our Hub next week.

This year we launched BUILD training and there are lots of workshops available on PAL\$, such as health & safety training which is simple, and fun to do. We have prioritised wellness and wellbeing initiatives, such as body balance and boot camps — all have been well attended.

Early next year we will be providing e-learning on BUILD, a new performance appraisal process, tackling bullying through a new approach to dealing with unacceptable behaviours, new Hawke's Bay core concepts, a new orientation programme, a new frontline leaders programme, and will build on an education programme to support all staff.

We are already preparing for winter 2019, and how we can better manage patient flow through this time. While I understand the proof will be in the pudding, active planning is underway and any constructive ideas or solutions to help better manage this time should be passed to Colin Hutchison who is managing this project.

I would like to again wish everyone a very merry Christmas and I hope everyone has, at some stage, the opportunity to take a well-earned break.

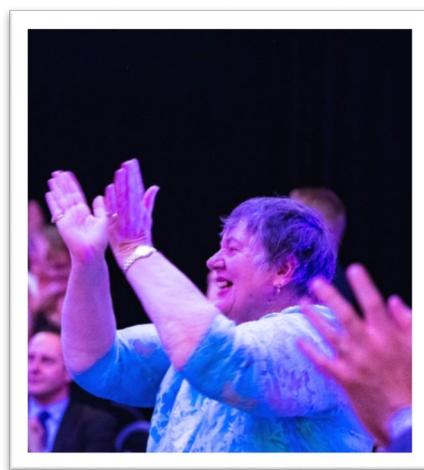
Thank you again for a year of much appreciated hard work, and I look forward to seeing you all in the New Year.

2018 hb HEALTH AWARDS

Congratulations to all involved in the Hawke's Bay Health Awards for 2018. Held just last week, the annual awards are in their eighth year and are a wonderful opportunity to celebrate and showcase some of the outstanding work happening within the Hawke's Bay health system.



Royston Hospital Supreme Award winner: Enliven Intensive Home Support – a service of Presbyterian Support East Coast.



It was particularly heart-warming to witness the joy and pride of DHB colleagues when our Hawke's Bay Hospital Orderly Service were announced as winners of the *Our Health Outstanding Contribution to Hawke's Bay Health Through Living Our Values Award*. They accepted the award after a standing ovation.

Judging of this year's awards went through its normal rigorous process. Entries were shortlisted by the Hawke's Bay Clinical Council and then presented to the final judging panel: Hastings District Councillor and Chair of Health Hawke's Bay Bayden Barber, HB Health Consumer Council representative Rosemary Marriott, GP Dr David Rogers, HBDHB Board Member Helen Francis and Head of EIT's School of Nursing, Claire Buckley.

Thank you to all 33 entrants, and congratulations to those who were received awards. I hope those of you who attended had a fantastic night.

[To view the Health Awards photobook, click here.](#)



Countdown Kids cheque reflects generosity



Our DHB was recently presented with a cheque for \$42,000 as a result of the generosity of staff, Countdown, and the community through this year's annual Countdown Kids Appeal.

We are very appreciative of this support with this year's donation being allocated towards:

- extending the Newborn Behavioural Observation System, which allows for early intervention and ongoing care
- a Criticool cooling unit, which can reduce the risk of brain injury - and therefore lifelong disability - to babies.

The 2018 appeal has raised \$1.2 million for 21 children's hospitals and wards across New Zealand. Since 2007, Countdown Kids Hospital appeal has donated \$866,345 to Hawke's Bay Hospital alone.

Claire Caddie, Deputy Executive Director of Provider Services, spoke at the cheque presentation about the importance of this appeal to improving pathways for our most vulnerable infants, and acknowledged the special ongoing relationship between the DHB and Countdown.

A big thank you to everyone who donated money and/or time, whether it was via baking, sausage sizzles, movie nights, quizzes and raffles.





APEX STRIKE NOTICE

Hawke's Bay Hospital's Anaesthetic Technicians, who are members of APEX, have voted to strike for 48 hours from 7am Monday 17 December to 7am Wednesday 19 December 2018.

The bargaining team is continuing to work with the Union.

We thank all the staff who are working through the contingency planning process to ensure patient safety and staff wellbeing are protected.

Patients whose elective surgery is likely to be affected are being contacted directly. Life preserving services (LPS) will be provided during the strike period.

Further updates will be provided as planning progresses.

Go Well: Sustainable transport focus

Outstanding results from this year's travel survey

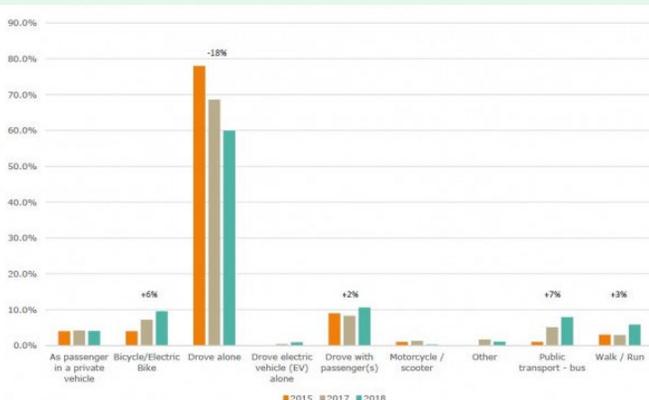
The results from this year's staff travel survey have been counted, collated and analysed, and the results show we're making some real headway in choosing more sustainable, healthier travel options.

When compared with the 2015 survey results...

- there has been a whopping 18% reduction in staff driving to work alone
- 16% less staff are travelling to work by car
- 15% more staff are travelling to work using sustainable transport
- 7% more staff are catching the bus to work
- 6% more staff are riding a bike to work.

The results also show that our efforts and intentions towards sustainable travel are heading in the right direction - 32% of staff said they would prefer to travel to ride a bike to work, and 26% of staff would like to use public transport.

For the visual learners among us, here are the stats in graph form:



Desired mode shift was 10% - once a fortnight



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If you book a fleet vehicle, you may be able to book a hybrid!



Pictured: Jane Tonga of the fleet office checking out the new plug-in hybrid

The DHB welcomed its first hybrid vehicle in January and will be progressively introducing hybrid vehicles as part of a continuing commitment to sustainability. There are currently two hybrids based at Napier Health and five available at Hastings.

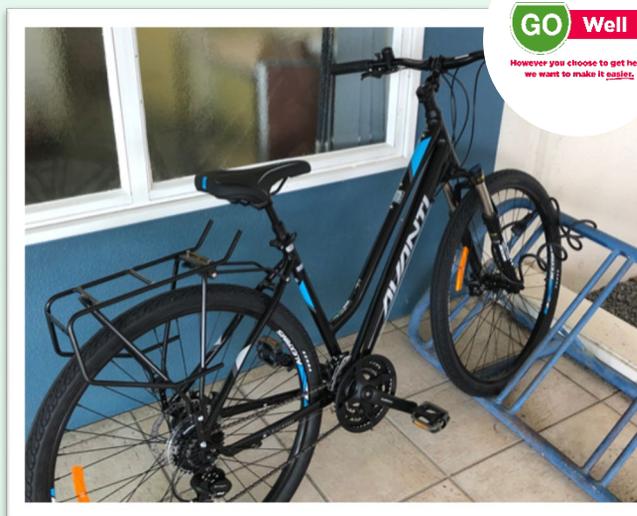
In November a Toyota Prius Prime was delivered to the DHB to trial - our first plug-in hybrid. It has an EV charge to normal power socket, meaning you can plug it in from any normal power socket. An EV charge port has also been installed in the Hastings fleet car park.

Tahi and Rua have arrived in Wairoa!

At the end of last week two bicycles Tahi (1) and Rua (2) funded by "Go Well" arrived in Wairoa.

Wairoa staff that completed the "Go Well" survey were keen to get more exercise and also reduce their carbon footprint. The bikes are ideal for across town meetings and visits as well as noon breaks. These bikes, along with the locks and helmets, can be booked through e-fleet with key and helmet pick up with the fleets keys.

To book, riders need to email Jane Tonga and ask to have access to Wairoa bike pool on their E-fleet access then book through E-fleet. Bikes need to be returned post booking to the bike stand outside the main entrance.
Happy cycling!



A festive feast

We hope you had an opportunity to enjoy the treats offered at the staff Christmas BBQ on Thursday and staff treats for PM shifts. The weather held off for the BBQ and there was a real Christmas cheer in the air.

Well done to our executive chefs, and a huge shout-out to all the behind-the-scenes organisers – particularly Marion Bridle who put in a huge effort to make it all come together.



Hawke's Bay DHB Recognised Nationally for Health and Safety Leadership



Pictured: Awards night recipients and HBDHB Executive Director People and Quality, Kate Coley, centre)

Hawke's Bay District Health Board (HBDHB) has received recognition for its innovative health and safety leadership in the Safe365 Safest Places to Work national awards held recently.

The DHB, one of four Hawke's Bay workplaces singled out at the awards night for going above and beyond in its initiatives around health and safety in the workplace, was applauded for its leadership to ensure all on-site contractors followed its Safe365 health and safety assessment tool

The health sector by its very nature is a challenging environment with many moving parts. Apart from our DHB having a very clear focus on the care and safety for

patients and staff, there is also a critical need to ensure contractors and organisations coming onto our premises were capable and effective in getting their job done safely. This is where the Safe365 safety tool has been introduced, which ensures our health and safety expectations are met at all times on site.

Well done to all involved for the successful implementation of this safety tool.

To see a full list of the award winners, click here: <https://www.safe365.co.nz/news/2018-safest-place-to-work-awards-announced/>

HBMRF Membership Form Hawke's Bay Medical Research Foundation

The Hawke's Bay Medical Research Foundation invites you to learn more about it and its membership.

Founded in 1961 to "Promote, initiate and support research in all health related fields including medical and health education, knowledge and understanding", the Foundation favours research relevant to Hawke's Bay problems and researchers from Hawke's Bay.

"Good research is the basis for all successful human endeavor," says the Foundation.

"Our Foundation is very aware that groups such as ours are vitally reliant on an active membership to encourage and nurture research."

As an independent community resource, the Foundation offers the chance of community wide membership to reflect this.

"We do hope that community minded people will seek membership and share their expertise."

For more information and membership sign-up, please go to:

www.hbmr.co.nz

Oh Baby!

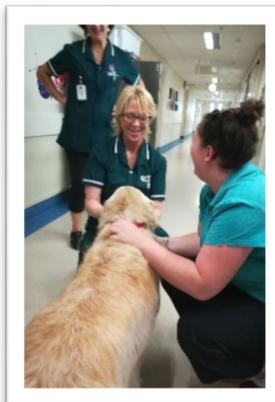
Our team in Wairoa delivered 19 babies in November – a rather large jump from the monthly average of six births! We hope all whanau are doing well. Well done team!



Clyde visits ward

Our children's ward had a visit from Chris and her lovely dog Clyde from Canine Friends Pet Therapy last week. Chris and her dog visit Palmerston North hospital and our paediatric team is hoping to organise canine friends to visit regularly from next year.

As you will see from the photos, Clyde visited a lot of the children and their families on the ward and this brought many smiles.



Farewells

Margaret Boyle

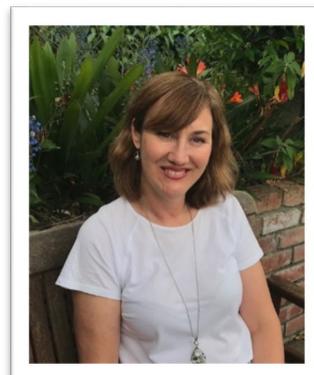
We recently said farewell to Senior Occupational Therapist Margaret Boyle after 32 years at our DHB. Margaret will be greatly missed and attendance at her farewell showed the high esteem in which she is regarded, both as a professional and as a colleague.

Margaret was also recently nominated for, and won, a special recognition award for her work, at this year's Allied Health Awards. Nominated by clinical psychologist Dr Frances Oliver, Margaret was described as a consummate professional with a can-do attitude who not only showed high quality care to her patients, but also provided consultancy, advice and teaching to others at the DHB. Her expertise is widely recognised.

Margaret's final day was 9 November and she shared that it was a strange feeling. "I arrived as the new kid on the block and I have absolutely loved my time here and have watched Allied Health blossom and grow."

Margaret has relocated to Dunedin to be closer to

family and is continuing to do what she loves - working as a Senior Occupational Therapist in community rehabilitation.



Retirements

The following people recently retired from the DHB. We thank them for their service and wish them well in their retirement:

- Mary MacLeod – RN – Surgical Directorate
- Shona Richards, Dental Assistant, Communities Women & Children
- Gloria Astridge, Receptionist – Operations Directorate

