

NOVA

YOUR AUCKLAND DHB
MAGAZINE FEB-MAR 2019

TE WHETU MARAMA



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Staying connected



Ailsa Claire
Chief Executive

I hope you had an enjoyable Christmas and New Year.

Before Christmas, we asked our employees to tell us what it's like to work here by completing the employee survey. The survey is part of the work we have been doing, particularly over the last two years, to make Auckland DHB an even better place to work. We want it to be a better place for everyone, with a culture based around our values so that new people from all different backgrounds feel like this is a place they will feel welcomed and able to do their life's best work.

I'm delighted that more of you took part in the survey this time compared to the first time we did the survey, back in 2016. Our employee engagement results have also increased since 2016. Employee engagement is the strength of the mental and emotional connection felt towards the workplace. Studies also show employee engagement has a direct impact on patient safety and care. So it's pleasing to see that figure increase.

It's also good to see some areas where we have improved, particularly where we put initiatives in place after the 2016 results. But we also know there is more to do to make this an even better place to work.

You can see a snapshot of the results in the centre page pull out in this edition of Nova. Thanks to all of you who took part in the survey.

Last year, we finished the year on a good note, with your generosity shining through in the donations you made to the Auckland City Mission. Together we donated more than 7000 items and more than \$22,000 – I was totally blown away by that and I really do want to again thank you! We also recently received the Rainbow Tick and the Accessibility Tick, all of these together speak of an organisation which is inclusive, and wants to do the right thing for people.

I am very proud to be CEO of Auckland DHB and I look forward to working with you in 2019 to make Auckland DHB an even better place to work and to receive care.

On the cover: Alberto Bonini and Ailsa Claire celebrating Auckland DHB receiving the Rainbow Tick.



Patients' applause



During 2018 I spent some time as a patient at Auckland City Hospital. Whilst there – on multiple admissions – I observed and received the quality of service delivered through excellent teamwork and health care by the well-integrated, dedicated team.

I have been deeply touched with what I observed during my time in the hospital, such as the way in which the whole medical team (and non-clinical team) work in an integrated way to make the hospital tick. The hospital is clean, operates efficiently and effectively, provides great care to its patients and does its best to let patients go back home feeling better.

In my opinion, Auckland City Hospital is 'a world-class hospital' to be admired and be proud of. What makes all this happen is the diversity of the doctors and nurses and other staff who work together as a happy family, the up-to-date medical equipment and the dedication, experience and kindness of the whole medical team.

I salute the quality of service delivered through excellent teamwork and health care delivery by the dedicated team at Auckland City Hospital. Keep up the good work! We are proud of you.

R.N

We've got the Rainbow Tick!



In early February Auckland DHB received Rainbow Tick accreditation. This follows hot on the heels of being awarded the Accessibility Tick in December.

The Rainbow Tick is designed to make an organisation a safe, welcoming and inclusive place for people of diverse gender identity and sexual orientation.

A cake cutting celebration was held to celebrate the achievement when Board Chair Pat Snedden and Chief Executive Ailsa Claire were presented with the Rainbow Tick.

"Auckland DHB achieving the Rainbow Tick is something I am personally very proud of," says Auckland DHB Chief Executive Ailsa Claire. "We serve a diverse community and we want our place to be an inclusive place for our patients and whānau. We also want to be a place where our employees are supported to do their life's best work. Achieving Rainbow Tick accreditation is a visible symbol of our values in action and shows that when you come to work with us at Auckland DHB you will be safe and respected. And if things don't go to plan we have your back."

To achieve the Tick our policies, training and employee engagement and support have been evaluated against a set of standards.

From this evaluation we will be putting together an action plan to show continuous improvement. There will also be an annual check by Rainbow Tick to make sure we maintain the Rainbow Tick standards.

Auckland DHB is a welcoming and inclusive workplace

Julie Helean, Alberto Bonini, Kimmo Karsikas-Gent, Kate Bukowski, Jacob Toner.

offering a range of internal networks including a rainbow network.

"It was members of the Rainbow Network who first suggested that we aim for the Rainbow Tick," says Fiona Michel, Chief of HR. "Networks such as this provide an opportunity to connect with colleagues, share, celebrate and value the diverse world we live and work in."

"Achieving the Rainbow Tick has been a real partnership with them, their enthusiasm has been contagious and their hard work should be applauded."

"Being a part of the Rainbow Tick community is a way of ensuring Auckland DHB continually improves our environment and our culture. It doesn't mean we have everything right. But it does mean we have a plan so we can continue to make our place a great place to work for all our employees, however they identify."

Auckland DHB is the first District Health Board to achieve Rainbow Tick accreditation.

To find out more about the Rainbow Tick search Rainbow Tick on Hippo.

If you want learn about the rainbow community head to Koawatea learn and complete the two online learning modules: Rainbow Diversity and Transgender competence. They only take about 10 minutes.

Michael Stevens, Programme Manager for Rainbow Tick presenting the Award to Board Chair, Pat Snedden and CEO Ailsa Claire



New lifts on the way

Every day hundreds of people use our lifts to transfer patients, visit loved ones, get around the hospital, and transport goods and equipment. They are vital to the smooth running of the hospital, and can literally help save lives in situations where every second counts.

Our lifts travel more than 165,000km in a year – that’s like going around the planet four times!

Our goods lifts have the highest use in New Zealand. With the majority of our lifts now more than 40 years old, and very susceptible to breaking down, they are due for a much needed upgrade.

From the middle of this year, 50 lifts at Auckland City Hospital, Starship and Greenlane Clinical Centre will be gradually replaced as part of the Facilities Infrastructure Remediation Programme (FIRP). These new lifts will be more reliable, faster and smoother, allowing employees, patients and visitors to travel quickly and safely between floors, says Lee Stone, Head of Operations, Facilities and Development.

“Our new lifts will support increasing demand, and provide a better experience for patients and visitors and for the team here at Auckland DHB. More efficient lifts also mean energy savings and reducing our carbon footprint – that’s great for the environment.”

The safety of patients, visitors and employees is a priority, which is why the lifts are being upgraded one at a time, to keep people moving and minimise disruption.

To find out more, head to Hippo.



FREE flu vaccine

Take steps to protect you, your patients, your colleagues and your whānau by getting the FREE Flu vaccine. The vaccine will be available to all employees and contractors in April at locations across our sites.

Getting the seasonal flu vaccination before winter offers the best protection against flu

Be part of the team lets fight flu together.

Flu Facts

- Many people don't know they have flu because they don't feel unwell but they can still pass it on and make other people very sick.
- Being fit and healthy will not stop you getting flu. Almost everyone can benefit from the protection of vaccination.
- Getting vaccinated against flu when you're pregnant is safe and protects you and your unborn child.
- The flu is not just a bad cold it can lead to serious complications.

Check in on your wellbeing for 2019

The start of the year can be a time to look at your own wellbeing whether that is doing more exercises, choosing healthy food options or looking after your mental wellbeing. Here are ten tips to help you get off to a good start in 2019:

- 1 Practice the 5 ways to wellbeing - Connect, Give, Take notice, Keep learning and be active.
- 2 Eat regular meals throughout the day and watch your portion size. If you need a snack - choose healthy snacks that can help maintain your energy levels between meals.
- 3 Aim to drink 6 – 8 cups of water every day.
- 4 Move more. At least 30 minutes of physical activity will help give you more energy, reduce stress, improve sleep, and lower your risk of chronic conditions.
- 5 If you spend a lot of your working day sat down – be sure to get up and walk around regularly.
- 6 Join a gym or a fitness class or group – check out Hippo to find out about free and subsidised gym membership and classes available to all the Auckland DHB team.
- 7 Set goals – and celebrate your successes.
- 8 Set a challenge you will enjoy achieving.
- 9 Spend time with friends and whānau.
- 10 When you can, take a break or go for a walk outside.

Championing your wellbeing

We work in a really busy environment doing an amazing job of looking after our patients and our communities. Sometimes we forget to take a moment to look after ourselves.

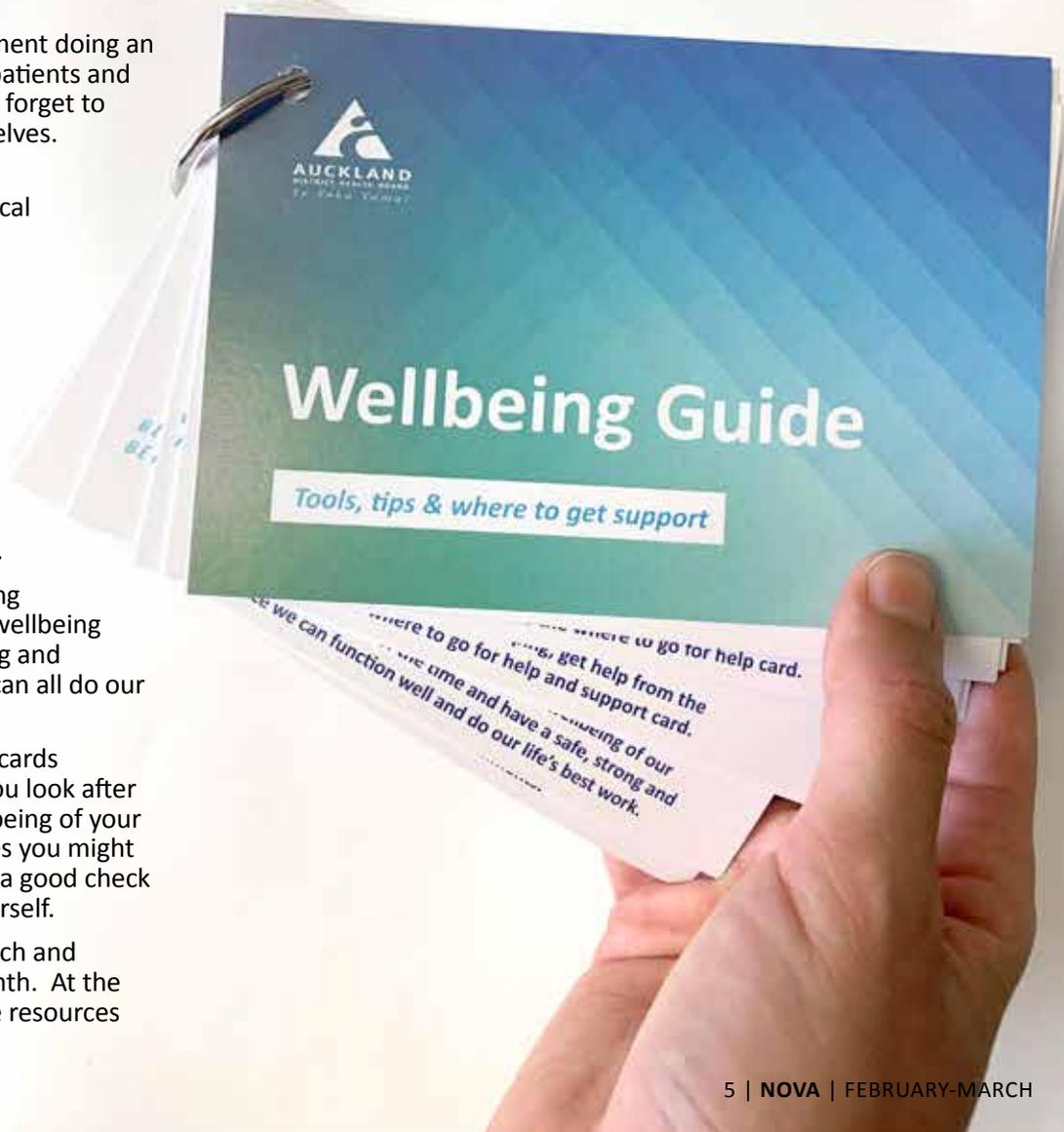
As part of our people strategy we promised to champion your physical and mental wellbeing.

There are already a number of things underway to support your wellbeing including free and subsidised gym memberships, free exercise classes, mindfulness sessions and we have been introducing the five ways to wellbeing – some simply strategies promoted by the Mental Health Foundation.

We all have a role to play in looking after our own wellbeing and the wellbeing of others by creating a safe, strong and supportive workplace where we can all do our life's best work.

Watch out for the new wellbeing cards providing tips and tools to help you look after your own wellbeing and the wellbeing of your colleagues. Some of the strategies you might already be trying but they can be a good check in to remind you to look after yourself.

The cards will be launched in March and we'll be adding to them each month. At the same time we're also growing the resources available to you on Hippo.



Our local heroes

Congratulations to our December Local Hero, Dr Mark Thomas, Infectious Diseases Physician.

Mark was nominated by a colleague who said:

“I had the privilege of attending a close friend’s living wake. His consultant of many years, Dr Mark Thomas, attended the celebration and spoke. There wasn’t a dry eye in the house by the time he had finished speaking. His words were from the heart and showed the art of medicine is more than treating illness. It is about connecting and relationships, it is about people. The DHB is very lucky to have such a humble and compassionate staff member.”



Local Hero Award winner Mark Thomas receives his award from Ailsa Claire.

Ka pai to everyone nominated as a local hero:

Adrian DeLa Fuente	Katrina Prosser
AJ Singh	Kayla Heyer
Amul Sibal	Lisa Brady
Anne Nicholls	Mahia Winder
Antoinette Yelcich	Manjula Sickler
Anton Rajakariar	Maria Talosaga-Kumar
Arnold (Ari) Bok	Max Langlands
Aurora Mahina	Mike Doran
Bonnie White	Miriam Matenga
Clement Tan	Natalie McManus
David Smith	Natasha Du Plooy
Eleanor Herd	Palmera Fuentes
Emma Nicholls	Patrick Taylor
Greta Pihema	Pieter Erasmus
Jo George	Ravi Anand
Joanna Nua	Richard Allam
Joanne Commarieu	Rita Cutajar
John Kolbe	Robyn Boshier
Judith Bruges	Zoe Etches



Dr Diane Sharp ONZM

New Year’s Honour for Dr Dianne Sharp

Congratulations to Dr Dianne Sharp whose services to ophthalmology have been recognised in the New Year’s Honours with an Officer of New Zealand order of Merit (ONZM) award.

Dianne established and led the Ophthalmic Electro Diagnostic Unit in the Eye Clinic at Greenlane to diagnose patients with retinal or visual pathway disorders. She also played a key role in implementing a multidisciplinary patient rehabilitation service here at Auckland DHB and developing a Low Vision Aid service for the region.

In 2009, Dianne formed Macular Degeneration New Zealand (MDNZ) to raise awareness and advocate for those with macular degeneration. This developed from a small group of volunteers into an effective non-governmental agency delivering services to more than 7,000 people throughout the country.

“It was a huge surprise but a great honour to receive the ONZM,” says Dr Sharp. “I have been privileged to be a medical retinal specialist through an era of enormous advances in diagnostic imaging and treatments. I have witnessed the effect these sight-saving treatments can make. I am thrilled that all patients now have access to the best available treatment without huge financial burden.”

On top of all this, Dianne has also been the principal investigator for international trials on the treatment and management of vision-threatening complications of diabetes and age-related macular degeneration.

Congratulations and thank you, Dianne, for your enormous contribution to Auckland DHB and our patients.

Employee Survey 2018

Thank You

At the end of last year we invited you to take part in the Employee Survey. We'd like to say a big thank you to all 6982 of you who took the time to participate.

The survey was an opportunity for you to have your say; tell us what it's like to work here and to share your ideas around how together we might make Auckland DHB an even better place to work.

Results showed that 89 per cent of you would recommend Auckland DHB as a place to receive treatment. This speaks volumes about the confidence you have in you and your colleague's abilities to deliver a high level of service and is something we can all be very proud of. It also appears that our work on communications, launching Hippo and AskHR have paid off, with 77 per cent saying you know where to go to find out what's going on — this is a big leap up from just 52 per cent in 2016.

We've also seen a significant shift in those of you who feel that your peers live up to our organisational values, having jumped from 65 per cent in 2016, to 70 per cent in 2018.

The efforts behind our internal 'Speak up' campaign appear to have encouraged a positive behavioural change, with 81 per cent of you now saying you feel safe to speak up if you notice an error or issue, compared with 78 per cent in 2016. It's great to know the majority of our people feel safe and confident in their workplace.

While we are really pleased with some of the improvements in the survey, we also know there is more to do. Twenty per cent of people who completed the survey have experienced bullying in the last six months. This is a focus area for us and one we'll continue to work on until we can get this figure to zero.

We know that work can directly impact our wellbeing; with a study by the Deloitte UK Centre for Health Solutions claiming that approximately 84 per cent of employees in their study had experienced symptoms of poor mental health where work was a contributing factor — that's the majority of the workforce.

Our survey results aren't quite at that level, but half of you did say that your health and wellbeing has been impacted by work. And only 58 per cent said they are happy with their worklife balance.

Your wellbeing is a big priority for us — a happy workforce contributes to a positive patient experience. We've already been doing quite a lot in these areas, with safer staffing through implementing Care Capacity and Demand Management (CCDM). There have also been some changes to rosters and we've recruited additional employees. We also have a wellbeing steering group in place which we'll be telling you more about soon, as well as some of the additional things we have planned to help champion your physical and mental wellbeing.

The results also showed a consistently high level of clarity around individual objectives and responsibilities. While the score of 93 percent is already very high, we hope that this will only continue to be strengthened as we invest further in professional development. We have some new programmes on the horizon including our Management Development Programme (MDP), launching mid-February. MDP aims to equip both current and aspiring managers with the key skills, tools and knowledge they might need to confidently

navigate the management pathway. Keep an eye on 'Our News' and Hippo for more information.

The survey also asked your thoughts about our safety culture — this is a big focus for us given its direct link to the quality of patient care and patient outcomes. These results are currently being analysed, by our Clinical Quality and Safety Group, we'll tell you more about that later.

Why is the survey important?

How you feel at work is really important to us, we want you to be able to do your life's best work here. What you told us in the employee survey will help us to focus on improving the things that are important to you. It also provides insights around employee engagement levels.

Put simply, employee engagement is the strength of the mental and emotional connection felt towards the workplace, and is a measure used across many countries, industries and professions to gauge the internal 'health' of an organisation. Studies also show employee engagement has a direct impact on patient safety and care. Less mistakes and lower mortality rates are just two of many positive outcomes for high engagement levels (Dawson et al, 2011) so naturally it is a priority for us here at Auckland DHB.

The results from the 2018 survey shows our engagement level at 79 per cent, which puts us up there with some of the best organisations. This gives us confidence that we have a great team working here delivering great health care.

What next?

We're still analysing the results and looking at themes based on what you said in the free text. But you can be assured we are listening.

The results are going to the Board as well for discussion and to start to identify an organisational action plan.

Your Manager or Director will be discussing the employee survey results for your team and Directorate and involve you in action planning. Doing this at a local level will help teams and individuals to build on the good things and improve on the not so good.

We know there are lots of opportunities to improve, but by living our values and having shared goals to deliver high quality health care and healthy communities, we can continue to make this an even better place to work and to receive care.

References:

At a tipping point: Workplace mental health and wellbeing. <https://www2.deloitte.com/content/dam/Deloitte/uk/Documents/public-sector/deloitte-uk-workplace-mental-health-wellbeing.pdf>

Dawson JF, West MA, Admasachew L, Topakas A (2011); NHS Staff Management and health Service Quality; DoH.

Auckland DHB 2018 Employee Survey

Our response rate has improved!

2016

5,654 | 57%
staff responded

2018

6,982 | 67%
staff responded

2016 versus 2018 at a glance:

Thanks to you we now have a better idea of what's going well and how together—tūhono we can make Auckland DHB an even better place to work.

2016	2018	
66%	72%	More likely to recommend Auckland DHB to friends and family as a place to work
78%	81%	If I notice an error or issue I feel safe to speak up about it
55%	70%	People consistently live up to the organisations values
52%	77%	I know where to go to learn what's going on at Auckland DHB
93%	93%	I am clear about my objectives and responsibilities
56%	55%	When I get up in the morning I look forward to going to work
95%	90%	I am happy to go the extra mile when needed



Engagement
is high

Employee engagement is the strength of the mental and emotional connection felt towards the workplace. Studies show it has a direct impact on patient safety and care.

2016 | 77% 2018 | 79%

Your manager or team leader will discuss your team or service results with you in the next few weeks.

53% agreed that senior leaders are both visible and approachable.

75% of participants said they are satisfied with their job.

68% say their views and ideas are welcomed and encouraged.

89% are likely to recommend Auckland DHB as a place to receive care or treatment.

85% agreed that the people in their team work well together to provide a great service.

Great examples of Aim High—Angamua and Together—Tūhono in action.

84% said the person they report to treats them with respect.

80% agreed that equality and diversity are important at Auckland DHB.

28% have personally experienced discrimination at work in the past six months.

20% have personally experienced bullying and harassment at work in the past six months.

We've improved since 2016, guided by 'Speak Up'—we know there's more to do here.

58% are happy with their work life balance.

84% agreed that they feel motivated to give their best effort at work.

49% feel their health and wellbeing has suffered because of work.

Your health and wellbeing is important to us. We have more improvements planned.

To find out more go to HIPPO

Thank you

Ending seclusion in the Child and Family Unit

The Child and Family Unit has become the first child and adolescent mental health inpatient unit to stop using the seclusion room as part of the philosophy towards less restrictive practice.

It had been more than 20 months since the seclusion room was used, when the room was decommissioned at the end of last year. A ceremony led by Kaumatua Sonny Niha and attended by service users and employees acknowledged the occasion.

Anna Schofield, Director of Mental Health and Addictions said “the team at The Child and Family Unit are very compassionate and thoughtful in their practice around all aspects of care for young people and their whānau. It’s a real credit to each member of the team that they held onto their vision to reduce and ultimately end seclusion in the Child and Family Unit. This has been achieved through real team work, innovation and solution focused practice. But most of all the team have been empathic to the short and long term impact that practices like seclusion have on young people. This truly is an example of patient centred care”.

The Child and Family Unit admits young people aged from 13 up to 18 with significant mental health concerns and acute distress from the upper region of the North Island (north of and including Taranaki through to Cape Reinga). It is also the inpatient facility for children under 13 years for the North Island.

Achieving this decommissioning is testament to the Child and Family Unit staff and their desire to do what is in the best interests of young people and reduce their trauma. It comes after a long journey of change over the last five years.



Acknowledging the decommissioning of the seclusion room in the Children and Family Unit.

Dr Ian Holdaway retires



Endocrinologist Dr Ian Holdaway retires from Auckland DHB after 43 years as a consultant.

Ian has made a significant contribution to medicine in New Zealand and internationally. His achievements include: Honorary Professor of Endocrinology at the University of Auckland since 1994; Chair of the Auckland Cancer Society Research Committee, 1986-1999; Chair of

the Royal Australasian College of Physicians Examination Committee (NZ) 1986-1999, and President of the NZ Society of Endocrinology, 1991-1994. He was also awarded the Royal

Australasian College of Physicians College Medal in 2001.

Ian's warm personality leaves a lasting impression on his colleagues and patients, says Dr Lalit Kalra Director of Community and Long Term Conditions.

"Ian is greatly respected by his colleagues and is always helpful in difficult clinical situations. His trainees find him very knowledgeable and an excellent teacher. He is highly regarded by patients for being caring and attentive to their needs. In fact, it is very common for the services to receive letters from patients thanking Ian for his understanding care in looking after them. Ian will be missed and has set high standards of professionalism and compassion for coming generations."

Thank you, Dr Holdaway and best wishes in your retirement.

Sustainability – Aim High

The efforts we've been making to reduce our carbon footprint at Auckland DHB have been commended at the Energy Efficiency and Conservation Authority (EECA) Awards and at the NZI Sustainable Business Network Awards.

Both awards recognised the work we have been doing to reduce energy consumption.

This includes initiatives like PC Sleep, a software that enables 'sleep mode' for all inactive PCs, the Starship patient lifts upgrade, air-conditioning plant optimisation, and the conversion to LED lights in some areas.

Our overall aim is to reduce energy use by 50 per cent and produce at least 50 per cent of our site's energy requirements through renewable energy by 2030.

In the last 12 months, 2.8 million kWh of energy has been saved. This is equivalent to the annual consumption of 395 average New Zealand households.

"We still have a long way to go in our energy savings journey, but this recognition shows we have made a great start," says Ewen McQueen, Business Manager for Facilities and Development.

Thank you to everyone involved in our sustainable journey. The small changes we do as individuals can make a big difference.



We are also making great inroads in the Certified Emissions Measurement And Reduction Scheme (CEMARS) and last year we reduced our emissions by a further 9 per cent. This brings our total reduction in emissions to a whopping 28 per cent since 2015.

Thanks to your efforts we've reduced our carbon emissions by **28%**



from our 2015 baseline
CEMARS certification 16/17

These savings are equivalent to

Driving from Auckland to Wellington in a medium sized petrol engine car 193,586 times

Running a gas BBQ for 7,132,450 hours

4,810 return economy flights from Auckland to London

Burning 12,381 tonnes of coal

Small changes make a big difference



Auckland City Mission collection blows us away!

One of our values is together – tūhono. Our people demonstrated this during the December Auckland City Mission appeal, where we collected food, toiletries and gifts for Aucklanders in serious need.

We set ourselves a goal of 10,000 items and cash combined – roughly one item per employee. In total, our generous people donated 7000 items and \$22,078.91 – that’s more than double our original target!

“I am completely overwhelmed with your generosity,” says Ailsa Claire. “We asked for your help on behalf of the Auckland City Mission, and you responded. From the bottom of my heart, thank you!”

At Auckland DHB we know the difference nutritious food makes to good health outcomes, and we are proud to have supported the Auckland City Mission for several years. Thank you to everyone who gave so generously at Christmas!

The magic of Christmas in our wards

The ward Christmas decoration competition is always amazing, and this year was no different. Congratulations to everyone who decorated their ward or desk pod – the standard was high and you helped create a fantastic festive atmosphere for staff and patients.

Congratulations to the joint winners of the ward Christmas decoration competition - Ward 83 ‘Walking in the Neurosurgical National Park’ and Ward 31 HSU ‘Celebrating Auckland’. Second place went to Ward 77 ‘How the Grinch stole Christmas’ with high commendation going to Wards 81 and 75.



Ward 83 “Walking in the Neurosurgical National Park” and Ward 31 HSU “Celebrating Auckland” were the joint winners of this year’s ward Christmas decorating competition (*above*).

Ward 77 with “How the Grinch stole Christmas” came in second place (*right*).

Ka pai whānau brings Christmas cheer for another year

Thank you to everyone who joined us in December to bring music and joy across our sites. We had great choirs and performers from our community and our own people, as well as some adorable SPCA companion dogs visit.

If you have a talent that you would like to showcase at this year's Ka pai whānau, let us know by emailing communication@adhb.govt.nz.

Combined Volcanic City Voices Choir entertaining the crowds on Level 5. Michael Murphy and Rebecca Wright performing at Auckland City Hospital. Pacific Elvis is action!



Auckland Grammar Duo kept everyone entertained at the Greenlane Picnic.



SPCA dogs bringing some Christmas cheer to staff and visitors.

New Zealand children to benefit from \$9 million gift to Starship

Starship Child Health and the Starship Foundation celebrated a \$9 million donation from the Douglas family. It is the largest single gift in the 27-year history of the national children's hospital.

An endowment fund has been established to transform Starship's Simulation Programme, which will be renamed the Douglas Starship Simulation Programme in honour of the gift and the wonderful generosity of the Douglas family.

The Starship Simulation Programme provides realistic re-creations of any imaginable medical emergency or important situation. Clinical teams can practise a wide range of procedures such as putting in breathing tubes and drips, giving fluid and medication, and putting in a chest drain.

Dr Mike Shepherd, Director Child Health, says, "Our teams are required to respond quickly and accurately."

"Simulation training teaches us not only how we might respond to

a medical emergency to provide the best possible outcome for these children, but helps to improve patient safety and the way we work together.

"The crying, the fighting for breath, the beeping machines, all adds to the realism. It makes a difference; it makes us better at saving children's lives and delivering excellent clinical care to children and whānau," he adds.

Thank you to the Douglas family, long-time supporters of Starship Children's Hospital, for this very generous gift, from which many New Zealand children will benefit.

Main photo: The Douglas family with Douglas Starship Simulation Programme and Starship staff.

Below: *Left to right* - Trish Wood, Melanie Espin, Aisha Daji Punga, Jeff Douglas.



Clean sweep for Glenn Hanneman at Lawn Bowls

Late November 2018, our very own Glenn Hanneman, who works in Payroll, won the B1 Singles Champion title at the National Blind Bowlers Championship. The event was held over four days at the Burnside Bowling Club in Christchurch.

Glenn made short work of his competition — undefeated, he won all six of his matches to claim the B1 Singles Champion title.

Burnside Bowls Club Director Kevin Smith noted that Glenn's consistently high level of play throughout the competition allowed him to keep his competitors at bay, as they struggled to go beyond single figures in every match.

Glenn's trusty guide dog, Jed, could also be seen proudly supporting from the side-lines (*see inset photo*).

Well done, Glenn! It's great to see our people enjoying themselves in some healthy competition.



Auckland DHB receives the Accessibility Tick

In December, Auckland DHB proudly became the second organisation in New Zealand to receive the Accessibility Tick. The Accessibility Tick Programme aims to help New Zealand employers create more accessible and inclusive workplaces for people with disabilities. It is managed by Access Advisors, a subsidiary of the New Zealand Blind Foundation.

Receiving the Tick means that we have committed to a phased action plan over the next five years, to make Auckland DHB a more accessible place to work. The Tick is a mark of confidence for all parties that accessibility needs are being taken care of.

The award was presented to our Chief Executive Ailsa Claire by Accessibility Tick programme lead Tanya Colvin who applauded Auckland DHB's level of enthusiasm, care and dedication to getting accessibility right.

Ailsa explained that disability touches all aspects of Auckland DHB. "We serve a diverse community and we need to reflect this in our workforce. To do this we need to ensure we provide

an inclusive workplace where everyone is accepted for who they are, and supported to do their life's best work... Getting this Tick doesn't mean we have everything right yet; it means we have made some good inroads, and we have a plan."

With the support of Access Advisors and our own people within the organisation, we will continue to work together to make Auckland DHB a more inclusive place for those living with a disability.

Board Chair Pat Snedden said the Tick is an opportunity to make things even better than they already are. "Given the workplace is either an enabler or inhibitor of employee development, it's important we get it right. Adapting the mechanics here at Auckland DHB is a sign of respect to our community—employees and patients alike."

For more information on the Tick and details of the Five-year Action plan, head to the 'Disability and Accessibility' page on Hippo.



14 February

Auckland Lantern Festival

Celebrate Chinese New Year and the Year of the Pig at the 2019 at this year's Lantern Festival from Thursday 14 at the Auckland Domain.



8 March

International Women's Day

A global day celebrating the social, economic, cultural and political achievements of women – it's about unity, celebration, reflection, advocacy and action.



14 February and 5 March

Navigate / Kai Arahi

Are you new to Auckland DHB? Make sure you are signed up to Navigate so you can get the best start.



10 March

World Glaucoma Day

A global day highlighting the importance of getting your eyes tested regularly for Glaucoma - early detection can save your sight.



14 March

World Kidney Day

A global awareness campaign celebrated on the second Thursday of March every year that aims to increase awareness of how important your kidneys are to your health.

31 March

Applications close for the Arthur D Bronlund Trust for education, training and research for non-medical employees.

To find out more head to Hippo.

13 March

Dietician Day

Join us in thanking all our dieticians for working with our communities and patients to live healthier lives, with the right information.



1 April

Free Flu vaccination available for all employees and contractors

Protect yourself this winter and get your vaccination early.

Nominations
are now open for

Auckland DHB
Nursing and Midwifery
Awards

These annual awards celebrate the amazing job our nurses and midwives do every day

Please nominate
a deserving nurse or midwife
at Auckland DHB today

Nominations close: 4 March 2019



To apply go to the Nursing and Midwifery Awards page on Hippo under our organisation.



If you have a story to share with the Auckland DHB Team please contact the Communication Team on ext 26556 or email communication@adhb.govt.nz.
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