

NZDSN 15 December 2015 Newsletter ISSUE 45

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Update from the CE

Dr Garth Bennie

Kia ora

Welcome to the final newsletter of 2015.

With the end of the year virtually upon us the pace has yet to ease up! NZDSN is very active on a number of fronts and this work will continue into the New Year.



- **Equal pay negotiations**

These are gathering pace and set to get into the detail from early next year. While the focus is on matters of equal pay we are also keen to ensure that the flow-on costs to providers of wage increases are part of the settlement (for example changing wage relativities). This has been acknowledged, but we will need to be vigilant about the extent of this recognition as the negotiations proceed. This is particularly important in the context of recent zero increases in residential contracts and the current lack of recognition of provider costs generally. There is also the matter of MSD funded services being excluded from the negotiations. We keep raising this as we know that many providers have staff working across services funded by MoH and MSD. NZDSN has also committed to a ratification process with providers (using a majority based on service volume) when we get to a position where we can recommended a settlement. [Click here](#) to see the further key messages and updates from this working group.

- **MSD proposals**

After a series of three service design workshops, the major changes which are emerging are around the service specification and contracts for employment services. The intent is to move towards an outcomes based provider payment system, but to trial this in the first year. The details have been prepared in a paper by MSD which has recently been shared with the provider umbrella groups (NZDSN, Inclusive NZ and Platform) to test MSD's thinking about what they are proposing. We are meeting with MSD on Wednesday 16 December to discuss the proposals. The

paper has been shared with the NZDSN Board and our Employment Advisory Committee for feedback. MSD have requested we not circulate the paper further until they have had the discussions with the three umbrella groups.

As soon as we are able to share further details we will.

- **Employment Advisory Committee**

This is the new name for what was the ASENZ committee. It has been formally constituted under the NZDSN constitution as an Advisory Committee with the specific role of advising NZDSN on all matters related to employment support services. The Terms of Reference can be found [here](#).

The ASENZ website is also in the process of being closed and the contents absorbed into the re-designed NZDSN website – where there will be a specific employment related portal.

The Committee members remain the same as does the chair – Helen Robertshaw.

- **2016 Provider Development Programme**

While we would have liked to have provided more details this side of Christmas, some topics and dates are locked in – [click here](#) for further details. We will also be putting out two requests for Expressions of Interest early next year for those wishing to apply to be leadership Mentors and also for facilitators for a planned Communities of Practice Programme.

The 2016 programme will also feature two 1½ forums for CEO's and senior managers – more details soon!

- **2016 Sector Briefing**

As we signalled earlier this year we intend to make the publication of our Sector Briefing document an annual event – in July each year. We will be using our regional network meetings and other forums in the first part of the year to test our thinking and get feedback from the sector on what the critical issues are that we should be focussing on, along with the positions we should be taking. To view this year's sector briefing [click here](#)

- **Working Parties and Reference Groups**

We have updated the current list and who is representing NZDSN. [Click here](#) to see the latest reports, updates and minutes for each of these.

Remember, if you have queries or want to raise matters about this aspect of our work please don't hesitate to contact directly the listed NZDSN representatives or contact the NZDSN office.

- **Workforce Survey – Thank you!**

We have really appreciated the support from all those provider members who completed the survey. The response rate has covered a good percentage of the sector by volume which augers well for the validity of the data. This information will make an important contribution to the equal pay negotiations as well as providing an important source of data to inform broader workforce development issues over the coming months.

My first year (almost) with NZDSN has been quite a journey. It has been fantastic meeting with providers and connecting with people through our various events and network meetings. I have really valued the wide range of perspectives that everyone has shared and this has helped shape our work programme in all sorts of ways. 2016 is looking to be an exciting one and I look forward to connecting with everyone as the year unfolds.

Our office will be closed for the Christmas holidays from Thursday 24 December and will reopen on Tuesday 5 January 2016.

Finally, best wishes for a happy festive season and a successful new year.

Dr Garth Bennie
Chief Executive

NZDSN Annual Conference 2016

Libby Carson

Planning for next year's conference is well underway and we've got a bigger, more exciting, innovative, better than ever before conference planned for you!

Look out for our special newsletter coming early next year for further details and make sure you lock

Wednesday 10 and Thursday 11 August in your diaries.

Calls for papers will be out in late February/early March so have a think over the holiday period about what you may be able to contribute to the NZDSN Annual Conference 2016

Merry Christmas to you all and here's to a wonderfully prosperous, safe and exciting 2016!

Libby ☺

NZDSN Provider Development Programme 2016

Phil Smith

Training and Development Coordinator

Many thanks to the 400 people that have attended the events NZDSN has run as part of its Provider Development programme for 2015. Your support for and feedback on these events has been much appreciated.

The table below provides an outline of the Provider Development programme for the first half of 2016 to assist with the planning of professional development activities. Registrations for the first two events in February are open and if you wish to register please see the NZDSN website

Month	Event	Number	Location TBC	Stream
Feb	• Choice in Community Living	1 workshop	Christchurch	Leadership
	• Engaging Pasifika	3 workshops in association with Le Va	Auckland Wellington, Christchurch	Leadership
	• New Qualifications and pathways for the disability workforce.	7 workshops in association with Careerforce	Auckland, Hamilton, Palmerston North or Wellington, Christchurch, Dunedin	Practice
Mar	• Health and Safety – Exploring worker and disabled people’s perspectives in relation to the new legislation	3 workshops in association with PSA and Worksafe NZ	Auckland, Palmerston North, Christchurch or Dunedin	Leadership
April	• Effective Employer and Supervising Employer Engagement creating a more proactive and conscientious approach to Employer Engagement around employing disabled people	6 workshops in association with Given Australia	Auckland, Palmerston North, Christchurch or Dunedin	Leadership and Practice
	• CEO / Manager Forum focussed on leading and managing in ambiguity and taking care of yourself as a leader	1 workshop covering 1.5 days	TBC	Leadership
May	• Inclusive / Personalised Community Participation – re writing the concept of day programmes.	3 workshops in association with Inclusion Melbourne	Auckland, Palmerston North, Christchurch or Dunedin	Leadership and Practice

June	<ul style="list-style-type: none"> • Bi cultural approaches for organisations 	3 workshops	Auckland, Palmerston North, Christchurch or Dunedin	Practice
	<ul style="list-style-type: none"> • Developing confident employers -Service users experience of employment services 	3 workshops	Auckland, Palmerston North. Christchurch or Dunedin	Leadership and Practice
	<ul style="list-style-type: none"> • Safeguarding / preventing abuse complaints. 	3 workshops	Auckland, Palmerston North, Christchurch or Dunedin	Practice
In the pipeline for the second half of 2016				
<ul style="list-style-type: none"> • Board of Governors training – the difference between Governance and Management • Complex carers – caring for people with complex needs • Leadership in the Supported employment arena • Developing Micro businesses and self- employment • Leading a life • Cube Transitions – working with youth 				

[Click here for details](#) for our upcoming Provider Development workshops.

News from NZDSN Auckland Regional Network

Mireille Vreeburg

A lot has happened here in Auckland since our last newsletter.

We held the third NZDSN Auckland regional networking event on 4 November. Ezekiel Robson, DPA and Vivian Naylor, the Barrier free Advisor & Educator from CCS Disability Action shared how, as a provider, we can promote accessibility in the community.

If you would like to receive the slides of their presentations please email [Mireille Vreeburg](#). The main message from the meeting was providers need to try to role model the use of accessible buildings and information. By explaining why we can't use/rent certain buildings (no accessible parking, entries, toilets and poor building signage) we hopefully encourage organisations to change their facilities.

On 8 November, DPA and NZDSN collaborated at an Auckland Hui-E meeting to give a presentation around promoting accessibility in the community. Many resources and tips around how to make your organisation more accessible were shared with these community/volunteering organisations.

Reflecting back on 2015 I feel the movement towards more accessible communities has been a big focus this year. Already in the Auckland region alone, I came across many amazing initiatives to help people connect with people in the community. More people are becoming more supportive towards an inclusive New Zealand but unfortunately there are still many obstacles to overcome.

At our 'End of Year Celebration' together with 'The Small Providers network' on 8 December, we reflected on the importance of being connected and how according to research, the need for social connections is as important as our need for food and water. Research show when we are connected it helps us use our brain better and perform at our best. So let's keep collaborating and supporting each other, not only for the benefit of the people we support but also to support ourselves.



We also reflected on the many things that had been accomplished in the sector this year and were worth celebrating and although there were possibly some things missed we came up with quite an extensive list. I think it's important that we keep acknowledging all the amazing things that are being achieved by the Disability Support Service sector.

As Tony McClean from Imagine Better quoted in his last Workshop around '*Developing the conversation on natural networks: Foundations for the good life*': **"Let's just keep going to support disabled people 'one good life at the time'"**.

So with that in mind I would like to thank you all very much for a year full of collaboration and wonderful encounters in my role as Auckland's Executive Facilitator for NZDSN. I feel privileged to be working in this sector and I am looking forward to connecting again with all of you in the New Year.

Merry Christmas, Happy Holidays and best wishes for the year to come.

Mireille Vreeburg 021 025 93 418 <mailto:mireille@nzdsn.org.nz>

I am on leave from 14 December till 11 January. For urgent questions you can contact Wellington office.

UPCOMING NZDSN EVENTS IN AUCKLAND REGION

Please block your calendar for the first **NZDSN Auckland regional networking meeting on 2 March 2016**. More details will follow closer to the date!

Upcoming Auckland regional events organised by other organisations

- Christmas Shop Mapura Studios [open now](#)
- Self expression group: The dancing soul for kids for kids with special needs [Saturdays 10.30-11.30 St Heliers](#)
- Show your ability, Disability Equipment Expo, [23 February](#)
- Circability benefit event [10& 11 February](#)
- Children's Autism [upcoming events](#)
- Portal Expo 2016, Building star communities [6&7 May](#)
- Disability connect [E- Bulletin](#)