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Update from the CE Dr Garth Bennie

We are busy on a number of fronts at the moment with some activities simply a part of NZDSN's developing work programme while others are in response to events and developments in the sector

NZDSN – Our New Look!

Over the past few months our team has been working hard on refreshing our NZDSN brand. This newsletter gives you the first taste of our new look and feel and we are delighted with it. Over the coming weeks you'll see our new look rollout and before the end of the month our brand new website! We hope you like it and please send us any feedback as we're keen to hear your thoughts on it.

CEO Forum

We recently hosted a leadership forum in Auckland with guest speakers including John Allan and Peter Cammock. The feedback from this forum has been very positive and we are looking to host around three such events each year. The next is planned for Wellington on **August 12 2016** immediately following the conference. The theme is shaping up to be "Governance and the Strategic Environment" and is aimed at CEs and Board Chairs. There will be a third Leadership Forum in the South Island in late November. Keep an eye out on our website for further details and registration information.

Fire Regulations and Supported Housing

A detailed update will be made available soon, however work is progressing. MBIE have agreed to fund the work involved in developing a formal design guide and code of practice which will reflect the different circumstances and support needs of residents when it comes to fire incidents. Local councils will be required to follow this guide and code of practice, the implementation of which will be overseen by a joint governance mechanism which will include NZDSN at the table. In the meantime, we are seeking clarification from MBIE on the liabilities currently faced by providers as we await the development of the design guide and code of practice. [Click here](#) to see what the Working Group has been working on.

Equal Pay Negotiations

The equal pay negotiations are currently in "pause and reflect" mode but are due to get underway again very soon. We recently emailed providers with an update advising that seeking some initial legal advice might be warranted in response to the decision by the unions to file further claims with the employment court from support workers employed by disability support providers as well as the need to explore the ramifications if a settlement did leave providers picking up some of the on-costs of increased wages. [Click here](#) to see our Working Group papers.

Provider Development Programme

Our Provider Development Programme is in full swing with a recent series on employer engagement a big hit with employment support providers.

Next up is a series on developing innovative community participation programmes. In the pipeline are workshops on Safeguarding, Bi-Cultural Journeys and a major roadshow later this year and into 2017 on the implementation of Enabling Good Lives in partnership with the National EGL Leadership Group. Expressions of interest will also be due out soon seeking Leadership Mentors and Community of Practice Facilitators. [Click here](#) for all the information you need on our Provider Development Programmes.

RIDSAS and Compulsory Care

In late May we are hosting a meeting with relevant providers to look at the mounting concern being expressed around funding and contracting for providers operating in the RIDSAS and Compulsory Care environment. Our aim is to develop a collective position to engage with both the Ministry and Ministers.

Employment Relations Amendment Act

The new Employment Standards that have been introduced as part of the Employment Relations Amendment Act will have varying impacts for providers, particularly in the context of requirements around guaranteed hours and obligations when shifts or hours are changed. We will be seeking expressions of interest from people in the sector with appropriate HR/legal backgrounds to develop an easy to follow guide which spells out the obligations of employers under the new legislation as it applies to our particular context - and the implications for provider policies and procedures.

EGL

Many of you will have noticed that a request from MSD recently appeared on the EGL website for information from providers about projects and activities providing good examples of implementation of Enabling Good Lives principles.

This is part of the evidence gathering to inform the next steps around EGL implementation. NZDSN has communicated to MSD that this request presented some quite onerous requirements on providers to complete a template and only on activity from May to September this year. It was our original understanding that providers would simply be asked to provide existing information they had in the form of reports, research or evaluations and from any period since the introduction of the Enabling Good Lives Principles. MSD have since clarified with us that they will accept any information, but we are not aware that this has been communicated on the EGL website. Confused?! Give me a call if you want to discuss or check out the website [here](#).

NZDSN Annual Conference 2016

Our 2016 Annual Conference is shaping up with keynotes focused on the theme of Up for It : Embracing and Leading Change which will include presentations focused on employment, family support and leadership for IF and the personal challenge of leadership. There will also be two workshops offering real time consultation on the New Zealand Disability Strategy. Keep an eye out for information coming to you in the next few weeks and remember to lock in the dates Wednesday 10 and Thursday 11 August 2016.

MSD

The proposed new MSD employment support contracts have been the subject of much discussion through a series of meetings hosted by MSD and a series hosted by NZDSN. NZDSN, Inclusive NZ and Platform will now be meeting to sift through the feedback and prioritise the most pressing issues and concerns that have been raised. While the next year is only trialing the new reporting without the actual funding/pricing changes there are already enough red flags to warrant making changes sooner rather than later and we will be raising these with MSD. We will also want to make sure the agreed monitoring working group is set up before July so that it is in a position to report on the impact of proposed changes right from the start.

A working group exploring alternatives to Minimum Wage Exemptions has been established by MSD under the auspices of the Disability Action Plan. NZDSN's position is that finding an alternative is an imperative and consistent with EGL principles and the UN declaration on the Rights of Persons with Disabilities. We have three people representing NZDSN on the working group. A number of avenues are being explored. It is essential that both the alternatives and the transition to these do not leave disabled people with options that mean less employment and less engagement with their communities. The current miserable levels of funding for Community Participation Programmes mean that this could be a challenging undertaking. I am meeting with

representatives from Business Enterprises in a couple of weeks to hear their views. [Click here](#) for further information.

Workforce Survey

The Workforce Survey report is due to be released at the end of June. This has been a joint undertaking between NZDSN and Te Pou. The data and analysis will help inform our approaches to workforce development, including the equal pay negotiations, qualifications development and other matters related to workforce development. A huge thank you to those organisations who have taken the time to complete the survey.

Office of Disability Issues

We have also agreed to take on a piece of work for the Office of Disability Issues around the data that providers collect. This is part of the Data and Evidence project that the ODI is currently undertaking. We will be communicating with providers about this in the near future - don't panic - it will not involve a large survey to be completed!

And finally, we will soon be getting underway with a project to develop a sector wide set of employment support service practice standards. These will be a key tool to drive quality development in this part of the sector over time.

While we have a full programme of activity we are always interested in new and different ways we can support the sector. Contact us directly with ideas and suggestions, talk to us at our various events or raise at our regional provider meetings

Nga mihi nui

Garth

Dr Garth Bennie
Chief Executive

Health and Safety Legislation

The Health and Safety At Work Act came into effect on 4 April 2016. We have recently run a series of workshops through our Provider Development Programme on this subject to help smooth the way to understanding what's involved.

The links below have a comprehensive range of resources and templates to assist organisations get up to speed with requirements under the new Health and Safety legislation. The Hui E! link has a particular focus on NGOs.

Beverley Pollard (HR Manager and Chair of Health and Safety Committee at Framework Trust) has checked out both sites and reports that they have some very useful information. The second is an MBIE link that Beverly followed up from the Hui E! material where she reports there is information and guidance that is specifically aimed at boards.

Beverley notes Tess Casey, CEO Inclusive NZ has advised The Community Law Centre has produced some templated documents that they were happy for NGOs to use, adopt and change to suit their business. (Health & Safety, Governance Duties – Health & Safety at Work, Hazard Register and Hazard Register investigation forms) All can be downloaded from their website [here](#)

In terms of the Governance policy, (aimed at Boards) it states that 'MBIE has issued a Good Governance Guideline for managing H&S Risks (The Guideline) The Guideline is targeted to, but not limited to organisations with 20+ employees. You can access "The Guideline" by clicking [here](#).

Once in their web site scroll down to resources and there are three documents (and others) that may help Directors/Boards:

1. The H&S guide – Good Governance for Directors
2. A guide for small to medium sized business and owners and company directors
3. Directors checklist

Manawanui InCharge also ran a series of Health and Safety sessions a while back and referred to the Handbook they have created on this subject. These Handbooks are now for sale as follows:

Number of handbooks	Individual Price	Total Price
1-4	\$25 each	
5	\$22 each	\$110
10	\$20 each	\$200
15	\$15 each	\$226

Health and Safety Starter Kits are also for sale as follows:

- The basic kit is \$35 each and includes the Health & Safety Manual, copies of important forms, handy Health and Safety checklists and a folder to keep everything in.
- The full kit is \$65 each and includes the Health and Safety Manual, copies of important forms, handy health and safety checklists, a folder, a first aid kit and 2 smoke alarms.

The order form is available on the Manawanui InCharge website – [click here](#) for that information.

NZDSN Auckland Regional News
Mireille Vreeberg

2016 is now going full steam ahead and here in Auckland we have already had several well-attended events organised by NZDSN. For the first time we organised some of the workshops in two different locations; one in South Auckland and one on the North Shore. This way we are able to address the traffic issues we are facing in Auckland.

We have received extremely positive feedback about the Effective Employment Engagement workshops facilitated by GIVEN Australia as part of our Providers Development programme. We hope to be able to get them back to Auckland in the not too distant future to further build on the framework they shared with supported employment organisations.

On 2 March we had our first Auckland regional networking meeting of the year and it was good to see that so many people used this opportunity to connect with other service providers in the region. We received a lot of valuable input for our 2016 Sector Briefing. We were very pleased to receive so much positive feedback about the quality and depth of the information shared by NZDSN in the meeting around development with government sector issues. This is really important to us as we see this as one of NZDSN's core tasks. Our next networking meeting is planned for the 29 June. For more details see further in this Auckland regional news.

The NZDSN National CEO Forum held here in Auckland on April 7 and 8, was another opportunity for our members to share their concerns and provide suggestions for our sector. These two days provided plenty of food for the soul to empower service provider leaders in these challenging times. John Allan, CEO NZ Racing Board, shared stories of his wealth of leadership experience and gave many valuable tips on how to be a true leader. Pete Cammock, MBA Director and teacher of leadership at the University of Canterbury, shared valuable knowledge and several tools to support yourself and others in a changing environment.

In my role for NZDSN I try to attend as many events with other organisations or communities within the Auckland disability sector.

The Conversation: Supported Decision Hui organised by Auckland Disability Law and ODI has been a real highlight for me. This very well organized event emphasised the importance of Article 12 from the UNCRPD. This article provides that disabled people are entitled to legal capacity on an equal basis with others in all areas of life, so that disabled people have control over their lives and can make their own decisions.

This Hui was an opportunity for all stakeholders to come together to hear what already has been done in this area but more important the gaps that still need to be taken care of. The Hui showed many great initiatives that are being worked on by individuals, organisations and researchers to follow up on this article. It was good to see that the voice of the parents of Children with high complex needs was well represented at the Hui. By the end of the Hui many attenders expressed the need to continue this conversation. So hopefully we will see this continued...

I went to another very interesting event organised by Deaf Action New Zealand around Sign Language interpreters and Emergency Departments. This event brought deaf people and people with a hearing impairment together in the same room with a representative from the DHB and sign language interpreters to share real life stories and to work together to look for solutions around raised issues. Many actions were set straight away that evening by each of the stakeholders.

All these great positive initiatives of trying to get all people involved in one room and educating each other to improve the lives of disabled people is such a wonderful thing to see take place. Fortunately we see them happening more often everywhere in the sector. This is in my opinion exactly the way forward. It's about building bridges and lots of positive communication and interactions to help us move forward towards more inclusion.

I'm excited to share with you below all the new events that are planned for the upcoming months by NZDSN and other organisations and hope to be able to connect again with you at many of these occasions. In case you would like me to visit you at your location to see how NZDSN can further support you, please feel free to contact me.

Warm wishes,
Mireille Vreeburg
Auckland Executive Facilitator NZDSN
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UPCOMING NZDSN EVENTS IN THE AUCKLAND REGION

Provider Development Programme: Leadership Workshop "From Day Programmes to a Good Day"

Auckland, Monday 23 May, Venue Framework 51 Huia Rd, Otahuhu

Workshop Description

This one day workshop will outline the process Inclusion Melbourne underwent to redevelop their traditional participation and inclusion programmes, to personalised services that occur within the community.

[Click here for flyer](#)

Next Auckland regional networking meeting

Wednesday 29 June, 9.00 am-12.30 pm, Venue Framework, Kauri Room, 51 Huia Road, Otahuhu

[Click here for programme and registration form](#) **Registrations close 17 June!**

This meeting:

- We will have an update about NZDSN's activities in general, including progress on the equal pay negotiations and workforce development activities.
- **Penny Barrett, Business Development Consultant Careerforce**, has been invited to present on their New Zealand Certificate in Health and Wellbeing (Level 4) (advanced support)
- **Ezekiel Robson, Disability Consultant** will share some opportunities for service providers to get the most out of the upcoming Auckland Council Local Elections in October 2016
- The last part of this morning **you will have the opportunity to identify issues you would like to see addressed at a planned encounter with Mayoral candidates** in September later this year.
- You will also be provided with the latest update from Te Pou

Upcoming Auckland regional events organised by other organisations

- [Live the Good Life, Join the Conversation event 18 or 19 May Auckland](#), Help build a new NZ Disability Strategy
- Children's Autism, [Hands on autism workshop 21 May](#) and other upcoming events

- Auckland Disability Law (ADL) and Imagine Better are pleased to offer a free [Police and Court \(Your Legal Rights\) workshop on 24 May 2016](#).
- Consumer workshop electronic Health Record [25 May](#)
- Mind over Matter, [Realising the potential of differently wired minds 24 May](#)
- ARRHN forum 25 May, Navigating Disability services for adult former refugees see [Disability Connect E-bulletin](#)
- Disability Connect, [Indian and South East Asian families with children with a Disability support group meeting 26 May](#)
- Disability Connect, [Planning for adulthood 24 May](#)
- Mapura Studio [Art Auction 28 May](#)
- Disability Connect, [Individualised funding including respite 31 May](#)
- Dance Therapy NZ, [Parent workshop: Attuning to your child 27 May 7-9 pm](#) and other workshops
- Akina Foundation, [Workshop legal Structure for Social enterprise 1 June](#)
- Transition Expo 2 August, Mt Eden War Memorial Hall, Save the date!
- Altogether Autism Conference 19-20 July in Auckland, Save the date!

News (letters) from other organisations

- [Blind foundation E-newsletter sign up](#)
- To [register](#) for Akina Social enterprise bulletin see website
- Disability connect [E- Bulletin](#)
- CCS Disability Action [news](#)