Hawke's Bay Clinical Council Meeting

Combining with the Hawke's Bay Health Consumer Council

Date: **Wednesday, 13 June 2018**

Meeting: **2.00 pm to 5.00 pm**

Venue: **Magdalinos Room, Havelock North Function Centre, Te Mata Road, Havelock North**

Council Members:

Dr John Gommans (Co-Chair)
Dr Andy Phillips (Co-Chair)
Chris McKenna
Dr Mark Peterson
David Warrington
Dr Robin Whyman
Lee-Ora Lusis
Dr Nicholas Jones
Jules Arthur
Maurice King
Dr Tae Richardson
Dr David Rodgers
Dr Russell Wills
Debs Higgins
Anne McLeod
Dr Peter Culham

Apology: Mark Peterson, Peter Culham

In Attendance:

Kate Coley, Executive Director - People & Quality (ED P&Q)
Ken Foote, Company Secretary
Tracy Fricker, Council Administrator / EA to ED P&Q
Ana Apatu, Māori Relationship Board Representative

Public

MONTHLY MEETING		
Item	**Section 1 – Routine**	**Time (pm)**
1.	Welcome and receive apologies	2.00
2.	Interests Register	
3.	Minutes of Previous Meeting	
4.	Matters Arising – Review Actions	
5.	Workplan	

	Section 2 – Discussion / Decision	
6.	HBDHB Youth Strategy Implementation Update (inclusive of Zero Fees 13-17) – Chris Ash	2.10
	Section 3 – Information Only (no presenters)	
7.	Te Ara Whakawaiora – Oral Health (national indicator)	-
8.	Clinical Advisory & Governance Group Report	-
9.	Implementing the Consumer Engagement Strategy *(endorsed by Consumer Council)*	-
10.	Recognising Consumer Participation Policy	-
	Section 4 – General Business	
11.	Topics of Interest – Member Issues / Updates	2.20
12.	**Section 5 – Recommendation to Exclude the Public**	

Public Excluded

Item	**Section 6 – Routine**	
13.	Minutes of Previous Meeting	2.25
	Section 7 – Information Only	
14.	Mid-Point HealthCert Surveillance Audit - Corrective Actions	-

COMBINED MEETING WITH HB HEALTH CONSUMER COUNCIL		
Item	**Section 8 – Combined Meeting / Workshop**	
15.	Choosing Wisely & Making Prudent Decisions – Andy Phillips & John Gommans	2.30-3.30
	Afternoon Tea Break (10 minutes)	
16.	Person & Whanau Centred Care – Rachel Ritchie & Kate Coley	3.40-4.40
17.	People Plan - Kate Coley	4.40-5.00
18.	Meeting closes	5.00

NEXT MEETING:

Clinical Council Monthly Meeting **and** Annual General Meeting

Wednesday, 11 July 2018, Boardroom, HBDHB Corporate Office
Cnr Omahu Road & McLeod Street, Hastings

(start time to be confirmed)

Interests Register
Jun-18

Hawke's Bay Clinical Council

Name Clinical Council Member	Interest e.g. Organisation / Close Family Member	Nature of Interest e.g. Role / Relationship	Core Business Key Activity of Interest	Conflict of Interest Yes / No	If Yes, Nature of Conflict: - Real, potential, perceived - Pecuniary / Personal - Describe relationship of Interest to
Chris McKenna (Director of Nursing)	Hawke's Bay DHB - Susan Brown	Sister	Registered Nurse	Yes	Low - Personal - family member
	Hawke's Bay DHB - Lauren McKenna	Daughter	Registered Nurse	Yes	Low - Personal - family member
	Health Hawke's Bay (PHO)	Board member	HHB ensures the provision of essential primary health care services, mostly through general practices, to the population of HB.	Yes	Low
Dr Mark Peterson (Chief Medical Officer - Primary Care)	Taradale Medical Centre	Shareholder and Director	General Practice	Yes	Low
	Royal New Zealand College of General Practitioners	Board member	GP training and standards	Yes	Low
	City Medical Napier	Shareholder	Accident and Medical Clinic	Yes	Contract with HBDHB
	Family member employed by HBDHB since November 2015	Daughter, RMO	Will note interest if discussions occur around RMOs.	Yes	Low
	PHO Services Agreement Amendment Protocol (PSAAP)	"Contracted Provider" representative	The PHO services Agreement is the contract between the DHB and PHO. PSAAP is the negotiating group that	Yes	Representative on the negotiating group
	Health Hawke's Bay Limited (PHO)	Board member	HHB ensures the provision of essential primary health care services, mostly through general practices, to the population of HB.	Yes	Low
	Primary Health Alliance	Executive Member	Primary Care advocacy organisation	Yes	Low
	Council of Medical Colleges	Royal New Zealand College of General Practitioners representative and Council of Medical Colleges Executive	May impact on some discussions around medical training and workforce, at such times interest would be declared.	Yes	Low
Dr John Gommans (Chief Medical Officer - Hospital)	Stroke Foundation Ltd	Chairman of the Board of Directors	Provides information and support to people with a stroke. Has some contracts to the MOH	Yes	Low
	Internal Medicine Society of Australia and New Zealand (IMSANZ)	Director of IMSANZ	The IMSANZ represents the interests of specialist General Internal Medicine physicians throughout Australia and New Zealand	Yes	Low
	Royal Australasian College of Physicians (RACP), Adult Medicine Division Committee (AMDC)	Chair of NZ AMDC	RACP represents Physicians in all Adult Medicine specialties across Australasia; the NZ AMDC representing those based in NZ	Yes	Low
Jules Arthur (Midwifery Director)	National Midwifery Leaders Group	Chair	Forum for national midwifery and maternity issues	No	
	Central Region Midwifery Leaders report to TAS	Member	Regional approach to services	No	
	National Maternal Wellbeing and Child Protection group	Co Chair	To strengthen families by facilitating a seamless transition between primary and secondary providers of support and care; working collaboratively to engage support agencies to work with the mother and her whanau in a culturally safe manner.	No	
	NZ College of Midwives	Member	A professional body for the midwifery workforce	No	
	Central Region Quality and Safety Alliance	Member	A network of professionals overseeing clinical governance of the central region	No	
David Warrington (Nurse Director - Older Persons)	The Works Wellness Centre	Wife is Practitioner and owner	Chiropractic care and treatment, primary, preventative and physiotherapy	Yes	Low
	National Directors of Mental Health Nursing	Member		No	Low
Dr Tae Richardson (GP and Chair of Clinical Advisory & Governance Committee)	Loco Ltd	Shareholding Director	Private business	No	
	Clinical Advisory & Governance Committee (CAG) for Health HB (Tenure ends 27/06/18)	Member	Report on CAG meetings to Council	No	
	HQSC / Ministry of Health's Patient Experience Survey Governance Group	Member as GP representative		No	
	Ministry of Health - First Specialist Assessment Oversight Group	Member		No	
	Locum General Practitioner			No	
Dr Andy Phillips (Chief Allied Health Professions Officer)	Health Systems Performance Insights Programme	Chair	Improving Health System Performance	No	
	The Health Foundation (UK)	Member of College of Assessors	Improving Health System Performance	No	
Dr David Rodgers (GP)	Tamatea Medical Centre	General Practitioner	Private business	Yes	Low. Provides services in primary care
	Tamatea Medical Centre	Wife Beth McElrea, also a GP (we job share)	Private business	Yes	Low. Provides services in primary care
	City Medical	Director and Shareholder	Medical Centre	Yes	Low. Provides services in primary care
	NZ Police	Medical Officer for Hawke's Bay	Provider of services for the NZ Police	No	
	Health Hawke's Bay (PHO) initially - from 1 July 2015 under HB District Health Board	Collaborative Clinical Pathways development	Was the Champion for the initial work, however on 1 July this moved under the HBDHB umbrella (with a community focus).	No	
	Advanced Care Planning	Steering Group member	Health and Wellbeing	No	

Name Clinical Council Member	Interest e.g. Organisation / Close Family Member	Nature of Interest e.g. Role / Relationship	Core Business Key Activity of Interest	Conflict of Interest Yes / No	If Yes, Nature of Conflict: - Real, potential, perceived - Pecuniary / Personal - Describe relationship of Interest to
	Urgent Care Alliance	Group member	Health and Wellbeing	Yes	Low. Ensure position declared when discussing issues around the development of urgent care services.
	National Advisory Committee of the RNZCGPs	Member	Health and Wellbeing	No	
	Health Hawke's Bay (PHO)	Medical Advisor - Sector Development	Health and Wellbeing	Yes	Low. Ensure position declared when discussing issues in this area relating to the PHO.
Debs Higgins (Senior Nurse)	Eastern Institute of Technology (EIT)	Lecturer - Nursing	Education.	No	
	The NZ Nurses Society	Member of the Society	Provision of indemnity insurance and professional support.	No	
Anne McLeod (Senior Allied Health Professional)	Aeotearoa NZ Association of Social Workers	Member		Yes	Low
	HB DHB Employee Heather Charteris	Sister-in-law	Registered Nurse Diabetic Educator	Yes	Low
	Directions Coaching	Coach and Trainer	Private Business	Yes	Low: Contracts in the past with HBDHB and Hauora Tairawhiti.
Dr Robin Whyman (Clinical Director Oral Health)	NZ Institute of Directors	Member	Continuing professional development for company directors	No	
	Australian - NZ Society of Paediatric Dentists	Member	Continuing professional development for dentists providing care to children and advocacy for child oral health.	No	
Dr Russell Wills (Community Paediatrition)	HBDHB Community, Women and Children and Quality Improvement & Patient Safety Directorates	Employee	Employee	Yes	Potential, pecuniary
	Wife, Mary Wills employed as General Manager of Presbyterian Support East Coast	Employee	Presbyterian Support East Coast provide services within the HB and are a contractor to HBDHB	Yes	Potential, pecuniary
	Paediatric Society of New Zealand	Member	Professional network	No	
	Association of Salaried Medical Specialists	Member	Trade Union	Yes	Potential, pecuniary
	New Zealand Medical Association	Member	Professional network	No	
	Royal Australasian College of Physicians	Fellow	Continuing Medical Education	No	
	Neurodevelopmental and Behavioural Society of Australia and New Zealand	Member	Professional network	No	
	NZ Institute of Directors	Member	Professional network	No	
Lee-Ora Lusis (Clinical Nurse Manager, Totara Health)	Totara Health and Choices Kahungunu Health Services	Employee	Clinical Nurse Director	Yes	Potential, pecuniary
	Hawke's Bay Primary Health Nurse Practitioner Group	Member / Nurse Practitioner Intern	Professional network	No	
	Hawke's Bay Nurse Leadership Group	Member	Professional network	No	
	College of Nurses Aotearoa (NZ)	Member		No	
	Fusion Group Committee	Representative		No	
	ED High Flyers	Representative		No	
	Totara Health / Youth Contract with Directions	Employee of Totara Health			
	Kidney Health Australia - Caring for Australasians with Renal Impairment	Member		No	Guidelines group - involved with the group "Management of chronic kidney disease among Aboriginal, Torres Strait Islander Peoples and Maori".
Dr Nicholas Jones (Clinical Director - Population Health)	NZ College of Public Health Medicine	Fellow	Professional network	No	
	Association of Salaried Medical Specialists	Member	Professional network	No	
	HBDHB Strategy & Health Improvement Directorate	Employee	Employee	No	
	National Information Clinical Leadership Group	Member	Professional network	No	
Maurice King (Community Pharmacist)	Napier Balmoral Pharmacist	Shareholder and Director	Community Pharmacy	Yes	Has various contracts with HBDHB to provide pharmacy based services. Low. Ensure position declared when discussing issues in this area.
	Pharmacy Guild of NZ	Member	Representative and negotiating organisation for Pharmacy	Yes	Negotiations on behalf of Napier Pharmacy with HBDHB. Low. Ensure position declared when discussing issues in this area.
	Pharmaceutical Society of NZ	Member	Pharmacy advocacy, professional standards and training.	Yes	Low
	Clinical Quality Advisory Committee (CQAC) for Health HB	Member	Independent Advisor	No	
Dr Peter Culham (GP)	Havelock North Properties Limited	Shareholder	Medical Centre owner	Yes	Low, pecuniary, hold leases with healthcare providers
	Te Mata Peak Practice	GP and Director	General Practice	Yes	Low, pecuniary, provides primary care services
	C&G Healthcare	Director	Private business	No	No further exposure beyond mentioned above
	Royal NZ College of General Practitioners	Fellow		No	

MINUTES OF MEETING FOR THE HAWKE'S BAY CLINICAL COUNCIL HELD IN THE TE WAIORA MEETING ROOM, HAWKE'S BAY DISTRICT HEALTH BOARD CORPORATE OFFICE ON WEDNESDAY, 9 MAY 2018 AT 3.00 PM

PUBLIC

Present:	Dr John Gommans (Chair) Dr Andy Phillips (Co-Chair) Dr Russell Wills Dr Robin Whyman Dr Nicholas Jones Dr Tae Richardson Debs Higgins David Warrington Maurice King Jules Arthur Peter Culham Dr Mark Peterson Chris McKenna
In Attendance:	Ken Foote, Company Secretary Tracy Fricker, Council Administrator and EA to Executive Director – People & Quality
Apologies:	Anne McLeod, Lee-ora Lusis, David Rodgers

Unconfirmed

SECTION 1: ROUTINE

1. WELCOME AND APOLOGIES

Dr John Gommans (Chair) welcomed everyone to the meeting. Apologies were noted as above.

2. INTEREST REGISTER

No conflicts were noted for items on the agenda.

3. MINUTES OF PREVIOUS MEETING

The minutes of the HB Clinical Council meeting held on 11 April 2018, were confirmed as a correct record of the meeting.

Moved and carried.

4. MATTERS ARISING / REVIEW ACTIONS

First 1,000 Days of Life (outstanding Action from December 2017):

Dr Andy Phillips (Co-Chair) advised that Shari Tidswell, Intersectoral Development Manager had provided a paper some time ago regarding the First 1,000 days of life topic. This item will be added to the agenda for discussion at the July meeting.

Item #1 Person and Whanau Centred Care
Included on workplan for discussion at joint meeting with Consumer Council in June. *Item can be closed.*

Item #2 Clinical Governance Structure
Meeting held in April to discuss implementation plan. An email was sent out with member names against committees so that workload and leadership opportunities are shared. Members to provide feedback to the Co-Chairs. This is now business as usual. *Item can be closed.*

Item #3 Choosing Wisely
Andy Phillips provided a presentation to the Consumer Council last month. Item on workplan for discussion at the joint meeting with Consumer Council in June. *Item can be closed.*

Item #4 Interest Register
Changes actioned for Dr Tae Richardson. Awaiting receipt of changes from Lee-ora Lusis. This has been followed up, awaiting information.

Item #5 Framework for Developing the People Strategy
Kate Coley to email response to query from Maurice King re: applying strategy to NGOs and other contract holders.

Item #6 Investments Update (Outcomes of Budget Prioritisation)
Process for presentation, discussion and decision making on innovative service models and funding to be brought back to a future meeting.

The Co-Chair commented that there is a need to look at disinvestment this year. A process for reinvesting will also be required. A Board workshop is to be held next week to discuss these issues. It was noted that it is important to have a transparent framework and principles when looking at investment and disinvestment. This will be discussed by Council once the Board workshop has been held.

5. WORKPLAN

The workplan was included in the meeting papers. Clinical Council will have a short meeting prior to the joint meeting next month.

The AGM meeting is to be moved from August to July. There is a need to look at the terms of reference and membership. It was noted that four Council members are up for re-election. As it is their first term they are all eligible for reappointment.

SECTION 2: PRESENTATIONS / DISCUSSION

6. THE PLACE OF ALCOHOL IN SCHOOLS - YOUNG PEOPLE AND UNDER-AGE EXPOSURE

The Chair welcomed Rowan Manhire-Heath, Population Health Advisor to the meeting. Dr Nick Jones provided background regarding the concern from the Medical Director of Health receiving applications from schools for temporary licenses for events where children are present and the impact of that i.e. modelling behaviour and exposure to alcohol in the school setting. The intention of the paper is to influence Boards of Trustees and Principals who are setting policies for their schools and making decisions around applying for a special licence for a function in the education setting. Also under the Supply of Alcohol Act the Medical Officer of Health has the ability to object to a licence being granted. This paper supports the opposition to these licences. It is important to have a Board endorsed statement.

Comments/Feedback:

Unconfirmed

- District Licensing Committees are governing without subject matter literacy, they have the ability to turn down the expert advice of people who have subject matter literacy
- This is an opportunity for health to role model how alcohol is used at functions associated with the district health board e.g. alcohol free health awards and similar events
- A review of the HBDHB Alcohol and Drug Policy is underway and will be shared with the steering group
- Work is occurring behind the scenes with local councils and staff supporting the District Licensing Committee, it has been acknowledged that there is a knowledge gap. There is an agreement with Napier and Hastings Councils for training and this is being progressed
- Need to partner with Iwi, the Ministry of Education, School of Trustees Association and the Principals Federation who are powerful organisations
- The paper needs to include that it is understood that the Hawke's Bay Community has heavy economic investment in the alcohol industry, but in the context that alcohol at school functions where children are present is not appropriate
- Consider change of title to "Alcohol has no place in schools"
- Need to acknowledge/address the reason why some schools are using alcohol to fundraise

Clinical Council **endorsed** the paper and congratulated the team on the work being done.

7. COMMUNITY PRESCRIBING FOR NURSES

Chris McKenna, Chief Nursing and Midwifery Officer introduced the topic and Sally Houliston provided a presentation.

Key points noted:

- Prescribing pilot – 6 month trial with Counties-Manukau and Family Planning (public health nurses; school based nurses; practice nurses and family planning nurses); evaluation of pilot due July 2018
- Prescribing – from a limited list of medicines for common conditions e.g. skin conditions; ear infections; sore throats; common STIs, contraceptives; low level pain relief; rheumatic fever and aligns with existing standing orders
- Benefits – timely access for patients; supports primary care delivery; frees up GP appointments for more complex patients; collaboration between RN, GP and model of care change, utilising RN skills and training, and reduces reliance on cumbersome standing orders process.
- Requirements for community prescribing – commitment and resources to support; developing, implementing and monitoring the structures, policy and process to support safe prescribing; mentorship and audit processes; a Drug & Therapeutics Governance Group to provide expert advice and risk management, clinical pathways and a performance management system and professional development recognition programme
- RN requirements – minimum 3 years clinical experience; NCNZ approved recertification programme for RN prescribing in community health; completed period of supervised practice; meet ongoing competence requirements
- Blended learning programme – 6 months preparation, pre-reading; face to face learning; completion of portfolio and assessment
- Next steps – awaiting permission to endorse RN prescribing in community health; implement once NCNZ evaluation completed; commence business case development

Discussion held regarding e-prescribing; standing orders; laboratory services; supporting nurses in schools; auditing by governance group and continuing competence, safety and peer review; relationship to clinical pathways, situation having this at ED and outpatient clinics equity and funding consultations with no barriers at dispensing, funding of a nurse co-ordinator to run the programme, monitoring and reporting going forward.

The Clinical Council **endorsed** the work being progressed.

Unconfirmed

8. CO-ORDINATED PRIMARY CARE OPTIONS (CPO)

Dr Mark Peterson spoke to this item. When CPO funding was introduced through the PHO it was for any condition that primary care thought would avert a hospital admission. Over a period of time the scope has changed but the CPO service is constricted due to funding constraints. The paper is to request support for scoping funding of an expanded model of Co-ordinated Primary Care Options (CPO).

General discussion held including scoping to include the economics and capacity to meet demand; strength of the prioritisation mechanism and the need to be transparent and quality driven; need to evaluate how effective this funding has been before further investment is made and the relationship of CPO with collaborative pathways and RN prescribing.

The Chair summaried that there is a lack of clarity around governance and purpose with the CPO programme. Council would like to see more done in primacy care but need a more robust cross sector governance system and how it is monitored is important.

The Clinical Council **supported** the scoping of an expanded CPO programme.

9. COLLABORATIVE PATHWAYS UPDATE

Dr Mark Peterson spoke to this item. All members are aware of the initial decision made to go with the Map of Medicine (MoM) as the electronic platform for clinical pathways. The situation now is that the MoM vendor has ceased and the effectiveness of pathways has been hindered by lack of integration with primary care systems. Two questions for Clinical Council (1) are clinical pathways worthwhile, and do we want to continue with them; and (2) if we do continue, what is the appropriate platform for them.

Following discussion members supported the use of clinical pathways, but noted the right electronic tool was required to move from static to dynamic pathways, which can also be integrated with primary and hospital patient management systems in the future. Also integrating choosing wisely to give guidance to less experienced staff to be thinking about those better options.

A suggestion was made that a group of GPs and Practice Nurses should test the Canterbury System and that a presentation from Canterbury may also be helpful.

The Co-chair commented the clinical pathways are part of good decision making and is an important decision that we need to get right. It does need testing in primary care and will in future move towards a system, which integrates with practice software, enables e-referrals and includes primary and secondary care.

The Chair summarised that the decision to go ahead should be put on hold and that we need to explore what is available and test the Canterbury System to make sure that it is fit for purpose in Hawke' Bay.

Council **agreed** that funds should be put on hold. More information on whether the Canterbury pathways are fit for purpose is required before a decision can be made.

10. EARLY WARNING SCORE SYSTEM UPDATE

The Chair advised he will send out a paper with the minutes to give an update on where we are at with implementing the Health Quality Safety Commission (HQSC) deteriorating patient programme. It is going well in the hospital introducing the national vital signs and observations chart, Early Warning System and training programme. Two challenges going forward are the

Unconfirmed

need to enhance access to more experienced skilled clinicians after hours to support staff and data collection.

Of some concern to staff, the HQSC have established a number of programmes that DHBs are required to implement, which have not come with additional resources.

11. CLINICAL SERVICES PLAN (CSP) – PLANNING FOR CONSULTATION

Ken Foote, Company Secretary provided an update on progress. The four future options workshops have now been completed with the integrated workshop planned for 31 May. Following the integrated workshop Sapere will take back the information and provide a draft CSP by the end of June. The draft CSP will come to all governance groups for review in July to ensure the document is fit for purpose. Wider consultation will occur in August/September.

The Company Secretary asked for ideas on how were should engage with clinicians? Feedback has also been sought from MRB and the Consumer Council.

Comments/Feedback:

- Use existing departmental meetings
- GP conference in 8-9 September – this could be on the agenda / plenary session
- Nurse / Midwifery Directors meeting
- Engage with Aged Residential Care
- Service providers for domestic violence and child protection in the community
- Post settlement governance entities (PSGEs)
- Youth Consumer Council
- Make it wider than healthcare providers, engage other social service stakeholders and local government
- The DHB needs to have a repository of knowledge on key stakeholders

At the moment we are trying to target providers, governance groups and consumer groups, Maori and disadvantaged groups so that in future they receive a better service. The CSP is an overarching plan for how we meet the current challenges and expected demand for the future. It will be part of a 5 year strategic plan. It is critical to key stakeholders to ensure we get this part of the plan right.

Further feedback send to ken.foote@hbdhb.govt.nz

12. NATIONAL BOWEL CANCER SCREENING PROGRAMME PRESENTATION

The Chair welcomed Dr Malcolm Arnold, Gastroenterologist and Lynda Mockett, Project Manager to the meeting.

Dr Arnold provided an overview of the programme, which will be rolled out in Hawke's Bay from 9 October 2018. People aged between 60-74 years will receive an invitation letter and free test kit on their birthday starting in the first year with those with even numbered birth years. The screening programme can save lives by detecting potential cancer early and has considerable costs savings if polyps are caught early before they turn into cancer. It is important to get the word out that this is not a bad test, and is a safe procedure.

Working groups have been in involved with all stages of the programme from primary care, information services, clinical treatment, diagnostics, equity and communications.

HBDHB is required to undertake a self-assessment by 27 July. The Ministry of Health will conduct a readiness assessment on 15 August and the "go live" date is 9 October.

Unconfirmed

The new Endoscopy Suite will be up and running and there is now a full complement of gastroenterologists and nursing staff in place.

There is a risk mitigation programme in place; the key concerns being increased need for pathologists to report samples, increased need for Multi-Disciplinary Meetings to review cases and a potential early 'hump' of increased need for surgery.

The Chair noted that Council supported this programme and thanked Dr Arnold and the project team for the work done in readiness for the roll out of the programme.

13. MATERNAL WELLBEING MODEL OF HEALTH PRESENTATION

A presentation was provided by Patrick Le Geyt, Acting GM Maori Health, Charissa Keenan, Health Gains Advisor and Jules Arthur, Midwifery Director.

Patrick Le Geyt provided an overview of the programme developed from the SUDI national rollout. The national programme has been modelled on the HBDHB safe sleep programme. HBDHB has been allocated additional resources to look at the social determinates of SUDI, bed sharing, smoking in pregnancy and alcohol. This has given us the opportunity to utilise a wellbeing and holistic approach and to take services to culture.

Key points noted:

- Want to improve maternal and child health outcomes by coming up with an indigenous response which is culturally appropriate, culturally competent to give equitable outcomes
- Partnership approach with population health, maternity and Maori health
- Steering group of experts as the programme is developed
- Supporting the workforce to be culturally responsive

The report was noted and **endorsed** by Clinical Council.

SECTION 3: MONITORING AND INFORMATION ONLY

14. HB HEALTH SECTOR LEADERSHIP FORUM UPDATE

The paper was included for information only. No issues discussed.

15. HBDHB PERFORMANCE FRAMEWORK EXCEPTIONS Q3 DASHBOARD

The paper was included for information only. No issues discussed.

16. TE ARA WHAKAWAIORA - DID NOT ATTEND (LOCAL INDICATOR)

The paper was included for information only. No issues discussed.

17. BEST START HEALTHY EATING & ACTIVITY PLAN UPDATE

The paper was included for information only. No issues discussed.

Unconfirmed

SECTION 4: REPORTING COMMITTEES

18. HHB CLINICAL ADVISORY AND GOVERNANCE COMMITTEE

The paper was included for information only. No issues discussed.

SECTION 5: GENERAL BUSINESS

19. TOPICS OF INTEREST – MEMBER ISSUES / UPDATES

- ***Peter Culham*** – raised his frustration regarding the roll out of the Zostavax vaccine with the Influenza vaccination. He has emailed the MoH but has had no response re: who made the decision to approve it from 1 April and advertised for the public to get it at the same time as their flu shot.

- ***John Gommans*** – the need to revamp the meeting agendas to allow time to discuss important issues will be discussed at the AGM in July.

20. SECTION 6: RECOMMENDATION TO EXCLUDE THE PUBLIC

The Chair moved that the public be excluded from the following parts of the meeting:

21. Minutes of Previous Meeting
22. Maternity Governance

The meeting closed at 5.20 pm.

Confirmed: ______________________________
Chair

Date: ____________________

Unconfirmed

HB CLINICAL COUNCIL - MATTERS ARISING (Public)

Action	Date Entered	Action to be Taken	By Whom	Month	Status
1	11/04/18	***Interest Register*** • Lee-Ora Lusis to advise change to interests	Admin	April	Actioned
2	11/04/18	***Framework for Developing the People Strategy*** • Discussion outside of meeting re: applying strategy to NGO's and other contract holders	Kate Coley / Maurice King	May	Actioned
3	11/04/18	***Investments Update (Outcomes of Bubget Prioritisation)*** • Process for presentation, discussion and decision making on innovative service models and funding to be worked up and brought back to a future meeting	CEO / CFO	TBC	TBC
4	09/05/18	***Clinical Services Plan – Plainning for Consultation*** • Feedback ideas to Company Secretary on how best to engage with clinicians	All Members	ASAP	
5	09/05/18	***Clinical Council Meeting Agendas*** • Look at re-vamping agendas at AGM	Co-Chairs / Members	July	

5

Clinical Council Workplan as at 6 June 2018 (subject to change)	Destination Month	EMT Member	Clinical Council Meeting Date	Consumer Council Meeting Date	F R A C Meeting date	BOARD Meeting date
Annual General Meeting of Council - HBDHB Boardroom						
Addressing Essential Services for People with Diabetes across the Heatlh Continuum (EMT and Clinica)	Jul-18	Sharon Mason	11-Jul-18			
Alcohol Positlon Statement INTERNAL and Strategy *for EMT consideration* (board action August 2017)	Jul-18	Kevin Snee	11-Jul-18	12-Jul-18		25-Jul-18
Annual Plan 2018/19 Draft (June) (DRAFT DUE TO MoH 16 JULY)	Jul-18	Chris Ash	11-Jul-18	11-Jul-18		25-Jul-18
Clinical Services Plan verbal update (May June **July**)	Jul-18	Ken Foote	11-Jul-18	12-Jul-18		25-Jul-18
Clinical Council Annual Plan 2018/19 Discussion	Jul-18	Andy Phillips / John Gommans	11-Jul-18			
IS **Presentation** and Discussion (informed by CSP) moved to July 18	Jul-18	Kevin Snee	11-Jul-18	12-Jul-18		
Mobility Action Plan Update **Presentation**	Jul-18	Andy Phillips	11-Jul-18	12-Jul-18		
Planned MRI and Fluoroscopy Equipment Replacement Programme **Detailed Business Case'**	Jul-18	Sharon Mason	11-Jul-18			25-Jul-18
Policy on Consumer Stories	Jul-18	Kate Coley / John Gommans	11-Jul-18	12-Jul-18		25-Jul-18
Clinical Portal Project update - monthly + Clinical Council	Jul-18	Kevin Snee	11-Jul-18		25-Jul-18	
Urgent Care Service Update (6 monthly **June** Dec 18) paper or **presentation** TBC	Jul-18	Wayne Woolrich	11-Jul-18	12-Jul-18		25-Jul-18
Te Ara Whakapiri Next Steps (Last Days of Life) - MRB considered in April - moved to July for rest	Jul-18	Kevin Snee	11-Jul-18	12-Jul-18		25-Jul-18
Clinical Advisory & Governance Group Report (**July** Aug Oct Nov Dec Feb Mar 19) **WRITTEN**	Jul-18	Chris McKenna	11-Jul-18			
Quality Dashboard Quarterly Report (**July**, Oct, jan for Feb19 mtg, Apr, July)	Jul-18	Kate Coley	11-Jul-18		25-Jul-18	
Te Ara Whakawaiora "Smokefree update" (6 monthly **moved to July from May-June**) - board action Nov17	Jul-18	Kevin Snee	11-Jul-18	12-Jul-18		27-Jun-18
He Ngakau Aotea - Strategic Priorities for MRB (a courtesy)	Jul-18	Patrick LeGeyt	11-Jul-18	12-Jul-18		25-Jul-18
Quality Annual Plan - 2017/18 - Annual review **August 18** / Feb 19 progress against objectives	Aug-18	Kate Coley	8-Aug-18		29-Aug-18	
Clinical Advisory & Governance Group Report (July **Aug** Oct Nov Dec Feb Mar 19) **WRITTEN**	Aug-18	Chris McKenna	8-Aug-18			
Collaborative Pathways update (May - **Aug** - Nov) Aug include Consumer and Board	Aug-18	Chris Ash & Mark Peterson	8-Aug-18	9-Aug-19		29-Aug-18
HBDHB Performance Framework Exceptions Q4 **Dashboard** (from main report)	Aug-18	Kevin Snee	8-Aug-18	9-Aug-19		
Matariki Regional Development Strategy and Social Inclusion Strategy update from Feb 2018	Aug-18	Kevin Snee	8-Aug-18	9-Aug-19		29-Aug-18
Te Ara Whakawaiora - Access 0-4 / 45-65 yrs (local indicator)	Aug-18	Kevin Snee	8-Aug-18	9-Aug-19		29-Aug-18
Annual Plan 2018/19 - approved Minister timing open	Sep-18	Chris Ash	12-Sep-18	13-Sep-18		26-Sep-18
Heatlh Equity Report	Sep-18	Sharon Mason	12-Sep-18	13-Sep-18		26-Sep-18
Establishing Health and Social Care Localities in HB (Mar 18,**Sept)** - update on activity planned Board action March18	Sep-18	Chris Ash	12-Sep-18	12-Sep-18		26-Sep-18
Falls Minimisation Committee Update (Mar-**Sept 18**) - ceases when Gov Com Structure operational	Sep-18	Chris McKenna	12-Sep-18			
Te Ara Whakawaiora - Breastfeeding (National Indicator)	Sep-18	Kevin Snee	12-Sep-18	13-Sep-18		26-Sep-18
Clinical Advisory & Governance Group Report (July Aug **Oct** Nov Dec Feb Mar 19) **WRITTEN**	Oct-18	Chris McKenna	10-Oct-18			
Clinical Portal Project update - monthly + Clinical Council	Oct-18	Kevin Snee	10-Oct-18		31-Oct-18	
Havelock North Gastroenteritis Outbreak – Progress Report on Review Recommendations 6 monthly **(Oct,** Apr, Oct**)**	Oct-18	Kate Coley	10-Oct-18		31-Oct-18	
Quality Dashboard Quarterly Report (July, **Oct**, jan for Feb19 mtg, Apr, July)	Oct-18	Kate Coley	10-Oct-18		31-Oct-18	
Te Ara Whakawaiora - Alcohol and other Drugs (National and Local Indicators)	Oct-18	Kevin Snee	10-Oct-18	11-Oct-18		31-Oct-18
Te Ara Whakawaiora - Cardiovascular (National Indicator)	Oct-18	Kevin Snee	10-Oct-18	11-Oct-18		31-Oct-18
Te Ara Whakawaiora - Did not Attend (local Indicator)	Oct-18	Kevin Snee	10-Oct-18	11-Oct-18		31-Oct-18
Best Start Healthy Eating & Activity Plan update (for information - 6 mthly Nov-May-**Nov18**)	Nov-18	Kevin Snee	14-Nov-18	15-Nov-18		28-Nov-18
Clinical Advisory & Governance Group Report (July Aug Sept Oct **Nov** Dec Feb Mar 19) **WRITTEN**	Nov-18	Chris McKenna	14-Nov-18			
Collaborative Pathways update (May - Aug - **Nov**)	Nov-18	Chris Ash & Mark Peterson	14-Nov-18			
HBDHB Performance Framework Exceptions Q1 **Dashboard** (from main report)	Nov-18	Kevin Snee	14-Nov-18	15-Nov-18		
Te Ara Whakawaiora "Smokefree update" (6 monthly May-**Nov**) each year Board action Nov 17	Nov-18	Kevin Snee	14-Nov-18	15-Nov-18		28-Nov-18
People Plan (6 monthly - **Dec**, Jun)	Dec-18	Kate Coley	5-Dec-18	6-Dec-18		19-Dec-18
Clinical Advisory & Governance Group Report (July Aug Sept Oct Nov **Dec** Feb Mar 19) **VERBAL**	Dec-18	Chris McKenna	5-Dec-18			
Urgent Care Service Update (6 monthly June **Dec 18**) paper or **presentation** TBC	Dec-18	Wayne Woolrich	5-Dec-18	6-Dec-18		19-Dec-18

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HAWKE'S BAY District Health Board Whakawāteatia	**HBDHB Youth Strategy Implementation update inclusive of Zero Fees 13-17**
	For the attention of: **Māori Relationship Board, HB Clinical Council & HB Health Consumer Council and HBDHB Board**
Document Owner	Chris Ash – Executive Director Primary Care
Document Author(s)	Jill Garrett, Strategic Services Manager – Primary Care; and Marie Beattie, Portfolio Manager Integration
Reviewed by	Emma Foster- GM Totara Health/Directions; Julia Ebbett- GM Te Taiwhenua O Heretaunga; Stacey Tito – Directions Youth Social Worker; Ruth Fa'afuata – Rangatahi Youth Services TToH and Executive Management Team
Month/Year	June 2018
Purpose	Information update Progress against outcomes report
Previous Consideration Discussions	Regular update for monitoring
Summary	This paper outlines: • Background to the strategy and commencement overview • Progress to goals • Stakeholder engagement • Highlights and Challenges - Implementing the strategy - Zero fees 13-17yrs update • Recommendations and next steps
Contribution to Goals and Strategic Implications	HBDHB Youth Strategy Goals
Impact on Reducing Inequities/Disparities	Addressing high need youth health through a mechanism of positive youth development
Consumer Engagement	Directions Youth Health Services Youth Consumer Council Zero Fees 13-17 clusters Public health and school based health services (SBHS)

RECOMMENDATION

That MRB, Clinical and Consumer Council:

1. Note the contents of this report

Update on implementation of the HBDHB Youth Health Strategy

Author(s):	Marie Beattie
Reviewers:	Jill Garrett – Strategic Services Manager – Primary Care
Designations:	Portfolio Manager - Integration
Date:	May 2018

RECOMMENDATION

That the Executive Management Team, Māori Relationship Board, Clinical Council and Consumer Council

- **For information and consideration**

1.0 **Background information:**

In line with The World Health Organisation's Global Strategy[1], the Hawke's Bay District Health Board (HBDHB) have made a commitment to ensure there is opportunity for the children and youth of their region to thrive. This support to the region's children and youth will realise enormous social, demographic and economic benefits. Working on a strengths based model for positive development the view looks beyond crisis management and problem reduction. It incorporates strategies that increase young people's connection to positive supportive relationships and challenging meaningful experiences[2]

2.0 Progress to Goals (Refer Appendix one below for detailed 2018-19 action plan)

Goal 1: Youth Report Healthy and Safe

HEADSS assessments continue to be completed for all Year 9 students in Decile 1-3 high schools. Youth friendly audits for general practice teams has been completed as part of the Zero fees for 13- 17 year olds. This program is now in operation in 13:14 practices offered. It is an assessment tool used across multi agencies that needs to be supported in its use across a range of health services to effectuate appropriate referrals and support.

Goal 2: Youth Report they Feel Connected

An updated youth services directory is to be created and made available via social media which is an appropriate medium for youth in regard to independent access. It currently includes community and health services and will be expanded based on information gathered from the youth council. More work is underway relating to this goal (see Appendix One for details) Providers report a greater level of connectedness with the strengthening of the management

[1] United Nations Secretary General. Global Strategy for Women's, Children's and Adolescents Health 2016 - 2030
[2] Dr Karen Pittman. The Forum for Youth Investment, Ready by 21

of Directions. Confidence in the multidisciplinary team that operates from this provider is growing. Its strength is in providing service support to the population of Hastings. Areas for development is extending this to the population of Napier.

Goal 3: Productive:
Local councils operate youth projects aimed at preparing youth for a life of productivity and academic success. Rangatahi services support connecting youth to programmes that ensure they have Levels 1-2-3 NCEA in readiness for the workplace and or training. HBDHB contributes to this by operating the incubator programme and participation in the annual careers expo designed to give youth a taste of the varying careers available in health.

Goal 4: Health System Resiliency:
Supporting transgender issues is at the fore in regard to the 'sense of belonging that youth feel when engaging and connecting with services. Work in this area will continue to be a focus in 2018-19 as we prepare the workforce to be more ably suited to work with rangatahi and specifically LGBTI. The Use of HEADSS across all of sector agencies is a means of supporting positive youth relationships. Work is underway to ensure the health workforce take up the training being provided locally.

Goal 5: Community Inclusiveness
Investing in youth to participate in decisions that affect them is a powerful motivator for change. Establishing a governance group by youth for youth meant that rangatahi have influence on planning that impacts on their peers. The work of the youth consumer council is ongoing and connecting this council with youth governance groups within Hawke's Bay is part of the mahi of this strategy.

3.0 Stakeholder engagement

3.1 The Youth Strategy and Zero fees for 13-17yrs has built a strong consumer and stakeholder network that are consulted to inform planning and reporting. The list of stakeholder involvement includes; Youth Consumer Council, Local body Youth Councils (representative of our Local Territorial Authorities), Directions Youth Health Centre, HBDHB School Based Health Services and the PHNs within that service, General Practice Teams, Prima Volta Charitable Trust, PHO, YCON, and YMCA/YWCA.

4.0 Highlights (and challenges)

4.1 The Youth Consumer Council has been sustained over a period of 2 yrs since its establishment. Representatives from the council are frequently requested for their input in many forum both in health and across sector. Links between the HBDHB consumer council and local body councils.

4.2 SBHS enhanced (nurse hours) has seen positive results. There was some disquiet with the reduction of GP hours within schools, however this coincided with the introduction of the zero fees for 13-17yrs and funding made available for access to a GP for any presenting student to have access to GP services.

4.3 Increased utilisation of the Directions Youth Health service has been observed and this trend is encouraging. This increase is thought to be attributable to the relocation of the service closer to the city centre. Growing the multidisciplinary team within this service is positive as we move to creating opportunities for rangatahi to access services through normalising health seeking behaviours

4.4 Zero fees for 13- 17 year olds at general practices has now been fully implemented in 13 of the 14 eligible practices. This initiative provides free consultation with members of the general practice team. An additional benefit of the initiative is that it provides early opportunity to engage and foster therapeutic relationships with the young people and members of the practice team. (Appendix Two) Consultation rates have met the projected forecast of 2.15 visits per annum,

however there are still youth registered with a general practice who have no contact with this service. Work is underway to determine if they have been able to access services elsewhere (Directions, SBHS etc) or have utilised ED as a primary care provider.

4.5 The zero fees funding was provided to the practice team in order to enhance the utilisation of the full general practice team, not solely GPs. This has been a positive step in models of care change that see multidisciplinary teams included in general practice; e.g. social worker, counsellors, health care assistants, navigator's et.al.

Challenges

4.6 There is currently a review being carried out at Ministry of Health level of all Mental Health Services (nationally). Hawke's Bay is hosting the ministry panel of enquiry in the week 4-8 June. The findings from this review will highlight the areas of strength and development for Hawke's Bay. Preliminary local findings is that mental health is an area that needs strengthening.

4.7 There still exists low consultation rates for 13-17yr olds within general practice; 56% have 0-1 consults per annum when registered with a practice. Investigation into this is underway (see para 4.4 above)

4.8 Sexual Health Services in Hawkes Bay continue to see an equity gap in our rangatahi accessing this service particularly our tane. Further implementation of the Youth Health Strategy and development of a regional Sexual Health Strategy will set a clear direction for this service in the future.

5.0 Recommendations and next steps

5.1 Monitor access of young people 13-17 years to their general practice teams and the Emergency Department and respond to trends and/or equity gaps.

5.2 Provide comparative general practice consult and utilisation data between practices in the program and those outside of the program to fully demonstrate its impact on rangatahi health seeking behaviours.

5.3 Promote the zero fees for 13-17 year olds widely and at touch points where these young people are known to come together or access ie secondary schools, career expos, Kapa Haka competitions and on social media via the youth consumer council Facebook page.

5.4 Strengthen the cluster plans in the zero fees 13-17 to ensure collaboration and coordination of services and referral pathways for rangatahi are in effective in meeting their needs.

5.5 Supporting primary care to include 'behaviourist type roles' as part of model of care development.

5.6 Implement the transgender pathway for young people in Hawke's Bay who are seeking support with gender issues.

Appendix One – HBDHB Youth Health Strategy
2018-19 Action Plan

Goals	Outcome relates to	Objective	Activities	Who …
Goal 1: **Youth report that they are healthy & safe**	Social connectedness	System wide use of HEADDS assessment across primary care services to support an appropriate referral process if required. Proactively address absenteeism / behaviour issues due to health or social issues.	HEADDS -90% coverage rate in SBHS environment. Appropriate follow up completed with consent and actioned this includes connecting to whanau for relevant support. HEADDS assessment training is being offered locally by the SYPHANZ group. It is open to anyone who works with young people. Facilitate up skilling of ED staff in their interactions, assessment and treatment of youth.	PHNs GP clinical teams. Youth Workers DYS ED Staff
	Emotional wellbeing	Maintain the services currently provided by Directions. Ensure workforce development around mental health is ongoing for youth workers. Use utilisation data to inform the mental health inquiry currently in play	Nurses from participating 13-17year old free fees practices have participated in a mental health credentialing process. Youth are accessing this service in the general practice they are enrolled in. SBHS nurses are regularly being up skilled and credentialed in the area of mental health. There are currently 12 nurses completing this process. Wellington Youth Workers Collective have delivered in HB a free workshop on gender diverse youth. School nurses are screening young people's mental health status in the school environment. Brief interventions occur or referrals to the school counsellors or one of the providers of mental health services locally are actioned. Additional new Ministry of Health funding will see the SBHS service provision grow across more secondary schools.	DYS MoE Practice Nurses SBHS Peers CAFS SWIS Te Kupenga O Ahuriri. NEETS

	Avoidance of risky behaviours	Minimise the possibility of youth engaging in behaviours that put their wellbeing at risk.	YMCA are working with Oranga Tamariki to transition young people back to school who have disengaged. Promote the free health and social services of the SBHS, Directions and 13-17 year olds general practice access. 13-17 year old free GP access has been promoted through social media and increased utilisation of the general practice teams has been observed. Plans are in progress to advertise SBHS and Directions services via the same mechanism.	YCC General Practice SBHS DYS YMCA
Goals	**Outcome relates to**	**Objective**	**Activities**	**Who …**
Goal 2: **Youth report they feel connected**	Community Connectedness	An up to date directory of youth services is available via various mediums and widely distributed so that youth are aware of services available.	An audit has been undertaken of the current youth services directory as a result local councils, MSD MoE, HBDHB and youth are working together to update and maintain this resource. The resource will be available at the touch points where there are youth connections. Additionally, the resource will be available and advertised online. Whanau Tahi is an electronic universal mechanism by which young people can be referred to a variety of services within the sector.	HBRC HDC NDC MSD MoE HBDHB YCC

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Goals	Outcome relates to	Objective	Activities	Who …
Goal 2 (cont.)	Positive Relationships	Youth experience positive relationships	Directions youth services currently provide informal peer support as well as a place to "be" for the young people of the region. Young people can engage in a variety of physical activities and sharing of food. Resilience building workshops for youth have been occurring in decile 1-3 secondary schools these have been well received and there has been very positive feedback from participants and the schools. Suicide prevention workshops have been held by Te Tai Timu these have been well attended. YMCA holiday programme targets older participants to mentor younger ones and in doing so creates an opportunity for youth be role models.	DYS PHO Te Tai Timu YMCA
	Leadership Development	Youth are provided with an opportunity to be leaders	Establishment of a formal peer mentor group within Directions is underway. Within this group there will be youth who will assume leadership roles within the group. The YMCA encourages the older group attending their school holiday programmes to assume leadership roles and run parts of the programme.	DYS HBDHB YMCA

Goals	Outcome relates to	Objective	Activities	Who …
Goal 3: **Productive**	Workforce Readiness	Young people are assisted to develop the skills and attitudes they need to take a positive part in society, now and in the future.	HDC currently run a programme called "Youth Connector" Working with service providers or youth to assist with training, interviewing skills and preparations of CVs in readiness for the workforce. Each repetition of this cycle sees approx. 12 young people through the programme. NEETS (Not in employment education or training) support youth to complete academic national standards then transition to the workforce.	HDC Te Taiwhenua O Heretaunga YCON
	Career Awareness	Youth are aware of career opportunities and have a thorough knowledge of what is required to pursue their chosen career pathway.	Every year the careers expo is held in conjunction with EIT and MoE in Hawkes Bay. Youth from secondary schools and alternative education institutions arrange for youth to attend this.	HB Secondary Schools NZ Army NZ Navy HBDHB EIT Massey University

Goals	Outcome relates to	Objective	Activities	Who …
Goal 4: **Health System Resiliency**	Commitment to Adolescents and Youth Development	There are well established programmes within the community where the focus is early intervention/prevention to divert young people away from criminal activity.	Collaboration and consultation around youth development and programmes have occurred with both the Hastings District and Napier City council this quarter. Efforts to create protective environments in a wider context has seen the HBDHB recently endorse a report outlining the evidence showing that underage exposure to alcohol causes harm. A particular focus is on events held on school grounds where children are present. As a result of this endorsement, schools in HB will be encouraged to develop a school alcohol policy. A public statement and alcohol-free fundraising guide is being developed.	HBDHB NCC HCC MoE
	Partnerships and Collaborations for Youth Health Development	All sectors of the community will co-design youth development with the young people at the forefront.	Refer to Leadership development in Goal 2	
	Data Collection collation and analysis	To use health system data to inform program decisions that have a positive impact on youth. Use utilisation data to inform the mental health inquiry currently in play	Utilisation of the zero fees for 13-17yr olds has shown an increase in access to the general practice teams. Equity for Maori and Pacific remains a challenge. Work to address this includes promoting the service in secondary schools, emergency departments, urgent care facilities and	General Practice HBDHB

Goals	Outcome relates to	Objective	Activities	Who …
Goal 5: **Community Inclusiveness**	Youth as community change agents	Youth are involved with local iwi to work with young people.	The youth consumer council have submitted a proposal to the Hastings District Council for funding to work with local iwi and youth around exam readiness and life skills that include budgeting, food preparation and culinary skills.	YCC TTOH HDC
	Youth Involved in Governance	Youth have the mandate to lead and support themselves as a group to achieve what youth need/want.	A youth governance group is currently being established to support the Mahi of Directions youth services. Two high profile community members and a counsellor from William Colenso secondary school have volunteered to guide the group to ensure good governance and a commitment to youth during this process.	Directions HBDHB Ben Evans Ken Foote
	Youth involved in Organisational Decision Making	Youth are provided with the forum to have their voice heard around proposed health service delivery.	Representatives from the Youth consumer council have contributed to the CSP at every community consultation evening.	HBDHB Directions

Abbreviations

DYS	Directions Youth Services	NCC	Napier City Council
GP	General Practice	NEETS	Not in Education Employment or Training.
HBDHB	Hawkes Bay District Health Board	PHN	Public Health Nurses
HBRC	Hawkes Bay Regional Council	PHO	Primary Health Organisation
HCC	Hastings City Council	SBHS	School Based Health Service
MoE	Ministry of Education	SWIS	Social Worker in Schools
MoH	Ministry of Health	YCC	Youth Consumer Council
MSD	Ministry of Social Development	YCON	Youth Council of Napier

Update on Implementation of the HBDHB Zero fees 13-17yrs

Author(s):	Jill Garrett
Designations:	Strategic Services Manager – Primary Care
Date:	June 2018

RECOMMENDATION

That Māori Relationship Board, Clinical Council and Consumer Council

- Note the contents of this report

Definitions:

Consultation rate	Consultation rates show the number of times on average that consumers within this age bracket will access the primary health care team where they are enrolled[3]. The programme is funded on an average consult rate of 2.15 per annum
Utilisation rates	Utilisation rates illustrate what percentage of the enrolled population access services where they are enrolled.

1.0 BACKGROUND INFORMATION

1.1 **The aim of the zero fees for 13 -17 is to provide free access to our high needs youth population and in so doing promote confidence in the use of the health care system to support proactive health seeking behaviours.**

1.2 In 2016 proposals were presented to HBDHB committees for the funding of zero fees for 13-17year olds by the HBDHB. It was agreed that coverage of 67% of our Maori and Pasifika populations could be provided for through the funding that was made available ($563,000). Practice eligibility was determined by registered population within this age band of ≥30% or ≥100. This resulted in fourteen practices being eligible for the program.

1.3 Approval by the board was granted in November 2016, Preparation for programme implementation started in January 2017. Rolling start dates began from 1 July, with a number of practices already offering zero fees for this cohort of enrolled patients. (See table 1.0 below). Tukituki Medical was the 14th practice offered the programme but to date they have declined.

1.4 Prerequisites to being eligible for the programme is completion of the RNZGP Primary Care Youth Friendly Audit. Quarterly reporting is a prerequisite of the programme and consists of;

a. Progress against actions identified from the RNZGP Youth Friendly audit[4]
b. ED presentations and admissions: Skin, Respiratory, AoD, Sexual Health, and Mental Health *(pertaining to practices within the programme)*

[3] Note the programme provides for free access to 13-17yr olds when they access the practice where they are enrolled.
[4] Examples of cluster plans attached.

c. Consultation and utilisation rates of General Practice demonstrating access by eligible population and to the health care team so as to meet the needs of the rangatahi presenting.

1.5 Practices were invited to be part of a cluster according to geographical location. This was well received by the practices and recognised as a means of sharing resources and ideas. Two practices have chosen to opt out of this structure, one to work independently and the other to not engage in the programme.

1.6 Programme wide comparable reporting commenced in Q3 due to the rolling start date of the clusters / practices. Tukituki medical is the only practice to opt out of the programme, siting reporting requirements as the reason. Table 1.0 below lists the practices in the programme and their respective start dates.

Table 1.0 – Rolling start date – zero fees 13-17yrs

General Practices offering zero fees 13-17yrs	**Start dates**
Hauora Heretaunga [5]	Pre 1 July
Hastings Cluster	
Totara Health, Medical and Injury,	Pre 1 July
Doctors Hastings (Inclusive of Gascoigne and Waipawa)	1 October
Hastings Health Centre	1 November
Wairoa Cluster	
Wairoa Medical, Queen Street Medical, Health Care Centre Ltd	1 July
Napier Cluster	
Maraenui Medical	1 July
The Doctors Napier, Tamatea Medical,	1 December

*Drs Hastings Group

Reporting against evaluation framework
Evaluation of the programme is based on the evaluation framework established at programme outset. (See Appendix One).

2.0 CLUSTER PLANS

2.1 Each cluster was required to complete recognised audit based around being youth friendly. Two options were provided that of the RNZGP network and that of recognised leader within adolescent health for New Zealand Dr Sue Bagshaw. All practices within the programme have completed this and used the findings to generate their own action plan.

2.2 Key items within the plans include, training of staff in supporting rangatahi to utilise services available, linkages with other youth based services for ease of referral and follow up, employment of youth workers within the team, identifying youth champions within the team advertising of the programme to raise awareness, promoting the use of manage my health – patient portal by youth, improved communication developed by rangatahi to promote what services are available and the confidentiality they can have faith in when engaging with the services.

2.3 The cluster plans include three activities that are common to all members for economy of resourcing and one individual activity. As we move towards the commencement of the new financial year and contracting, the cluster will be encouraged to revisit the audit and evaluate against progress made to date.

2.4 Included in those activities will need to be a focus on how to engage rangatahi in health promoting, and normal health seeking behaviours, as we now have the data that tells us that

[5] Hauora Heretaunga is operating separately to the cluster currently as they had wanted to consolidate internal processes and systems for meeting the needs of youth before joining a cluster.

56% of consumers in this cohort only have 0-1 contacts with their health care team within a 12 month period. Research tells us that early engagement in health seeking behaviours lead to better health outcomes in adulthood.

3.0 CONSULTATION AND UTILISATION RATES:

3.1 Rates at which youth access primary care has now been broken down into two dimensions for evaluation purposes. Initially consultation and utilisation rates were terms used interchangeably. They are now distinguished as outlined under definitions above.

3.2 Currently the funding buys out-patient co-payments.[6] The rates are $53.75 p.a. per registered patient (VLCA practice) and $63.43 p.a. (non VLCA practice) for an anticipated consultation rate of 2.15 p.a.

3.3 Consultation rates for the programme (See Appendix Two for full summary)

Consult rate[7]	**Māori**	**Pasifika**	**Other**
2014 – 2016[8]	1.61	1.23	1.80
2017 - 2018[9]	2.21	1.97	2.50

3.4 Consultation rates per cluster

	Equity Gap[10]	**Māori**	**Pasifika**	**Other**
Napier	-0.65	2.18	1.75	2.83
Wairoa	-0.49	2.65	*	3.14
Hastings	-0.26	2.15	2.08	2.41

**Insufficient numbers*

3.5 Whilst the consult rate has met expectations and is predominantly over the threshold of the 2.15 funded rate, an equity gap still exists and the utilisation data provides a different narrative.

3.6 Utilisation has been made available to the clusters for the first time in quarter three. On consultation with the clusters, the focus needs to be on the 0-1 consults p.a. cohort rather than the 4 and 6+ who are known to the practice due to their health needs warranting this level of contact.

3.7 Utilisation rates for the programme (See Appendix Two for full summary)

Utilisation rates - programme	**Number**	**0-1 Consults**	**2-3 Consults**	**4-5 Consults**	**6+ Consults**
Maori	3418	57%	21%	10%	12%
Pasifika	505	65%	19%	9%	9%
Other	4,140	54%	22%	11%	13%

3.8 Utilisation rates per cluster (See Appendix Two for full summary)

Utilisation rates	**Number**	**0-1 Consults**	**2-3 Consults**	**4-5 Consults**	**6+ Consults**
Napier Cluster					
Maori	989	60%	18%	10%	12%

[6] Alternatives to how the funding could be allocated was discussed at length with practices prior to programme start. Options discussed were packages of care being allocated to only those youth in need, identified by the practice.

[7] Consultation rates includes GP and Nurses, recognising the use of the general practice team support and management of this cohort

[8] Pre implementation

[9] 1 May 2017-30 April 2018, reflects the rolling start dates of the practices involved. Napier cluster were the last to come on board in Dec 2017.

[10] Equity gap between Māori and Other

Pasifika	122	66%	24%	5%	6%
Other	1229	54%	21%	10%	15%

Utilisation rates	**Number**	**0-1 Consults**	**2-3 Consults**	**4-5 Consults**	**6+ Consults**
Hastings cluster					
Maori	1,844	57%	22%	9%	12%
Pasifika	379	63%	17%	11%	9%
Other	2,437	53%	23%	12%	12%

Utilisation rates	**Number**	**0-1 Consults**	**2-3 Consults**	**4-5 Consults**	**6+ Consults**
Wairoa Cluster					
Maori	459	54%	20%	12%	15%
Pasifika	4				
Other	109	53%	17%	13%	17%

3.9 Work will commence in quarter 4 to analyse the NHIs for this cohort against ED data and to determine if there is engagement with ED instead of primary care and if so what work can be done to reengage these consumers.

3.10 All practices within the programme recognise there is work to be done to normalise health seeking behaviours with this cohort and promoting proactive engagement for education and advice as the first step. Group appointments where rangatahi bring friends with them to their appointments is openly encouraged as one mechanism for achieving this.

4.0 ED PRESENTATIONS AND ADMISSIONS:

4.1 The evaluation framework identifies that proactive use of primary care may have an impact on ED presentations and admissions.

ED Utilisation for top 4 conditions[11] by programme

ED Utilisation for top 4 conditions[12] by cluster 12 months to 30 April 2017

ED utilisation data 13-17yrs[13]	**AoD**	**Mental Health**	**Respiratory**	**Skin**
Hastings cluster	29	22	91	62
Napier	8	12	13	7
Wairoa[14]	1	1		1

ED Utilisation for top 4 conditions[15] by cluster 12 months to 30 April 2018

ED utilisation data 13-17yrs[16]	**AoD**	**Mental Health**	**Respiratory**	**Skin**
Hastings cluster	51	48	100	44
Napier	9	21	17	12
Wairoa[17]	3		1	2

[11] Sexual Health non identifiable within list of event reason groupings. This will be addressed in Q4 reporting
[12] Sexual Health non identifiable within list of event reason groupings. This will be addressed in Q4 reporting
[13] Cohort of consumers registered with eligible practices
[14] Wairoa ED Hastings presentations only
[15] Sexual Health non identifiable within list of event reason groupings. This will be addressed in Q4 reporting
[16] Cohort of consumers registered with eligible practices
[17] Wairoa ED Hastings presentations only

4.2 Next steps is the matching of ED and Practice utilisation data for those with a practice utilisation rate of 0-1 to determine if ED is being utilised as the primary care provider. The cluster plan would then be used to identify targeted actions to engage those rangatahi in normalising health seeking behaviours using the primary care team as their health care home.

5.0 GENERAL COMMENTARY

5.1 There has been open sharing of data and cluster plans across the programme. Now that all practices have been fully engaged in the programme for one quarter opportunities to meet at programme level will be created to compare data (anecdotal, quantitative and qualitative) to inform next steps.

5.2 Questions have been asked as to the reporting requirement for this funding when U13s (and soon to be U14s) has no expectations attached.

5.2.1 Cluster plans: The programme lead sees it as important to continue this expectation as the cluster plan provides the mechanism to evaluate against a recognised youth friendly audit tool

5.2.2 The consultation, utilisation and ED presentation data provided by the PHO and DHB provides valued data that the clusters are now beginning to utilise purposefully.

5.3 Sexual health service provision is funded via the Coordinated Primary Options (CPO) Programme (sexual health contract) and it is also an expectation that consults relating to sexual health will be covered with the zero fees 13-17 contract. Analysis of any overlap and potential double funding is underway. Contracts for both programmes now make it the prioritisation of funding to be used explicit.

5.4 Appreciation of the zero fees is illustrated by comments made by practice managers involved in the programme as listed below;

> "Group consults are common where rangatahi bring a friend or refer a friend does indeed promote normalising of health seeking behaviours."

> "This programme has been a journey of severe joy, being able to provide care free."

> "One young woman was so sick she had no idea and would not have come in if she had had to pay"

5.5 Advertising of the programme is limited. It is advertised within the practices involved, in the school based health services, Directions and pharmacies. The zero fees programme was launched with limited media coverage outside of the providers. Re advertising and alternative advertising needs to be considered as one means of improving utilisation by enrolled populations.

6.0 PHARMACY

6.1 There is high levels of good will with the pharmacies to provide this service

6.2 Currently the pharmacy software does not enable automatic identification of these patients for ease of system recording. The scripts are identified at practice level but the volume of scripts processed without an automatic system is creating issues in reporting and claiming. If this cannot be resolved within the two year pilot alternative actions may need to be put in place to facilitate an automated system.

6.3 Pharmacy funding was provided based on anticipated volumes measured against the 2.15 consultation rates and previous quarterly pharmacy warehouse data. Current data is showing that actual pharmacy utilisation is lower than anticipated. 2108-19 funding levels to individual pharmacies will be guided by the current consultation rates.

7.0 NEXT STEPS FOR CONSIDERATION

7.1 The introduction of the U14 MoH funded initiative shifts the potential costing of the programme with its current practice participation from $451,300 to $355,266 a per annum saving of 96,034. U14s is flagged to commence in Dec 2108 giving a potential saving of $64,022.[18]

7.2 Clusters have indicated they would like the opportunity to explore options for utilising the savings to improve service provision and connectedness. This needs to be balanced with the recognition that up to 56% of enrolled populations are currently not utilising their capitation funding.

7.3 NHI data matching for ED presentations and Practice Utilisation rates needs to inform activities within the 2018-19 cluster plans

7.4 Training of front of house staff is recognised by all clusters as an area that needs focus as illustrated in findings from the youth friendly audits. Work is underway to identify training opportunities locally and at low cost. HEADSS assessments is a priority.

7.5 Strengthening links with youth related services and an extended primary care team such as social workers, youth health workers, AoD support, mental health counsellors will be discussed at the zero fees 13(14) -17 forum being planned.

7.6 Strengthening links with the education sector and Ministry of Social Development to socialise the programme and strategy to foster a multisectorial approach to support the intentions.

7.7 Pharmaceutical (script) claiming will be closely monitored in lieu of the currently experienced low pharmacy utilisation rates.

7.8 Provide comparative data from a regional control group.

ATTACHMENTS:

Appendix One: Evaluation Framework – zero fees 13-17yrs

Appendix Two: Consultation and Utilisation Rates (Primary Care)

[18] Eight months of savings.

6

Appendix One: Evaluation Framework – zero fees 13-17yrs

Aim
Proactive utilisation of Primary Care by Youth (12-24yrs)

SLM Measure (1)
Reduced ASH rates 13-17 yrs
- Respiratory
- Skin
- Mental Health
- AoD

Contributory Measures (1)
ED Admission Rates (DHB)
- Skin
- Respiratory
- Mental Health

Contributory Measures (1)
ED Presentation Rates / referral rates back to Primary Care
- Skin
- Respiratory
- Mental Health
- AoD
- Sexual Health

Contributory Measures (2)
Primary Care Utilisation Rates

By Provider
- GP-NP-PN-SW-Other
- Youth Services (Directions)

Type
- Skin, Resp. ,Mental Health, AoD, Sexual Health, Other

Examples of Cluster (Practice) Activities – Measures (3/4)
Formation of Cluster (related services) MoU

Completion of;
- RNZGP Audit
- Use /formation of Youth advisors
- Staff training
- Evaluation survey and feedback from youth
- Annual Cluster Plan

Operational linkages / Referral loop with;
- YOUTH specific services (Directions)
- Whanau wellness program
- Stanford
- School based health services
- PHN
- Youth Transition Services
- Sport – Social groups

Model of care development;
- Workforce utilisation
- Access inclusion of virtual
- Shared care provider record
- Wellness models of care provision

DNA rates - Same Day access

Key:
Data collection and reporting to inform Cluster Planning and Reporting

(1)	DHB Role
(2)	PHO Role
(3-4)	Cluster/Practices Role

6

Appendix Two: Consultation and Utilisation Rates (Primary Care)

13-17 Year Olds 12 Month To 30 April 2018 Capitation Consultations

Age as at 31 March 2018

Programme Average Consultations - Total

	12 Months to 30 April 2018				
Practice	**Total Patients**	**Ave GP Consults**	**Ave Nurse Consults**	**Ave Total Visits**	**Nurse to GP Ratio**
CHB Cluster	497	1.43	0.36	1.79	20%
Hastings cluster	4,660	1.82	0.46	2.28	20%
Napier cluster	2,340	1.88	0.62	2.50	25%
Wairoa Cluster	572	1.22	1.51	2.73	55%
Grand Total	**8,069**	**1.77**	**0.57**	**2.35**	**24%**

Programme Average Consultations - Maori

	12 Months to 30 April 2018				
Practice	**Total Patients**	**Ave GP Consults**	**Ave Nurse Consults**	**Ave Total Visits**	**Nurse to GP Ratio**
CHB Cluster	126	1.47	0.35	1.82	19%
Hastings cluster	1,844	1.62	0.53	2.15	25%
Napier cluster	989	1.57	0.61	2.18	28%
Wairoa Cluster	459	1.20	1.45	2.65	55%
Grand Total	**3,418**	**1.54**	**0.67**	**2.21**	**30%**

Programme Average Consultations - Pasifika

	12 Months to 30 April 2018				
Practice	**Total Patients**	**Ave GP Consults**	**Ave Nurse Consults**	**Ave Total Visits**	**Nurse to GP Ratio**
CHB Cluster	6				0%
Hastings cluster	379	1.54	0.55	2.08	26%
Napier cluster	122	1.26	0.48	1.75	28%
Wairoa Cluster	4				67%
Grand Total	**511**	**1.45**	**0.53**	**1.97**	**27%**

Programme Average Consultations - Other

	12 Months to 30 April 2018				
Practice	**Total Patients**	**Ave GP Consults**	**Ave Nurse Consults**	**Ave Total Visits**	**Nurse to GP Ratio**
CHB Cluste	365	1.44	0.37	1.81	20%
Hastings cl	2,437	2.02	0.40	2.41	16%
Napier clus	1,229	2.19	0.63	2.83	22%
Wairoa Clu	109	1.36	1.78	3.14	57%
Grand Tota	**4,140**	**2.00**	**0.50**	**2.50**	**20%**

6

Programme utilisation - Pasifika

Practice	12 Months To 30 April 2018 Total Patients	0-1 Consults	2-3 Consults	4-5 Consults	6+ Consults
CHB Cluster	6				
Hastings cluster	379	63%	17%	11%	9%
Napier cluster	122	66%	24%	5%	6%
Wairoa Cluster	4				
Grand Total	**505**	65%	19%	9%	9%

Programme utilisation - Other

Practice	12 Months To 30 April 2018 Total Patients	0-1 Consults	2-3 Consults	4-5 Consults	6+ Consults
CHB Cluster	365	59%	25%	7%	8%
Hastings cluster	2,437	53%	23%	12%	12%
Napier cluster	1,229	54%	21%	10%	15%
Wairoa Cluster	109	53%	17%	13%	17%
Grand Total	**122**	54%	22%	11%	13%

HAWKE'S BAY District Health Board Whakawāteatia	**Te Ara Whakawaiora: Oral Health**
	For the attention of: **Māori Relationship Board, HB Clinical Council, HB Health Consumer Council and the HBDHB Board**
Document Owner	Sharon Mason, Executive Director Health Services
Document Author	Robin Whyman, Clinical Director for Oral Health Services and Communities, Women and Children Directorate
Reviewed by	Charrissa Keenan, Health Gains Advisor, Māori Health; Wietske Cloo, Deputy Service Director for Communities, Women and Children Directorate; Claire Caddie, Service Director for Communities, Women and Children Directorate and the Executive Management Team
Month / Year	June 2018
Purpose	For monitoring
Previous Consideration Discussions	This report is provided annually.
Summary	Inequity in dental caries levels has multiple causes that are continually developing and changing and there is no universal solution. A wide ranging programme of work of is developing around early childhood oral health with partners across, and external to, the DHB including activity in service change, population health activities and healthy environments
Contribution to Goals and Strategic Implications	• Improving experience of care. • Improving Health and Equity for all populations; • Improving Value from public health system resources.
Impact on Reducing Inequalities / Disparities	Improved equity and reduction of oral disease in Māori , Pacific and young children living in poverty.
Consumer Engagement	Te Roopu Matua – Māori Oral Health Advisory Group established and partners at the table of the project Steering Group for improving equity in oral health for children under 5 years.
Other Consultation / Involvement	Not applicable for this report
Financial / Budget Impact	Not applicable for this report
Timing Issues	Not applicable for this report
Announcements / Communications	Nil

RECOMMENDATION:

That the Executive Management Team, Māori Relationship Board HB Clinical Council, HB Health Consumer Council, and HBDHB Board

1. **Note** the content of this report
2. **Endorse** the recommendations and identified areas for improvement

Te Ara Whakawaiora: Oral Health

Author:	Robin Whyman,
Designation:	Clinical Director for Oral Health Services and Communities, Women and Children Directorate
Date:	18 May 2018

OVERVIEW

Te Ara Whakawaiora (TAW) is an exception based report, drawn from AMHP quarterly reporting, and led by TAW Champions. Specific non-performing indicators are identified by the Māori Health Service which are then scheduled for reporting on progress from committees through to Board. The intention of the programme is to gain traction on performance and for the Board to get visibility on what is being done to accelerate the performance against Māori health targets. Part of that TAW programme is to provide the Board with a report each month from one of the champions. This report is from Dr Robin Whyman Champion for the Oral Health Indicators.

UPCOMING REPORTS

The following are the indicators of concern, allocated EMT champion and reporting month for each.

Priority	Indicator	Measure	Champion	Reporting Month
Oral Health *National Indicator*	1. % of eligible pre-school enrolments in DHB-funded oral health services. 2. % of children who are caries free at 5 years of age	≥95% ≥67%	Robin Whyman	**MAY 2018**

MĀORI HEALTH PLAN INDICATOR: Oral Health

Oral health, general health and quality of life

Dental decay (dental caries) is one of the most common preventable chronic diseases. It is an important public health problem because of its prevalence, impact on individuals, society, and the public health system.

Severe early childhood caries affects the child's first (primary) teeth and reduces a child's quality of life: causing pain and discomfort, it affects eating and sleeping, prevents healthy growth and weight gain and reduces immunity to disease. Dental caries in early childhood is strongly predictive of an ongoing childhood and adulthood risk of dental caries.

A second opportunity to measure the impact of early investment in prevention of dental caries occurs at Year 8 when the number of adult decayed, missing and filled (DMF) teeth are measured and reported.

Management of dental caries occupies considerable DHB resources to treat children and adolescents and private resources to manage the effects in adulthood. Untreated acute and chronic

infections lead to a higher risk of hospitalisation and loss of school days and work days which has implications for a child's ability to learn and an adult's ability to work.

The determinants of dental caries are known — the risk factors include diet (sugar consumption) and poor oral hygiene. Poverty is also an identified risk factor for dental caries, but the how and why aspects of this relationship are less understood. Effective population health strategies and clinical prevention methods have substantially reduced the amount of dental caries in the child population and reduced the impact of dental caries for the community. However, these improvements are not equitable across all population groups, and barriers to access and substantial inequities in oral health outcomes remain.

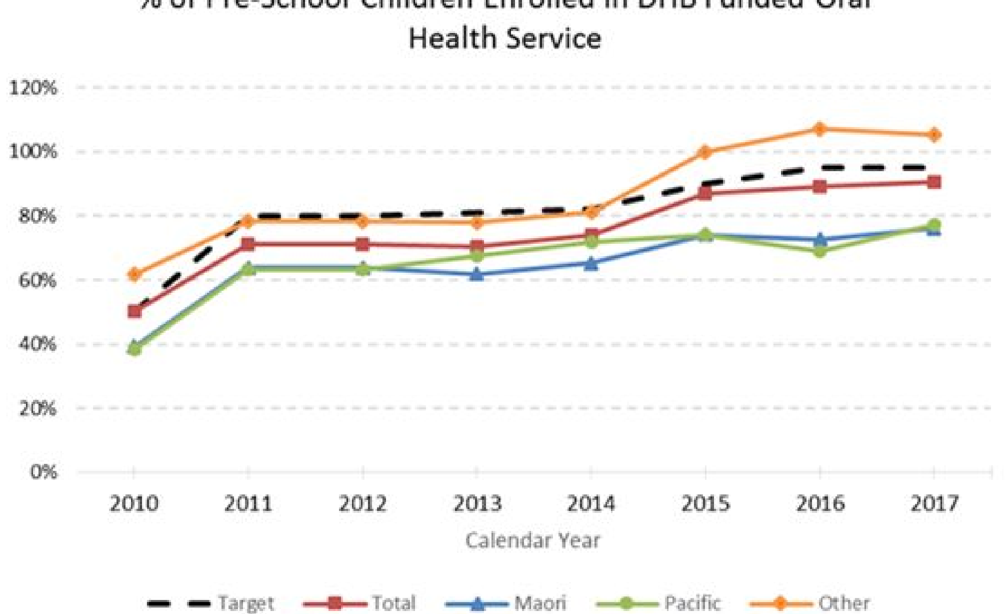
7

Inequality in outcomes in oral health status for Māori

Tamariki Māori and Pacifica, and those children living in socioeconomic disadvantage experience poorer outcomes in oral health status (National Health Committee, 2003). These tamariki also tend to enrol and use oral health services later compared to non-Māori children, highlighting the need to explore in greater detail an appropriate and responsive model of oral health care services for this population group.

WHY IS THIS INDICATOR IMPORTANT?

Percentage of preschool children enrolled in DHB Funded Oral Health Service



	Target	Total	Maori	Pacific	Other
2010	50%	50.4%	39.2%	38.3%	61.9%
2011	80%	71.1%	63.8%	63.3%	78.4%
2012	80%	71.1%	63.8%	63.3%	78.4%
2013	81%	70.4%	61.9%	67.4%	78.0%
2014	82%	73.9%	65.3%	71.7%	81.3%
2015	90%	87.1%	74.1%	74.2%	99.8%
2016	95%	89.2%	72.7%	69.1%	107.0%
2017	95%	90.5%	76.1%	77.1%	105.2%

Early preschool enrolment and engagement with Oral Health Services is considered a key preventive strategy to improve preschool oral health. Earlier engagement raises the profile of good oral health for whanau, enables a relationship to develop between whanau and the Community Oral Health Service teams, increases the preventive care provided by clinical teams and increases the provision of anticipatory advice to parents and guardians prior to the development of early childhood dental caries.

Preschool children enrolled in DHB oral health services have increased rapidly as the DHB has focused on the national priority of earlier preschool enrolment in oral health services. However, the 2016 results raised concerns about the quality of the ethnicity coding.

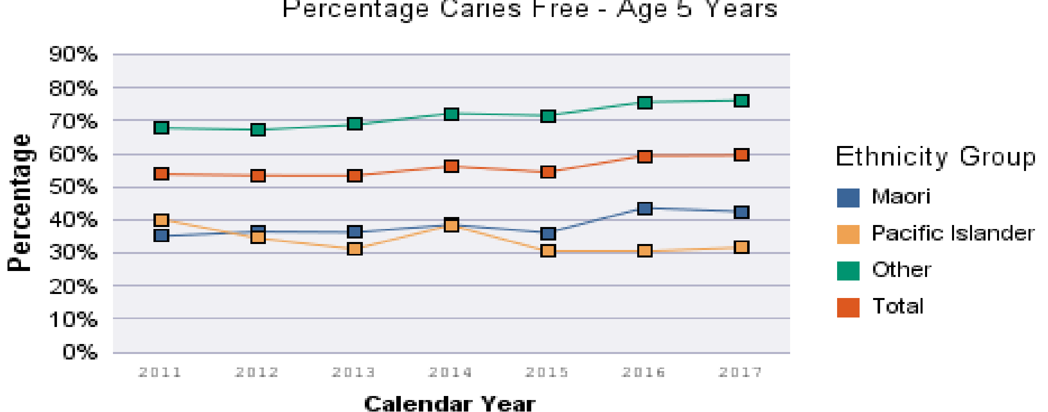
The 2017 results reflect pleasing increases in the proportion of Maori preschool children enrolled, but more importantly the absolute numbers enrolled has increased by a further 234 children. Māori enrolled has increased by 192 children, and Pacific by 56 children. Other children have decreased by 14 children and remain at over 100%.

Considerable work has been put into checking the ethnicity of children enrolled in the Titanium oral health patient management system and comparison with the ethnicity recorded in ECA from the national databases. Data cleansing, along with an absolute increase in numbers enrolled is responsible for the improved result as enrolments primarily occur from the quadruple enrolment process at birth to primary care, immunisation services, Well Child/Tamariki Oral and oral health at birth.

However, a discrepancy exists as we remain reporting 105.2% Other children are enrolled. Our conclusion after discussion with other DHBs and other services reporting preschool data is that this reflects discrepancies in the denominator figures used to report this indicator, which are provided by the Ministry of Health, but based on census projections from the Department of Statistics.

The overall level of preschool enrolment and the continued improvement for tamariki Māori and Pacifica is encouraging and our focus will be to ensure these gains do not level off.. However, the challenge is to engage all of these tamariki/children and their whānau/families with Oral Health Services. Improvements in oral health status will be maximised when tamariki/children are engaged and seen by the Oral Health Services. Our efforts are focused on achieving this goal via the Equity <5 years project. . Ongoing attention to data quality is required. Updated denominator figures may move this indicator after the 2018 census data are available.

Percentage of children who are caries free at 5 years of age



	Target	Total	Maori	Pacific	Other
2010	58%	58.4%	38.1%	34.2%	72.5%
2011	54%	54.0%	35.1%	39.8%	67.5%
2012	54%	54.1%	36.9%	39.2%	65.5%
2013	64%	54.2%	36.7%	31.2%	66.3%
2014	65%	56.5%	38.7%	38.0%	71.2%
2015	65%	54.4%	36.0%	30.5%	70.1%
2016	67%	59.0%	44.0%	31.0%	74.0%
2017	67%	59.5%	42.5%	31.6%	75.1%

The percentage of children caries free (decay free) at 5 years measures the proportion of children that are 5 years of age, and commencing school education without dental decay severe enough to have caused cavitation (holes) to develop in the primary teeth.

Caries free at 5 years is an important indicator as longitudinal studies indicate that children with good early childhood oral health have improved Year 8, adolescent and adult oral health. Children that are free of dental decay in the preschool and early primary school years are also less disrupted with education, eating and sleeping and have better general health.

The 2016 results represented a substantial improvement in outcomes for all groups except Pacific where only a small improvement was noted.

2017 results represent Minimal changes. There was a small decline for Maori and a small gain for Pacific children, who experience the worst oral health among Hawke's Bay groups. Importantly the substantial gain reported in 2016, against the previous trend, has largely been held. The improvement to the proportion of Other children decay free means the inequality in this indicator has not improved in 2017.

The target of 67% caries free has not yet been achieved for Māori or Pacific children, and results for both groups remain particularly concerning.

CHAMPION'S REVIEW OF ACTIVITY THAT WAS PLANNED TO SUPPORT THIS INDICATOR?

Activity planned to support these indicators has been

1. *Quadruple enrolment in the oral health service from birth, alongside enrolment for primary care, Well Child/Tamariki Oral and immunisation services.*
   Ethnicity coding and data accuracy in the Titanium database was reviewed and updated in early 2018. Ongoing work is checking the accuracy of the database for double enrolments

2. *Improve whānau engagement with early childhood oral health services*
   A Kaiawhina employed in the Community Oral Health Service started in July 2017 and was able to bring 282 children back into the service in the first 6 months. The Hastings Central team have adjusted their booking and appointment systems to be able to accommodate Kaiawhina appointments for families. Changes to ensure a flexible and responsive model of care for tamariki/children under 5 years are being explored to avoid losing these children in the first place.

3 *Changing the relationships with Māori health providers*
Changes to incorporate additional visits for high risk whanau through the Well Child Tamariki Ora providers contracts between Te Taiwhenua o Heretaunga, Kahungunu Executive, Plunket NZ and Māori Health and were implemented in late 2017. The emphasis of this work is to engage tamariki/children and their whānau with the Oral Health Service by age 1 year, and subsequent annual visits.

Changes to the operation of the Titanium database operated by the Community Oral Health Service were put in place for the start of the 2017 calendar year to enable Well Child/ Tamariki Ora providers to select and place appointments for tamariki and whanau directly in the system.

4 *Audit of the clinical pathway and patient experience for preschool children receiving dental care under general anaesthetic*
During 2017 and early 2018 an audit of preschool children who received dental care under general anaesthetic was undertaken including data review and whanau interviews. A series of recommendations are being finalised with the Steering Group for the project improving equity in oral health for children under 5 years.

5 *Improving preventive practice in the Community Oral Health Service*
Work with the clinical teams of dental therapists to improve the utilisation of fluoride varnish, bite wing radiography and fissure sealants to prevent dental decay is ongoing. All of the indicators show improvement and work is currently focussed on reducing variation between clinical teams across the service.

6 *Training in Relationship Centred Practice*
Training for the clinical teams in relationship centred practice was undertaken during 2017 by the Director of Allied Health as part of the service's ongoing programme of in-service education.

7 *Community water fluoridation*
Community water fluoridation remains an ongoing and serious concern as it has been absent from the Hastings District Council supply since August 2016 and no clear timeframe for its reinstatement has been announced by Hastings District Council.

A submission to Select Committee supporting the Health (Fluoridation of Drinking Water) Amendment Bill, by the DHB, was made in January 2017 and an oral submission made, on behalf of the DHB in March 2017. A conversation with the Central Hawke's Bay water team was held in October 2017. Further progress on extension of community water fluoridation (beyond Hastings) is now awaiting progress on the Bill by the government.

8 *Population health strategies*
Population health strategies are an important contributor to improving child oral health, and in particular:

HBDHB's *Best Start Healthy Eating and Activity: A Plan (2016-2020),* with 4 interlinking objectives:

1) Increasing healthy eating and activity environments – Working with Sport Clubs and Code via Sport HB to introduce healthy food choices and Water is the Best Drink". Work continues with Schools to promote 'Water is the Best Drink' and supporting water only schools. Work has started with early childhood centres to support healthy weight and oral health. Key HB events are delivering "Water is the Best Drink" messaging. A church with 2000 members in Flaxmere adopted a water only policy in November 2017. All events and activities held at or outside the church facilities are water only. Recent report back has indicated successful implementation with minimal disruption.

2) Develop and deliver prevention programmes - "Healthy Foods- Healthy Teeth and eating for under 5's" is now finalised and distributed to B4SC nurses and other health professionals – the information on oral health has been enhanced as part of this process.

3) Intervention to support children to have healthy weight – Raising Healthy Kids Health Target is supporting referral to lifestyle change programme which include healthy eating, water only and oral health -the BESMARTER Goal Setting Tool has been adapted to include oral health activity.

4) Provide leadership in healthy eating - HBDHB Board has endorsed the reviewed Healthy Eating Policy and this now aligns with the MoH's guideline. The DHB is sugar sweetened beverage free and soon will be mostly confectionary free.

The DHB enhanced this in March 2018 when a "Water for Kids" programme and policy was introduced in the Paediatric Ward and SCBU at Hawke's Bay Hospital.

Breastfeeding

The March 2017 Te Ara Whakawaiora: Breastfeeding report acknowledged that currently challenges exist meeting the 6 week target and that a drop off occurs between 6 weeks and 3 months. Initiatives to improve and sustain early breastfeeding are important to early childhood oral health. Recent literature (Gussy et al 2016) has demonstrated that early introduction of sugary beverages (before 18 months) is significantly associated with early development of dental caries. Initiatives associated with breastfeeding have been reported in the Te Ara Whakawaiora: Breastfeeding report identifying a new 6 week to 6 month programme initiative run by TTOH, Plunket HB and Kahungunu Executive to provide in home breastfeeding support. The emphasis of this contract is to provide appropriate advice and support for Māori and Pacific mothers and their whānau. From discharge to 6 weeks recent sign off has agreed an LMC incentive package to increase postnatal visits during the first two weeks post birth and a consistent messaging community based campaign.

Oral health promotion

The intermittent national campaign and TV advertisement run by the Ministry of Health and Health Promotion Agency "Baby Teeth Matter" and brushing teeth with fluoride toothpaste 2x a day are being supported locally with posters and repeated on the HBDHB Facebook page. Evaluation of the national programme by the Health Promotion Agency reported strong recognition and resonance with the programme particularly for Māori and Pacific whānau.

In addition to these initiatives, other population health activities that reduce the effects of poverty and improve living standards for whānau are linked to improvements in health, including oral health. An example of these initiatives is the Child Healthy Housing programme.

CHAMPION'S REPORT OF ACTIVITY THAT WILL OCCUR TO INCREASE PERFORMANCE OF THIS INDICATOR?

Māori and Pacific preschool enrolment and engagement with Oral Health Services and improvements in the proportion of Māori and Pacific children caries free at 5 years represent a complex interplay of societal, environmental and service delivery factors.

1 Under 5 years equity project-

In late 2016 the Communities, Women and Children directorate commenced a project focussing on delivering equity in oral health outcomes for 5 year-olds with a 5 year time frame.

The project is aiming to:

- strengthen consumer engagement and participation with Oral Health and to substantially improve consumer input to Oral Health Services and to oral health strategies to improve child oral health.
- coordinate consistent messaging and health promotion activity focussing on improving equity in early childhood oral health.
- improve whānau engagement with early childhood oral health services commenced in the Hastings Central community clinic hub.
- spread innovation that is successful within the service.
- work in collaboration with other providers for early childhood such as B4SC, Health Hawkes Bay, Well Child Tamariki Ora providers, Child Health Team, Early Childhood Education & Kohanga Reo and Outreach Immunisation teams to reduce the siloed nature of oral health services delivery.
- Lead improvement to ensure culturally appropriate and responsive oral health services
- influence policy change, particularly for water only environments
- review practice and implement change, or advocate for change, where appropriate

The project sponsors are the Service Director Communities Women and Children and Clinical Director for Oral Health, the Project Manager is the Communities Women and Children Deputy Service Director and a Project Steering Group with broad representation from services, Māori Health, PHO and consumer has been established.

2 Workforce change and kaiawhina engagement

Community Oral Health Services have changed the service's workforce mix by redeploying a clinical vacancy within the service to employ a kaiawhina to support the service's engagement with the community and other providers. This initiative commenced at the Hastings Central hub clinic and the preschool attendance rate has improved from 72.8% to 76.7% at the clinic. The Kaiawhina is expanding her work to Mahora and Flaxmere, and assisting the wider service and further work to investigate the role of kaiawhina in the model of service and workforce mix within the Community Oral Health Service.

3 Clinical quality indicators

Community Oral Health Services are continuing to monitor the implementation of a greater preventive focus in the clinical activity of the service. This involves monitoring 3 quality indicators (fluoride varnish, bitewing radiography and fissure sealants). Levels of use of fissure sealant use are satisfactory. Fluoride varnish use requires better targeting and work is ongoing to ensure that children at greatest clinical risk are receiving 6-montly applications of fluoride varnish.

Use of bitewing radiography remains lower than optimal as it represents a significant clinical practice change, but levels have continue to improve throughout 2017. Six-monthly reporting to the service and peer discussion is being used to effect these changes to clinical practice.

RECOMMENDATIONS FROM TARGET CHAMPION

The primary concerns associated with these preschool oral health outcomes relate to

1 Enrolment data quality

Work needs to continue to ensure that Māori and Pacific 5-year-old children are enrolled for oral health services and are as correctly reported as the denominator data allows. That work will continue by checking the Titanium oral health database has the status of children correctly reported. Further change may occur once the 2018 census becomes available with updated denominator data for preschool child numbers.

2 Accelerating equity in caries free status Māori and Pacific children

The project to improve equity in 5-year-old caries free status is ambitious and aims to take a cross sector focus. It will require ongoing support over 3-4 years to achieve the planned outcomes. Multiple initiatives are planned and are outlined in the table below.

3 Community water fluoridation

An ongoing conversation is required with Hastings District Council regarding the reinstatement of community water fluoridation as water plant improvements are made following the Havelock North gastro illness. Reinstatement is a high priority for Maori and Pacific oral health, particularly when the decline in Maori 5-year-old oral health in CHB is considered as reported in this report in 2016.

Work on community water fluoridation is primarily awaiting further progress on the Health (Fluoridation of Drinking Water) Amendment Bill. However, in the meantime meetings with drinking water staff of the Councils are held where appropriate to discuss the proposed changes under the Bill. It is appropriate to wait until the outcomes of the Bill are clear before making wider recommendations for community water fluoridation in Hawke's Bay.

4 Model of care improvements.

Both the audit of the clinical pathway and patient experience for preschool children receiving dental care under general anaesthetic and the demands of an aging workforce are strong drivers for continued attention to the model of care. Issues are being identified both within the Community Oral Health Service and across the DHB and the Hawke's Bay health system. The Community Oral Health Service is embarking on review of the model of care and will develop a paper recommending the mix of clinical, administration and Kaiawhina staffing that best supports the contemporary needs of the population group. It is also important that recommendations from the audit are finalised and confirmed by the Steering Group of the project group focussed on equity in oral health for children under 5 years and that an action plan is then developed to work through the recommendations.

The identified areas for improvement and timeframes are outlined in the following table

Description	Responsible	Timeframe
Continue quality control of the ethnicity coding and patient status accuracy within the oral health patient management system (Titanium)	Unit Manager Oral Health Clinical Director for Oral Health Children, Women and Communities Deputy Service Director	June 2019
Under 5 years of age caries free equity project Consumer engagement, participation and feedback. Te Roopu Matua is established and their guidance and advice assists in project delivery and prioritisation.	Project Manager and Project Steering Group Unit Manager Oral Health	Phase 2 Jan – Dec 2018 and Total project 2017-2019 Total project 2017-2019 throughout the project

Healthy Foods - Healthy Teeth and eating for under 5s prevention programme Specific tools for ECE, Kohanga Reo and Pacific Island Language nests are being developed with the sector Environmental scanning of water only policies and decisions about next steps, Water for kids in Paediatric ward and SCBU evaluation July 2018 and decisions about widening of the scope Early intervention in general practice in conjunction with Systems Level Measures work. Heath HB to trial the "lift the lip" at 15 month immunisation with 2 high needs practices (2018-2019) Agree recommendations from preschool child general anaesthetic audit and develop action plan	Population Health Oral Health Population Health Advisor Project Manager and SLM group Project Manager	March 2019 March 2019 July 2018 July 2018 December 2018 July 2018
Community Oral Health Service Model of Care review and decisions	Deputy Service Director CWC Directorate Unit Manager Oral Health Clinical Director for Oral Health	September 2018
Well Child Tamariki Ora provider outreach services TTOH , KE and Plunket continue regular collaborative meetings with COHS to improve systems	Māori Health Services Unit Manager Oral Health	Ongoing June 2019
Continue to transition clinical service delivery towards a preventive care focus using clinical quality indicators to monitor service performance	Clinical Director for Oral Health Unit Manager Oral Health	Ongoing June 2019
Community water fluoridation Ongoing discussion with Hastings DC to establish the process and timeframe for reinstatement of community water fluoridation. Monitor legislative change timetable Build relationships with communities of interest	Clinical Director for Oral Health	December 2018 Legislative timeframe uncertain 2017-2019

Breastfeeding initiatives to improve and sustain early breastfeeding	Breastfeeding Champion	July 2019

CONCLUSION

Eliminating inequity in dental caries levels is difficult to solve, has multiple causes, is continually developing and changing and has no universal solution. It has been described as a “wicked problem” (Thomson 2017). It represents the outcome of complex societal inequities in social conditions and health services.

However, significant steps to control early childhood dental caries would be made with region-wide access to optimally fluoridated water and removal of sugar sweetened beverages from all early childhood environments. Improvement in both of these indicators will require focus on collaborative activities to improve social and economic environments, including community water fluoridation and sugar-free environments,

A very wide ranging programme of work of is developing around early childhood oral health with partners across, and external to, the DHB. There also remains willingness by Oral Health Services to continue to question the best model of care for delivery of preschool oral health while also maintaining positive outcomes for the primary school child population.

Data quality issues, particularly related to enrolment, have improved but continue to challenge the reporting of the enrolment indicator. Some of these issues are out of the direct control of the DHB.

Dr Robin Whyman
Target Champion for Oral Health
Clinical Director Oral Health

REFERENCES

National Health Committee. *Improving Child Oral Health and Reducing Child Oral Health Inequalities*. 2003. National Advisory Committee of Health and Disability. Wellington. P 1-28.

Gussy M et al. Natural history of dental caries in very young Australian children. *International Journal of Paediatric Dentistry*. 2016: 26: 173-183.

Thomson WM. *Oral Health and NZ Children*. Presentation to the University of Otago Public Health Summer School. Wellington. 2017.

RECOMMENDATION:

That the Executive Management Team, Māori Relationship Board HB Clinical Council, HB Health Consumer Council, and HBDHB Board

3. **Note** the content of this report
4. **Endorse** the recommendations and identified areas for improvement

Minutes

Clinical Advisory and Governance Committee

Date	15 May 2018	Start Time:	5.30pm
Venue	Tukituki Meeting Room, 2nd Floor, GJ Gardner Building		
Present	Chris McKenna (Chair), Julia Ebbett, Maurice King, Catrina Riley, Tae Richardson, Valerie Shirley		
In Attendance	HHB: Carina Burgess, Clinical Services Manager; Sara Salman, Clinical Advisory Pharmacist; Stephanie Maggin (minutes)		
Guests	Adrian Rasmussen, Health Intelligence Team Leader; Michael Sheehan, HBDHB		
Apologies	Bayden Barber, Linda Dubbeldam, Mark Peterson, Andrew Phillips, Wayne Woolrich		

Item	Minute
1. Administration	**1.1 Apologies** Bayden Barber, Linda Dubbeldam, Mark Peterson, Andrew Phillips, Wayne Woolrich **1.2 Interest Register** No updates/amendments for the Interest Register. **1.3 Conflicts with today's Agenda** None. **1.4 Draft Minutes** The minutes as circulated were accepted as a true and accurate record of the meeting. **1.5 Action Items** The Action Register was worked through: CAG 01 0318. CAG 01 0518. The Committee would like a review of the timeframe for the Flexible Funding Pool Evaluation workup, which at present it has a 16 month lead-time. **1.6 Committee Work plan** Acknowledged. **1.7 Items approved since last meeting** None. **1.8 Additional Agenda Item** None.
2. Items for Approval	None.
3. Presentations	**3.1 Data Sharing Update** Adrian Rasmussen, Health Intelligence Team Leader presented on the HHB Data Sharing Initiative, where HHB has signed an agreement with DataCraft NZ to supply data sharing software. **Action:** The Clinical Advisory and Governance Committee supports the data sharing initiative and recommends the Health Hawke's Bay Board oversees the formation of data clinical governance and also proceeds, at pace, to encourage all general practices to sign-up to this initiative.

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	3.2 Clinical Portal and Impacts on Primary Care incl. lab and radiology Michael Sheehan, HBDHB, updated the Committee on the background and current progress of the Clinical Portal and it's progressive roll-out to the health sector. **Action:** The Clinical Advisory and Governance Committee supports the inclusion of primary care clinicians as members of the governance group that is making decisions for the roll-out of the Clinical Portal into primary care.
4. Strategic Discussion	**4.1 Quality Scorecard** This discussion is deferred to the 19 June 2018 meeting.
5 Items for Discussion	**5.1 Annual Plan 2018-2019 (draft)** Carina Burgess, Commercial Services Manager outlined the draft Annual Plan 2018-2019.
6 Other Items for Information	**6.1 Misdirected Patient Information – update** Paper taken as read. **6.2 HHB Enrolment Dashboard Q3** Paper taken as read. **6.3 CPO Report** Paper taken as read. **1.35** **6.4 Winter Planning** Paper taken as read.
7 Business Performance Reports for Information	**6.1 SLM Q3 MoH Report Summary** Paper taken as read.
8 Any other Business	• Tae Richardson confirmed her Committee tenure was ending and her last meeting would be 19 June 2018. • Val Shirley confirmed her Committee tenure is ending in June. Val has accepted the position of National Quality Manager, Department of Corrections. • Sara Salman told the Committee that she has resigned her role as Clinical Advisory Pharmacist at Health Hawke's Bay.

Meeting closed	7.20pm	**Next meeting**	19 June 2018

HAWKE'S BAY District Health Board Whakawāteatia	**Implementing the Consumer Engagement Strategy**
	For the attention of: **Māori Relationship Board and HBDHB Board** **Clinical Council for information**
Document Owner:	Kate Coley, Executive Director People & Quality
Document Author(s)	Ken Foote, Company Secretary & Hayley Turner, Project Manager
Reviewed by:	Executive Management Team
Month:	June 2018
Consideration:	For Endorsement

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RECOMMENDATION

That the Māori Relationship Board and HBDHB Board

1. **Note** the contents of this paper and the Consumer Engagement Strategy
2. **Endorse** the Strategy

Please note that Consumer Council & Clinical Council have endorsed both the original strategy (August/Sept 2017) and the revised strategy, following MRB feedback/workshop in December 2017, at their April 2018 meeting. They strongly recommend and support this being endorsed by Board at the June meeting. .

PURPOSE

The purpose of this paper is to present the final Consumer Engagement Strategy, and to outline the proposed approach which will support effective implementation of the strategy.

A Strategy was originally endorsed by HB Health Consumer Council in September 2017 and has since incorporated feedback received from EMT and MRB. The proposed implementation approach has evolved as the overall People Plan has been developed, and its various components integrated.

OVERVIEW

It is our ultimate aim to create a culture which puts people at the centre of everything that we do, and one that is respectful of, and responsive to the needs, preferences, and values of our community. Consumer engagement is one enabler of a people centred culture.

The attached consumer engagement strategy has been developed as a key piece of work alongside others to:

- Achieve culture change.
- Strengthen and embed consumer participation at all levels in the health sector
- Ensure consumers are active partners in how we design, deliver and improve services
- Drive improvements - experience of care, quality and safety of care, health outcomes and best value

- Build knowledge and educate health sector staff about the value of consumer engagement.

This is not a standalone strategy. To be effective, consumer engagement should be seen as a "way of working" and part of our 'culture'. It should be linked to other organisational plans and build on existing skills and the work we are already doing. The strategy supports the Hawke's Bay Health Sector vision of "*Healthy Hawkes Bay*" and mission of *"Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequities within our community".*

We recognise that across the Hawke's Bay health sector there are a number of examples where consumer engagement is already occurring however there is also a lack of guidance, practical resources and tools to support effective engagement. A systematic approach needs to be developed and implemented to support engagement being effortless and part of business as usual. Consistent processes, policies and guidelines for engagement need to be developed.

IMPLEMENTATION APPROACH

Given that this is not a standalone strategy, an integrated approach to implementation has been adopted. A number of issues have been grouped under the general heading of '**Consumer Experience'**. These include:

- Consumer Engagement
- Recognising Consumer Participation
- Patient Experience
- Health Literacy

This grouping aligns exactly with the terms of reference of the recently approved (but yet to be established) Consumer Experience Committee within the new clinical governance structure, and also with the roles and responsibilities of the currently advertised positions of Consumer Experience Manager and Consumer Experience Advisor. With these structures and resources in place, a Consumer Experience Project team is about to be established to develop the required systems, processes, toolkits and champions that will assist and enable them to achieve their desired outcomes, and ultimately influence the desired culture change and improved experience for consumers.

A project brief is currently being developed for the Consumer Experience Project. The prime purpose of the Project is to assist and provide support to the Consumer Experience Committee and dedicated operational staff. Current objectives for the project include:

- Develop and implement a consumer engagement toolkit for the DHB, and make available for the HB health sector
- Strengthen and embed the level of consumer participation in service redesign and improvement initiatives through co-design methodology
- Ensure that consumer feedback is the key driver in improving experience of care, quality and safety of care, health outcomes and best value
- Build knowledge and educate health sector staff about the value of consumer engagement and how to engage with consumers
- Develop databases and processes for recording and matching service requests for consumer engagement with available and appropriate consumers
- Develop guidelines and procedures for implementing the 'Recognising Consumer Participation' policy
- Develop communication channels for keeping health related community groups informed and engaged in health related developments
- Define specific roles and responsibilities for consumer experience issues
- Develop a preferred patient experience monitoring tool and simplify centralised surveys
- Ensure appropriate IS tools are available to support consumer experience activities and measures
- Further develop 'health literacy' framework, assessment surveys and toolkits
- Champion the goal of a HB 'health literate sector', where health is 'easy to understand'.

- Develop measures of success and relevant monitoring tools and reports.

An update of progress and further details will be provided once the project brief is completed and the project team is established.

PERSON & WHANAU CENTRED CARE

Apart from addressing specific issues included within the scope of 'Consumer Experience' as set out above, it needs to be acknowledged that this is a component of the wider concept of 'Person and Whanau centred Care'. As this concept is being further developed, those involved in Consumer Experience (and therefore Consumer Engagement) will be ideally placed to assist and support this, to ensure that all relevant components are fully integrated and that 'consumers remain at the centre'.

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ATTACHMENT: Appendix 1: Consumer Engagement Strategy.

Appendix 1

CONSUMER ENGAGEMENT STRATEGY

EXECUTIVE SUMMARY

Consumer engagement refers to the wide range of approaches in which consumers are involved in the planning, service delivery and evaluation of healthcare. Done well, it contributes to fostering a relationship led culture of person & whānau centred care. It supports active, ongoing partnerships, relationships and communication that benefits consumers, staff and will ultimately transform the system.

This strategy is not a detailed work plan. It provides a clear direction for the future and a framework for making decisions. It provides guidance around types and levels of engagement and the benefits of engaging. The goal being that consumer engagement is embedded in all of the ways we work with consumers and is a key driver for achievement of the 'Triple Aim'.

This is not a standalone strategy. To be effective, consumer engagement should be seen as a "way of working" and part of our 'culture', rather than additional work on top of an already demanding workload. It should be linked to other organisational plans and build on existing skills and the work we are already doing. Effective consumer engagement supports the Hawke's Bay Health Sector vision of "*Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequities within our community*".

DRAFT

PURPOSE

The goal of this strategy is to strengthen and embed consumer participation at all levels in the health sector, ensuring consumers are active partners in their own care and how we design, deliver and improve services. It is a driver for improving experience of care, quality and safety of care, health outcomes and best value. The strategy also exists to build knowledge and educate health sector staff about the value of consumer engagement.

Ultimately, our aim is to create a relationship and values led culture which puts our consumers and their whānau at the centre of everything that we do, and one that is respectful of, and responsive to their needs, preference, and values. Consumer engagement is one enabler of a person & whānau centred culture and this strategy sits alongside others to achieve culture change.

WHAT IS CONSUMER ENGAGEMENT?

Consumer engagement refers to the wide range of strategies in which consumers/whānau are involved in their care planning, service delivery and evaluation of healthcare. It can be at an individual, service, governance or community level. Engagement should always be mana enhancing building strong and sustainable relationships.

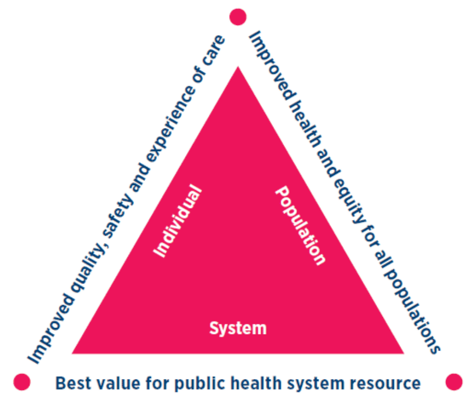
Consumer refers to patients and their families / whānau / caregivers / personal support persons, who have had personal experiences in the health and disability system. The term also includes those who might use services in the future and members of the public generally, given they are the targeted recipients of health promotion and public health messaging and services.

WHY ENGAGE WITH CONSUMERS?

Consumer engagement done well fosters a culture of person and whānau centred care. It supports active, ongoing partnership, relationships and communication that will benefit consumers, staff and ultimately transform the system.

There is evidence to support the benefits of engaging with consumers. These include improvements, such as reduction in inequities, more responsive services, improved clinical quality outcomes, and improved patient experience. In addition, safer care, less waste, reduced length of stay, lower costs, better consumer and health provider satisfaction and staff retention.

Consumer Engagement supports the New Zealand Triple Aim framework (right) for quality improvement at individual, population and system levels. One of its aims is improved health and equity for all populations. Hawke's Bay is a great place to live, but not everyone has the same opportunity to be healthy. Health inequities exist in some parts of our community. Successful consumer engagement will focus on how to be effective within this broader context.



Without proactive consumer engagement, the drive for change is usually either motivated through system failures (e.g. adverse events) or from external advocacy to improve the quality and safety of care. Waiting until there is a problem creates avoidable costs for consumers (physical, psychological and economic) and organisations (review processes, staff morale and more expensive treatments).

HOW DO WE ENGAGE?

Engaging with consumers can and should happen at different levels depending on the situation, and as early as possible. How we engage will be determined by the purpose, timeframes and level of impact of different projects, initiatives or programmes of work. Many will require multiple engagement methods at multiple levels.

Principles of engagement

The principles of partnership, participation and protection underpin the involvement of maori and the wider community. In addition to these core principles there are a number of other guiding principles in relation to effectively embedding consumer engagement at all levels alongside the shared values and behaviours of our sector.

These are:

1. **Being open and honest -** Consumer engagement is more successful when all parties involved are mutually respectful, listen actively and have the confidence to participate in full and frank conversations.

2. **Providing support -** Support for consumer engagement means being welcoming when meeting consumers, valuing their expertise, considering their cultural needs and acknowledging and taking their viewpoints seriously.

3. **Being real -** Consumers and providers know when we are simply going through the motions of consulting with consumers. Consumer engagement needs to be genuine. All parties should know the purpose of why engagement is taking place and real possibilities for change and improvement.

4. **Patient and whānau focus -** All consumer engagement needs to keep the focus on patient and whānau centred care. It is important that providers and staff are supported to maintain their focus on patient/family/whānau as a core aspect of care.

5. **Making health easy to understand** – all engagement needs to done in a way that meets the needs of the consumer, is easy to understand and so that they can contribute as an active partner in the engagement.

6. **Culturally appropriate:** - all engagement needs to meet the needs, values and be culturally appropriate to the consumer.

Levels of engagement

Individual engagement includes consulting, involving and partnering with consumers in shared decision making about their own health. Put another way – *" 'my say' in decisions about my own care and treatment".* It is easy to see and value the role of consumers at an individual level – engaging in and contributing to decisions about their own care, or that of loved ones. This is covered in more detail within the work being undertaken in the making health easy to understand framework, engaging effectively with Māori, and relationship centred practice training.

Collective engagement includes collaborating, involving and partnering with individuals or groups of consumers at a service, community or governance level. Put another way – *" 'my' or 'our say' in decisions about planning, design and delivery of services".*

As seen in the below diagram, consumers can be engaged collectively in various ways, at multiple levels including:

- As partners when redesigning services through co-design groups
- As members of committees, advisory and governance groups
- Through workshops, working groups, steering groups, focus groups and public hui's
- Through consumer and patient experience surveys and feedback mechanisms
- Involvement in consumer interviews, patient stories, patient journey mapping

	Consult Two-way communications Seeking opinions	**Involve** Seek feedback Discuss	**Partner** Identify, plan, implement and evaluate together Shared decision making
Individual	• Information • Diagnosis	• Goals and preferences discussed • Input into treatment plan	• Decisions together • Relationship centred practise
Service	• Surveys • Focus Groups • Social Media	• Consumer Representatives • Advisory groups • Workshops	• Co-design Groups
Community	• Focus Groups • Public Hui • Community Events • Online engagement	• Workshops • Working Groups • Consumer Groups	• Health and Social Care networks (Localities)
Governance	Established sector wide governance • Meetings • Information	• Endorse papers • Workshops	• Joint workshops with Consumer and Clinical Councils

Levels of Consumer Engagement

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UTILISING CONSUMER FEEDBACK

One form of engagement with consumers relates to feedback that we receive through various formats, including complaints, patient experience surveys, focus groups and hui's. To ensure that this is effectively used to support system design improvements and changes the following process will be followed:

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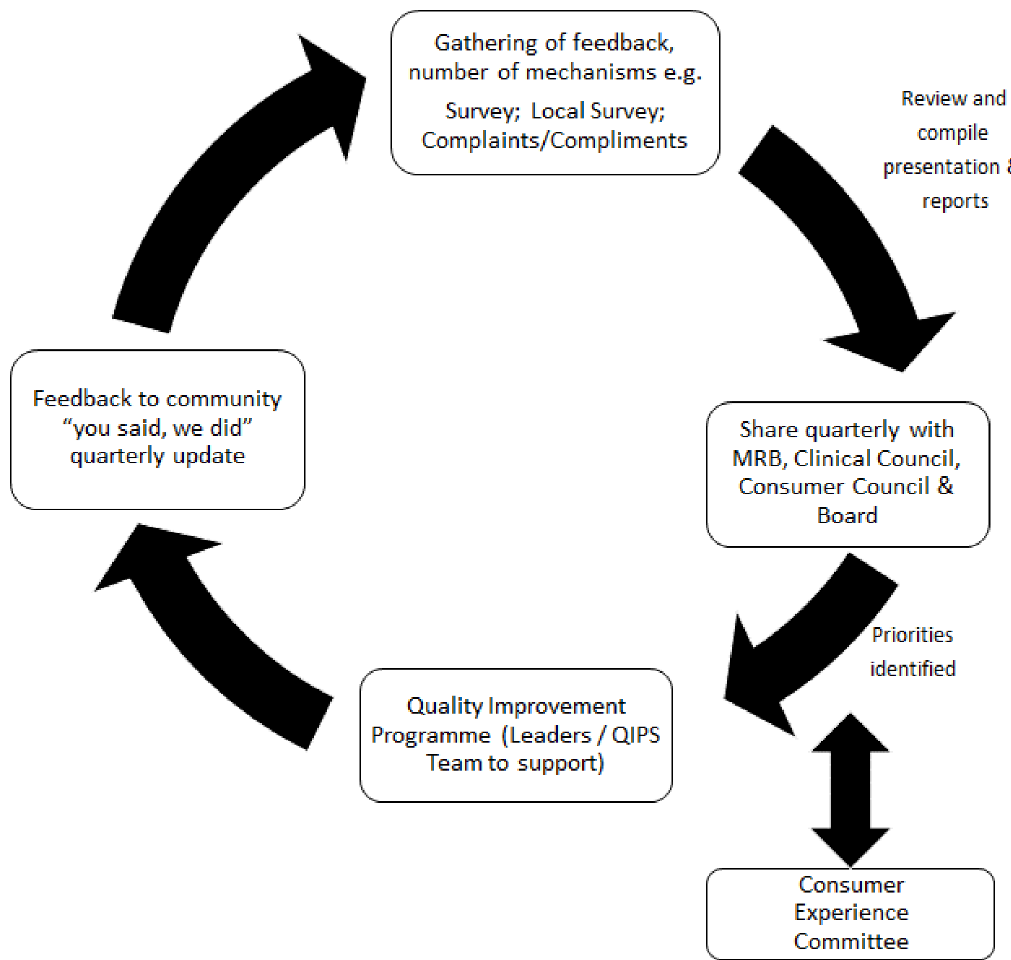

LINKS TO OTHER STRATEGIES

It is important to acknowledge other strategies and frameworks that link to the implementation of this strategy:

- The Quality Improvement and Safety framework "Working in Partnership for Quality Healthcare in Hawke's Bay" (2013) outlines priorities that support consumer engagement in Hawke's Bay.
- Patients and Whānau at the centre and services developed around the needs of our patients is a core principle of Hawke's Bay Health System – Transform and Sustain 2013 – 2018
- Youth involvement is a core principle of The Youth Health Strategy 2016 – 2019 in building health system resiliency through youth participation in governance, leadership, design and delivery of work.
- The Mai Māori health strategy focuses on engaging better with whānau and responding to the needs of Māori in the way they prefer services and care.
- The Pasifika Health Action Plan 2014 – 2018 supports a collaborative approach with pacific communities.
- Significant consumer input will be required to make a 'health literate sector' a reality.
- The People Strategy will address the development of a culture for the health sector that will need to include respecting and communicating effectively with consumers
- The development of Health and Social Care Localities includes significant requirements to consult with and engage local communities in decision making.

HAWKE'S BAY District Health Board Whakawāteatia	**Policy - Recognising Consumer Participation**
	For the attention of: **Māori Relationship Board, Clinical & Consumer Councils**
Document Owner/Author:	Ken Foote, Company Secretary
Reviewed by:	Kate Coley, Executive Director People & Quality and Executive Management Team
Month:	June 2018
Consideration:	For discussion and endorsement

RECOMMENDATION

That the Māori Relationship Board, Clinical & Consumer Council

1. **Note** the contents of this paper and attached draft policy.
2. **Discuss** and provide comment and feedback.
3. **Endorse** in principle the process for implementation of the policy.

Note EMT have endorsed this paper and the attached policy

OVERVIEW

Engaging and partnering with consumers is an important part of ensuring that the Hawke's Bay Health Sector is meeting the needs of our community. Why and how we do this has been pulled together as part of the Consumer Engagement Strategy. One of the key issues to be addressed in this strategy is how we value and recognise consumer participation and engagement.

Currently the only formal policy on this issue is contained within the policy on 'Payment of Fees and Expenses' (HBDHB/OPM/108). Essentially this policy provides for the payment of fees to Consumer Council members only, and reimbursement of justifiable expenses to stakeholders and advisors (including consumer representatives) in exceptional circumstances. The policy does however include a number of principles that address other more intangible ways of recognising and valuing consumer input.

With the more recent heightened awareness and interest in engaging consumers, the appropriateness of this current 'narrow' policy has been raised as an issue by consumers and services alike. In lieu of a broader policy, discretionary ways of recognising consumer contribution are being employed. There is a risk that this could lead to potentially unsustainable precedents being set and unrealistic expectations being created.

CONSULTATION

Consultation with HB Health Consumer Council, and other initial feedback sought from MRB, other consumer groups (including Partnership Advisory Group (PAG), EMT, PMO and Finance confirmed that it was appropriate to establish an organisation wide policy that acknowledges this 'new' environment, and the desired level of engagement.

Through consultation it was agreed that the three Auckland District Health Boards "Recognising Community Participation" Policy (attached as Appendix 2) was a good starting point for how HBDHB might recognise consumer participation and the resulting implications.

Feedback received requested more detailed provisions for recognising consumer participation. Examples of these such as Manaaki, Koha/Gifts, vouchers, support with expenses, refreshments, payments and inclusion in flu vaccinations have been included in the new draft policy.

COST OF IMPLEMENTATION

EMT requested an indication of what the cost of implementation would be based on previous 12 months activity and/or future planned activity. Discussions with finance have resulted in an inability to accurately determine this based on not having a cost centre code that reflects consumer involvement. This deficiency has been addressed in the draft policy.

Discussions with Counties Manukau DHB has revealed that their internal systems and processes do not include being able to accurately reflect the cost of engagement. They do not have a budget for engagement. Teams build it into their project plan or use existing service budget.

In the absence of any evidence or objective assessment criteria, it is subjectively estimated that the total cost of implementation is likely to be around $20k per annum, spread across a number of cost centres. The materiality of this is therefore very low, and the expectation is that all services and projects incurring such costs will absorb them within existing budgets.

LEARNING FROM COUNTIES MANUKAU DHB

Counties Manukau have shared their learnings with HBDHB. These include:

1. Set cost centre codes up in advance of implementation.
2. Associated costs of consumer engagement should be the responsibility of the budget holder of the service or project, as opposed to being centralised. When services take responsibility for the costs of engagement they take better ownership of the relationship with the consumer representative.
3. Costs should be estimated and approved by the budget holder in advance of the project or engaging with consumer representatives. Have a process in place for this.
4. Provide certificates for consumers to acknowledge receipt of travel expenses and vouchers
5. Implement a transparent process that includes an attendance register when accounting for vouchers/taxi chits/reimbursements.
6. Be clear about who administers the process within services.
7. Rates are at the discretion of the budget holder but should be based on the level of the project, not the skill brought (for example, the Chair of Consumer Council is not paid a Chairs rate if involved in a project steering group).

RECOMMENDATIONS

It is recommended that the following process be implemented for this proposed policy:

1. EMT and Consumer Council feedback regarding this draft policy be incorporated.
2. As per policy guidelines, the draft policy should then be distributed more widely for organisational comment.
3. Policy is finalised and approved through governance process.
4. Review and amend existing 'Payment of Fees and Expenses' (HBDHB/OPM/108) Policy in light of this policy.

5. Make consequential changes to the ‘Sensitive Expenditure Policy’ (HBDHB/OPM/015) supported by Maori Health Services. (The definition of Koha to include cash equivalents).
6. Processes to support the policy, including learnings from Counties Manukau DHB to be confirmed in conjunction with the finance team.
7. Policy and processes to be rolled out with training to support.

ATTACHMENT

Draft policy on ‘Recognising Consumer Participation’

HAWKE'S BAY DISTRICT HEALTH BOARD	**Manual:**	Operational Policy Manual
Recognising Consumer Participation	**Doc No:**	HBDHB/OPM/120
	Date Issued:	May 2018
	Date Reviewed:	
	Approved:	To be confirmed
	Signature:	
	Page:	1 of 15

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PURPOSE

Engaging and partnering with consumers is an important part of ensuring that Hawke's Bay District Health Board (the DHB) is meeting the needs of the community.

The DHB values and wishes to encourage consumers, whānau and community input and participation in HBDHB work. It is important that this contribution is recognised.

This policy explains how consumer participation can be recognised in a way that is fair, simple, consistent and compliant with financial and other imperatives.

PRINCIPLES

The fundamental intent of this policy is to clearly set out HBDHB's position on how we recognise consumer input.

Principles on which the policy is based include:

1. Engaging with consumers adds value by improving decision making, services and outcomes and fosters a culture of person and whanau centred care.
2. The DHB will invite consumers to participate in one off events, focus groups and to join project groups.
3. Consumers who participate by invitation in DHB activities should be offered reimbursement for reasonable expenses incurred in such participation
4. The DHB will ensure that the time and effort of consumers contributing and participating in DHB initiatives will be appropriately acknowledged and recognised. Such recognition may be in tangible and/or intangible form.
5. Expenditure decisions in recognition of consumer participation in DHB activities will be made with integrity and transparency.
6. Costs associated with recognising consumer participation are not centralised. The responsibility lies with the budget holder of the service or project and will be coded to the appropriate cost centre.
7. All consumers participating will be considered equal, irrespective of their employment status, profession, qualifications, experience or background.
8. Genuine appreciation for consumer input will be expressed through consideration of meeting times and venues, timely communication, feedback, follow up and an expression of appreciation.
9. Engaging with consumers is aligned with the vision and values of the Hawke's Bay Health sector; in particular Rāranga te tira – partnership and He Kauanuanu – respect.

SCOPE

This policy will apply to all consumers who are invited to participate in DHB work as a consumer representative.

This policy is applicable to all HBDHB employees who engage consumers in project, planning, improvement and decision making processes.

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This policy excludes Consumer Representatives who are paid for their involvement through specific external funding mechanisms.

This policy does not apply to engaging contractors or consultants providing professional services or Consumer Council members attending governance meetings.

ROLES AND RESPONSIBILITIES

The Executive Director People & Quality has overall responsibility for the application of this policy.

Executive Directors, Senior Clinical Leaders, Service Directors, Project Managers and other budget holders, are responsible for engaging and appropriately recognising consumer representatives involved in their respective areas.

The Consumer Experience Manager is responsible for providing management and administrative support related to consumer representation.

The Executive Director Corporate Services has overall responsibility for the development and maintenance of systems and processes, including internal controls and financial monitoring of payments and vouchers.

The HBDHB Company Secretary shall independently monitor all costs associated with the application of this policy.

Draft

POLICY

The 8 principles above shall be applied as part of this policy.

In relation to the recognition of consumer participation the DHB will provide:

Manaakitanga (host responsibility)

Manaaki can be defined as “to look after, care for, show respect or kindness to”. Manaakitangi can be loosely translated to “hospitality”. Being hospitable, looking after visitors and caring about how others are treated is very important.

Recognition of people invited to participate in DHB activities requires that they are positively valued and shown respect. It requires sensitivity to people’s cultural and social diversity and an awareness of people with disabilities. It means that people assisting the DHB should be provided with sufficient resources to enable and support effective contribution. It includes the provision of sufficient information (in a format that is easy to understand), support with transport and other needs as required, ensuring the venue and information are fully accessible, providing refreshments, formally acknowledging people for their participation and providing feedback on their input. There should be no barriers to participation.

When offering hospitality, reference should be made to the ‘Sensitive Expenditure Policy’ (HBDHB/OPM/015).

Verbal and/or written acknowledgements, and expressions of appreciation, should be provided in all cases.

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Koha/Gifts

A koha or gift may be presented as a token of appreciation for contributions made to DHB activities, but should not be an expectation of the recipient. Koha/gifts may be in the form of petrol or supermarket vouchers or other tokens of appreciation (not cash or cheque). The value of a koha/gift for a person involved in any one project should not exceed $50.00.

Vouchers should not be given regularly to the same person, as they may constitute taxable income.

People already on a salary or a contract, which covers their participation, should not receive a koha/gift.

Refreshments

It is appropriate to provide light refreshments for those who inform or advise the DHB through participation in a public consultation e.g. Hui, fono, discussion group. Reference should be made to the DHB's Healthy Eating Policy (HBDHB/OPM/115)

Reimbursements and Payments

Consumer representatives who participate in DHB activities by invitation should be offered reimbursement for reasonable expenses associated with their participation and may be offered payment for the time and value of their input.

Table 1 below provides a guide to the kind and level of reimbursements and monetary recognition payable. It is based on activities that are attended in person but payments can also be made when people participate in other ways, for example teleconferences or work done by individuals at home.

In all cases, the amount and type of on-going expenses and payments must be approved by the budget holder i.e. Service Director, Executive Director, Project Sponsor (or other role with the relevant delegated authority) in advance of the project, with the upper limit set.

For ongoing activities there must be a letter of agreement sent to the participant and the terms of reference agreed for the project/committee activity with the appropriate sign off. The agreement should include an outline of expectations of the consumer representative's contribution. If, for example a consumer representative is required to chair a meeting, or is expected to seek wider community views on a topic, then consider what additional time would be required to fulfil this function well. The agreement should outline any process for compensation, including a process for compensating expenses for last minute changes to meeting dates or times.

Reimbursements:

Consumer representatives seeking reimbursement of out of pocket expenses should complete a **Consumer Expenses Claim Form**, and provide:

- bank account number;
- receipts or invoices for items less than $50 (incl. GST) or incurred overseas;
- GST tax invoices for items greater than $50 (incl. GST) and incurred in New Zealand.

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Draft

Consumer representatives receiving vouchers to cover their expenses should also acknowledge receipt of payment by signing a **Voucher Acknowledgement of Receipt Register** and this should be kept on record.

Consumer representatives already on a salary or a contract which covers their participation should be reimbursed for out of pocket expenses using the usual employee expense claim process, or in accordance with their contract.

The DHB will not fully compensate people for taking time off work or for loss of income as a result of providing input into DHB work or projects. The levels of recognition set out below should be regarded as partial compensation.

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Payments:

Consumer representatives offered 'remuneration' compensation for the time they have given, should be asked to complete a **HBDHB Joining Form** and an **IR330C Form**, and will be added to payroll and have withholding tax deducted from any payment.

Consumer representatives should not be compensated with vouchers for any time they have given, due to the complications and cost of complying with taxation obligations.

Consumer representatives providing appropriate tax invoices for their time, will be required to complete a **New Supplier Request Form**. Once approved, payments will be made into the verified bank account number provided.

Table 1: Reimbursement and recognition details

Type of activity	Type and extent of financial support or recognition the DHB can provide	Paid by
1. **General invitation to a public hui/ meeting** Participation in a public consultation e.g.: attending a public meeting, hui, fono or discussion group	• No honorarium or koha • Assistance for people who would not otherwise be able to attend, e.g. mobility taxi service • Assistance if requested with interpreters, or other supports that are essential for participation	• Taxi vouchers or bus passes provided prior to the meeting if possible • Carpark pass if meeting is on hospital grounds.
2. **Personalised invitation to one-off event** Participation in focus group, forum, workshop or meeting	• A koha or gift may be appropriate (up to the value of $50.00) • Assistance, if requested, with taxis/transport for people who would otherwise be unable to attend • Reimbursement of reasonable out of pocket expenses up to $125.00 per meeting (see travel expenses) • Expenses may include travel, childcare and special aids for participation	• Koha/gift in the form of petrol or supermarket voucher (it is helpful to provide a choice as not everyone drives) • Taxi vouchers or bus passes provided prior to the meeting if possible • Carpark pass if meeting is on hospital grounds.

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Type of activity	Type and extent of financial support or recognition the DHB can provide	Paid by
3. **Invitation to ongoing group membership, partnership or collaboration**	• Reimbursement of reasonable out of pocket expenses (see travel expenses) • Expenses may include travel, childcare and special aids for participation • Inclusion, if requested, in annual influenza vaccination **Consumer Representative working at a Project level** • May be paid a meeting fee of up to $50.00*for each meeting attended. **Consumer Representative working at a governance level (i.e. Consumer Council member)** • Payment as per 'Payment of Fees and expenses' Policy (HBDHB/OPM/108)	• An honorarium is paid in recognition of time made as tax deducted payment • Expenses reimbursed are tax exempt. Paid retrospectively on receipt. • Carpark pass if meeting is on hospital grounds.

*this policy does not preclude paying a lesser amount.

Travel expenses (private vehicle)

Use of a private vehicle will be reimbursed on a distance travelled basis using IRD mileage rates (available on-line by typing "IRD mileage rates" into a search engine). Some common travel distances are provided below.

Return Trip distance
43km (i.e. Napier to Hastings)
14km (i.e. Flaxmere to Hastings)
22km (i.e. Bay View to Napier)
40km (i.e. Te Awanga to Napier)
72km (i.e. Waimarama to Hastings)
99km (i.e. CHB to Hastings)
233km (i.e. Wairoa to Napier)

MEASUREMENT CRITERIA

This Policy will be reviewed annually along with a full summary of costs incurred within the 12 months previous. To facilitate the capture of costs under this policy, expenses should be coded to Community Consultation Costs (currently account code 583500) within the appropriate cost centre.

As an appropriate independent control measure, HBDHB Company Secretary will periodically review all transactions charged against this code

An annual survey will be sent to Service and Project leaders, Consumer Council members and Consumer Representatives regarding feedback on how the policy is working in practise.

DEFINITIONS

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"Consumer"

Refers to patients and their families / whānau / caregivers / personal support persons, who have had personal experiences in the health and disability system. The term also includes those who might use services in the future and members of the public generally, given they are the targeted recipients of health promotion and public health messaging and services.

"Consumer Engagement"

Consumer engagement refers to the wide range of strategies in which consumers are involved in the planning, service delivery and evaluation of healthcare. Informing consumers does not, in itself, constitute engagement. Engagement requires dialogue and building relationships.

"Consumer Representative"

A consumer representative is a person with healthcare experiences relevant to the project or management group. A consumer representative provides advice based on their own personal experiences of services or care, and/or on behalf of others.

"On-going"

For the purposes of this policy, and in the context of activities, ongoing means predictable. If a meeting is scheduled to occur regularly with the same group of people as part of business as usual, or a specified project, that activity is classed as "on-going".

REFERENCES

Health Quality and Safety Commission - Engaging with Consumers: A guide for District Health Boards.

RELATED DOCUMENTS

'Payment of Fees and expenses' (HBDHB/OPM/108)
'Sensitive Expenditure Policy' (HBDHB/OPM/015)
'Healthy Eating Policy' (HBDHB/OPM/115)

FORMS

All relevant forms applicable to this policy may be found on HBDHB intranet – Our Hub.

For illustrative purposes only, copies of such forms current at the time this policy was first approved, are attached:

Appendix 1: Consumer Expenses Claim Form
Appendix 2: Voucher Acknowledgement of Receipt Register
Appendix 3: HBDHB Joining Form
Appendix 4: HBDHB New/Updated Supplier Form
Appendix 5: IR330C – Tax Rate Notification for Contractors

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KEYWORDS

Consumer
Consumer Engagement
Consumer Representative
Expenditure
Gift
Koha
Participation
Payment
Project
Recognition
Refreshments
Reimbursement
Travel expenses
Vouchers

Draft

For further information please contact the Consumer Experience Manager.

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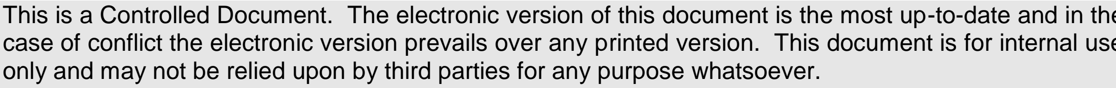
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Appendix 1

Consumer Expenses Claim Form

Please complete and forward to the person organising the meeting

OURHEALTH HAWKE'S BAY Whakawāteatia

Name:	
Email:	
Phone #	
Bank Account	_ _ - _ _ _ _ - _ _ _ _ _ _ _ _ - _ _ _

Meeting Attended: **Date:** **Place:**

Expense description/justification / and kms travelled in private vehicle	**Amount**
All original supporting receipts/invoices (GST tax invoice for items over $50) must be attached. Sub total	
Plus GST	
Total	**$**

I hereby certify that the above details are correct and that all expenses claimed were incurred in participating in work of the Hawke's Bay District Health Board.

Signature **Date:**

For HBDHB use only

Approved for payment by:

Name: .... Position: ....

Signature: .... Date: ....

Expenses to be charged to

Cost Centre ....

Account Code 583 500

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Appendix 2

HAWKE'S BAY District Health Board

Voucher Acknowledgement of Receipt Register

This form is to be used in accordance with the Recognising Consumer Participation Policy. Its purpose is to account for and maintain a record of the issue of vouchers.

Type of Voucher e.g. petrol, super market	Voucher Issuer e.g. MTA, Countdown	Voucher Number	Name of Recipient	Recipients Signature

Staff responsible for the use of vouchers, should ensure this form is completed whenever vouchers are issued, and be able to present the completed form on request.

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Appendix 3

JOINING FORM

Please complete all detail in FULL and return to the Recruitment Team

SURNAME: Dr / Mr / Mrs / Miss / Ms	**FIRST NAME (S) (in full):**
PREVIOUS NAME(S):	**DATE OF BIRTH:** / /
ADDRESS:	**PHONE NUMBER(S):**
GENDER: Male / Female	**Have you previously been employed by HBDHB?** Yes / No

NEXT OF KIN:

Name:.. Phone Number(s):..

Address:... Relationship:..

EQUAL EMPLOYMENT OPPORTUNITY INFORMATION:
The following information will be used for reporting and statistical purposes only. Which ethnic **groups** do you identify with? (please indicate more than one if applicable):

NZ Maori	☐	British or Irish	☐	Other European	☐
NZ European / Pakeha	☐	Asian	☐	Other Ethnic Group (or further detail):	☐
Pacific Islander	☐	Indian	☐	--	

BANK ACCOUNT DETAILS (Please attach deposit slip)

Name of Bank: ....

Account No: ☐☐ ☐☐☐☐ ☐☐☐☐☐☐☐ ☐☐☐

Bank Code | Bank/Branch | Account Number | Suffix

PAYROLL USE ONLY:

Cost Centre:..

Employee Number:.. Salary:..

Applicant Number:.. Increment Date:...

Commencement Date:.. Phone Allowance: Yes / No

Position:.. Roster Group:...

Signature: .... **Date:** ....

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Appendix 4

HBDHB New/Updated Supplier Form

Part A – Your information (** Denotes a mandatory field. If you are updating the information we hold on you, only complete the boxes you want us to change*)

Payment details		
* Name/department of the person at the DHB who asked you to complete this form		
Supplier number if an existing supplier		
*Trading name that will appear on your invoices		
*Legal name (if different)		
*Legal status (e.g. registered company, partnership, sole trader, Crown entity etc.)		
*Company No. / NZBN (include certificate)		
*e-mail address (for purchase orders)		
*Physical address (for supplier returns)		
*Postal address - if different from physical address:		
*Type of goods or services you will provide:		
*DHB Employee? ☐ Yes ☐ No	Employee number:	
*Independent contractor? ☐ Yes ☐ No	IRD number:	
*GST registered? ☐ Yes ☐ No If registered you must provide compliant tax invoices,	GST number: see: *http://www.ird.govt.nz/gst/work-out/work-out-records/records-tax/tax-info/*	
Who should we contact at your business		
*Contact name:		
*Phone number:	Mobile number:	*e-mail address:
Purchasing contact person, if different from above		
*Contact name:		
*Phone number:	Mobile number:	*e-mail address:
Payments contact person – for remittance advices		
*Contact name:		
*Phone number:	Mobile number:	*e-mail address:

If you are a contractor receiving scheduler payments, you must also include a completed Tax rate notification for contractors IR330C form (available on the IRD website), or a copy of any Certificate of exemption (COE). Otherwise tax will be deducted at the no-notification rate.

February 2017 Page 1 of 2

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HBDHB New/Updated Supplier Form

Part B – Bank Account detail and declaration

2. Bank Account details	
*We accept any of the following as evidence of your Bank Account:	Document attached
A pre-printed deposit slip which includes the full bank account number (bank, branch, account number and suffix) and the account holders name :	☐
A bank statement which includes the full bank account number (bank, branch, account number and suffix) and the account holder's name:	☐
A letter from the bank which includes the full bank account number (bank, branch, account number and suffix) and the account holder's name. This must be signed and stamped by the bank.	☐
An internet printout which includes the full bank account number (bank, branch, account number and suffix) and the account holder's name and the web address along the top or bottom of the page. This does not need to be signed and stamped by the bank unless all of the above is not provided on the printout.	☐
ATM printout must show the bank logo and the full bank account number (bank, branch, account number and suffix) and the account holder's full name.	☐
Hand-written bank account evidence as long as it includes the full bank account number (bank, branch, account number and suffix) and the account holder's name. This must be signed and stamped by the bank.	☐

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3. Supplier Declaration	
*I declare that: • the information given in this application is true and correct • I am authorised to make this request on behalf of the organisation.	
Full name:	Job title:
Signature:	Date:

Payments will be made on the 20th of the month following date of invoice as per HBDHB terms and conditions. *(T&C available on the HBDHB website)*

Return this form to the Contracts Team e-mail:
contracts@hawkesbaydhb.govt.nz

With subject line "New Supplier Request" (Supplier Name)

4. OFFICE USE ONLY		
Contracts approval:	Name & Signature:	Date:
Purchasing approval:	Name & Signature:	Date:
Creditor number :	Name & Signature:	Date:
WHT loaded :	Name &Signature:	Date:

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Appendix 5

Tax rate notification for contractors

IR330C
March 2017

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Use this form if you're a contractor receiving schedular payments.

Don't use this form if you're receiving salary or wages as an employee, you'll need to use the *Tax code declaration (IR330)* form.

Once completed:

Contractor Give this form to the person paying you.

Payer **Don't send this form to Inland Revenue.** You must keep this completed IR330C with your business records for seven years following the last schedular payment you make to the person or entity.

1. Your details

Full Name

IRD number (8 digit numbers start in the second box. 1 2 3 4 5 6 7 8)

If you don't have:

- your IRD number you can find it on your myIR Secure Online Services account or on letters or statements from us.
- an IRD number go to **www.ird.govt.nz** (search keywords: IRD number) to find out how to apply for one.

2. Your tax rate

You must complete a separate *Tax rate notification for contractors (IR330C)* for each source of contracting income.

Refer to the flowchart on page 2 and enter your tax rate to one decimal point here. . %

Refer to the table on page 3 and enter your schedular payment activity number here.

Your tax code will always be: WT

3. Declaration

Name

Designation or title (if applicable)

For example, director, partner, executive office holder, manager, duly authorised person

Signature

Day Month Year 2 0

Please give this completed form to your payer. If you don't complete sections 1 and 3 your payer must deduct tax from your pay at the no-notification rate of 45%, except for non-resident contractor companies where it's 20%.

Privacy

RESET FORM

Meeting your tax obligations means giving us accurate information so we can assess your liabilities or your entitlements under the Acts we administer. We may charge penalties if you don't.

We may also exchange information about you with:

- some government agencies
- another country, if we have an information supply agreement with them
- Statistics New Zealand (for statistical purposes only).

If you ask to see the personal information we hold about you, we'll show you and correct any errors, unless we have a lawful reason not to. Call us on 0800 377 774 for more information. For full details of our privacy policy go to **www.ird.govt.nz** (keyword: privacy).

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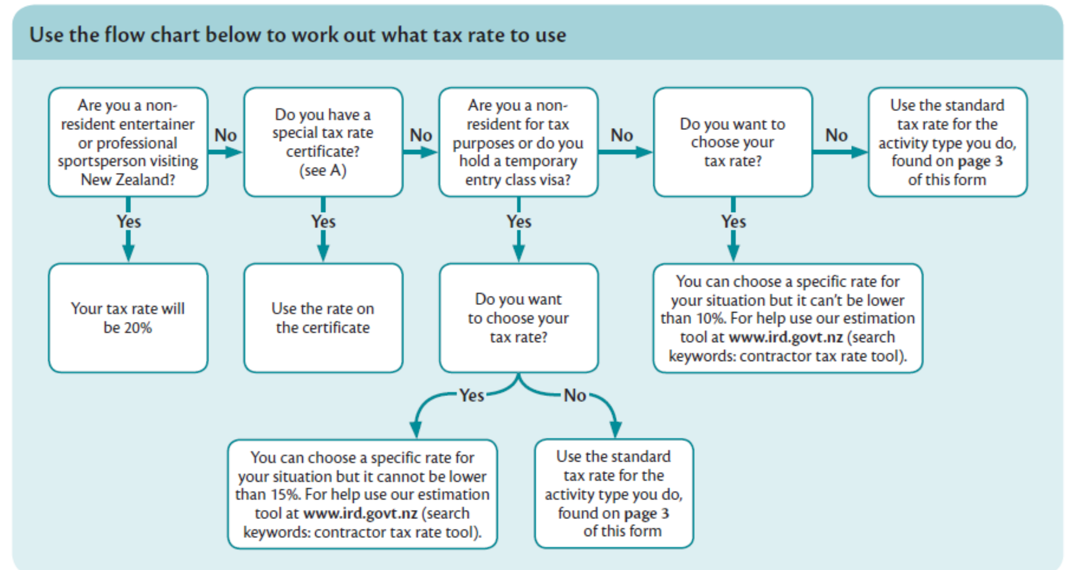
Schedular payments are payments made to people who are not employees but are contractors. This includes independent contractors, labour-only contractors and self-employed contractors. You're receiving schedular payments if you're not an employee and the type of work you're receiving a payment for is an activity listed on page 3.

If you aren't ordinarily required to have tax deducted from payments you receive you can choose to have tax deducted from them, they'll be treated as schedular payments, if the person paying you agrees. You will need to get their agreement in writing.



A If you have a special tax rate (STR) certificate enter your special tax rate on page 1 and show your original STR certificate to your payer.

An STR is a tax rate worked out to suit your individual circumstances. You may want an STR if the minimum tax rate that applies to you will result in you paying too much tax. For example, if you have business expenses that will lower the amount of tax you need to pay on your income. You can apply for an STR certificate by downloading a *Special tax code application (IR23BS)* from our website or by calling 0800 257 773. Please have your IRD number handy.

If you're a non-resident contractor the application process is different. For more information go to **www.ird.govt.nz** (search keywords: NRCT special rate).

B If you don't want tax deducted from your schedular payments, you may be able to apply for a Certificate of exemption (COE) online using the *Request for PAYE exemption on schedular payments (IR332)* form on our website.

If you're a resident contractor paid by a labour hire business under a labour hire arrangement you cannot use a COE for these payments. You may be able to apply for a 0% special tax rate instead by completing an IR23BS.

For more information about COEs go to **www.ird.govt.nz** (search keywords: schedular coe).

Non-residents

Applications for non-resident contractor certificates of exemption or enquiries about non-resident contractors should be sent to:

Post:
Team Leader
Non-resident Contractors Team
Large Enterprises Services
PO Box 2198
Wellington 6140
New Zealand

Email: **Nr.contractors@ird.govt.nz**
Phone: 64 4 890 3056
Fax: 64 4 890 4502

Additionally, the following may be entitled to an exemption from tax:

- non-resident entertainers taking part in a cultural programme sponsored by a government or promoted by an overseas non-profit cultural organisation
- non-resident sports people officially representing an overseas national sports body.

Post:
Team Leader
Non-resident Entertainers Unit
Large Enterprises Services
PO Box 76198
Manukau City
Auckland 2214
New Zealand

Email: **Nr.entertainers@ird.govt.nz**
Phone: 64 9 984 4329
Fax: 64 9 984 3081

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Schedular payment tax rates

If you are receiving payment for any of the types of work listed below, enter the activity number in the box at section 2 on page 1.

The description of activities covered may not be exhaustive. For a more detailed description see schedule 4 of the Income Tax Act 2007. You'll generally be required to file an income tax return at the end of the tax year.

If you receive schedular payments you will receive an invoice for your ACC levies directly from ACC.

Activity number	Activity description	Standard tax rate – %	No-notification rate – %
1	ACC personal service rehabilitation payments (attendant care, home help, childcare, attendant care services related to training for independence and attendant care services related to transport for independence) paid under the Injury Prevention and Rehabilitation Compensation Act 2001	10.5	45
2	Agricultural contracts for maintenance, development, or other work on farming or agricultural land (not to be used where CAE code applies)	15	45
3	Agricultural, horticultural or viticultural contracts by any type of contractor (individual, partnership, trust or company) for work or services rendered under contract or arrangement for the supply of labour, or substantially for the supply of labour on land in connection with fruit crops, orchards, vegetables or vineyards	15	45
4	Apprentice jockeys or drivers	15	45
5	Cleaning office, business, institution, or other premises (except residential) or cleaning or laundering plant, vehicle, furniture etc	20	45
6	Commissions to insurance agents and sub-agents and salespeople	20	45
7	Company directors' (fees)	33	45
8	Contracts wholly or substantially for labour only in the building industry	20	45
9	Demonstrating goods or appliances	25	45
10	Entertainers (New Zealand resident only) such as lecturers, presenters, participants in sporting events, and radio, television, stage and film performers	20	45
11	Examiners (fees payable)	33	45
12	Fishing boat work for profit-share (supply of labour only)	20	45
13	Forestry or bush work of all kinds, or flax planting or cutting	15	45
14	Freelance contributions to newspapers, journals (eg, articles, photographs, cartoons) or for radio, television or stage productions	25	45
15	Gardening, grass or hedge cutting, or weed or vermin destruction (for an office, business or institution)	20	45
16	Honoraria	33	45
17	Modelling	20	45
18	Non-resident entertainers and professional sportspeople visiting New Zealand	20	N/A
19	Payment by a labour hire business to any person (eg individual, partnership, trust or company) performing work or services directly for a client of the labour hire business or a client of another person, under a labour hire arrangement	20	45
20	Payments for: – caretaking or acting as a guard – mail contracting – milk delivery – refuse removal, street or road cleaning – transport of school children	15	45
21	Proceeds from sales of: – eels (not retail sales) – greenstone (not retail sales) – sphagnum moss (not retail sales) – whitebait (not retail sales) – wild deer, pigs or goats or parts of these animals	25	45
22	Public office holders (fees)	33	45
23	Shearing or droving (not to be used where CAE code applies)	15	45
24	Television, video or film: on-set and off-set production processes (New Zealand residents only)	20	45
25	Voluntary schedular payments	20	45
	If you are a non-resident contractor receiving a contract payment for a contract activity or service and none of the above activities are applicable, then:		
26	Non-resident contractor (and not a company)	15	45
27	Non-resident contractor (and a company)	15	20

Note: If you need help choosing your tax rate use the estimation tool at **www.ird.govt.nz** (search keywords: contractor tax rate tool)

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TOPICS OF INTEREST / MEMBER ISSUES / UPDATES

Recommendation to Exclude the Public

Clause 32, New Zealand Public Health and Disability Act 2000

That the public now be excluded from the following parts of the meeting, namely:

13. Minutes of Previous Meeting (public excluded)

14. Mid-Point HealthCert Surveillance Audit - Corrective Actions

The general subject of the matter to be considered while the public is excluded, the reason for passing this resolution in relation to the matter and the specific grounds under Clause 32(a) of the New Zealand Public Health and Disability Act 2000 for the passing of this resolution are as follows:

- Official Information Act 1982 9(2)(ba) to protect information which is subject to an obligation of confidence.
- Official Information Act 1982 9(g)(i) to maintain the effective conduct of public affairs through the free and frank expression of opinions between the organisation, board and officers of the Minister of the Crown.
- NZPHD Act 2000, schedule 3, clause 32(a), that the public conduct of the whole or relevant part of the meeting would be likely to result in the disclosure of information for which good reason for withholding would exist under any of sections 6, 7 or 9 (except section 9(2)(g)(i) of the Official Information Act 1982).

PUBLIC EXCLUDED SECTION REMOVED

PUBLIC SECTION / WORKSHOP DISCUSSION FOLLOWS ...

CHOOSING WISELY & MAKING PRUDENT DECISIONS

Person & Whanau Centred Care
A discussion paper

Authors:	Kate Coley
Designation:	Executive Director of People & Quality
Date:	June 2018
Reviewed by:	Rachel Ritchie, Andrew Phillips, John Gommans and Ken Foote

Purpose

The purpose of this paper is to summarise the thinking and discussions to date that have occurred between Clinical and Consumer Council on the key priority of creating a culture that is Person & Whanau centred. This will require fundamental shifts and transformation in behaviours, systems, processes and services for all people working across the HB Health System

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Introduction

We are committed to person & whanau centred care and there are a number of activities and actions underway. However, to date there has been a lack of an overarching plan to co-ordinate and prioritise the work underway. Research shows that PWCC improves health outcomes and patient experience and best uses available resources. The results of the Big Listen, Korero Mai, Clinical Services Plan learnings from recent visits to South Central Foundation, demonstrate a need to prioritise and focus on this work.

Why the need for change?

In short, health systems have been built over the first half of the 20th century around the needs of healthcare professionals, governance systems and to treat urgent lifesaving conditions such as infectious diseases and accidents and injuries. The care developed to best respond to these needs is characterised as acute and episodic - a 'medical model' of care that worked very well through the 20th century. Vaccinations, advances in health care, reduced child mortality, occupational health and safety have all contributed to reducing these significantly. A new model of care is required as we now live longer, there has been an unprecedented increase in chronic conditions and increasingly comorbidity is becoming the norm. All in all our healthcare needs now present a very different picture - requiring a very different care response for both health outcomes and to most wisely use available resources. The burden of chronic conditions to our communities is increasing rapidly and require ongoing self-management by the person and whanau. Chronic physical and mental health conditions impact disproportionately on Maori and Pasifika families contributing significantly to inequity. Maori are 3 times as likely to have type 2 diabetes as non-Maori and are more likely to develop complications. [1]

A new person and whanau centred model of care is urgently required considering that the number of New Zealanders living with diabetes has doubled from 124,000 to 250,000 in the 10 years to 2015 and predicted to continue its exponential rise. In 2008 the resources required to care for people with type 2 diabetes in NZ was $600 million per year - by 2021 it is estimated to more than double to $1,770 million. In the UK health system 70% of acute and primary care budgets are now absorbed by long term conditions.[2]

[1] Diabetes NZ, NZ Herald 3/11/2015
[2] House of Care - a framework for long term condition care;www.england.nhs.uk/ourwork/ltc-op-eolc/ltc-eolc/house-of-care

What do we mean by Person & Whanau Centred Care?

Our definition of person and whanau centred (PWCC) care is informed by the Picker Institute which identified eight dimensions of "patient centred care" as:

- Respect for patients' preferences and values
- Emotional support
- Physical comfort
- Information, communication and education
- Continuity and transition
- Co-ordination of care
- The involvement of family and friends and access to care.

The concept of PWCC clearly recognises the need to include not only the consumer but also their whanau, friends and carers. For PWCC to be successful, there is also a need to ensure that our workforce has the right values, cultural competency, and capability to enable them to care for others.

One of the simplest and perhaps clearest definitions of person and whanau centred care is:

*'Working **with** consumers and families/whānau, rather than **doing to** or **for** them".*

A person and whanau centred approach puts people, families and communities at the heart of health care and wellbeing
This is firstly about enabling the workforce to develop partnerships with people, families, carers, communities and colleagues. This requires working in a different way and not simply developing new skills and knowledge. Changing behaviours and habits is not easy Practice in the workforce is a complex combination of behaviours, decision and interactions. Behaviour change requires the necessary combination of workforce capability, together with the opportunity and motivation for behaviour change.

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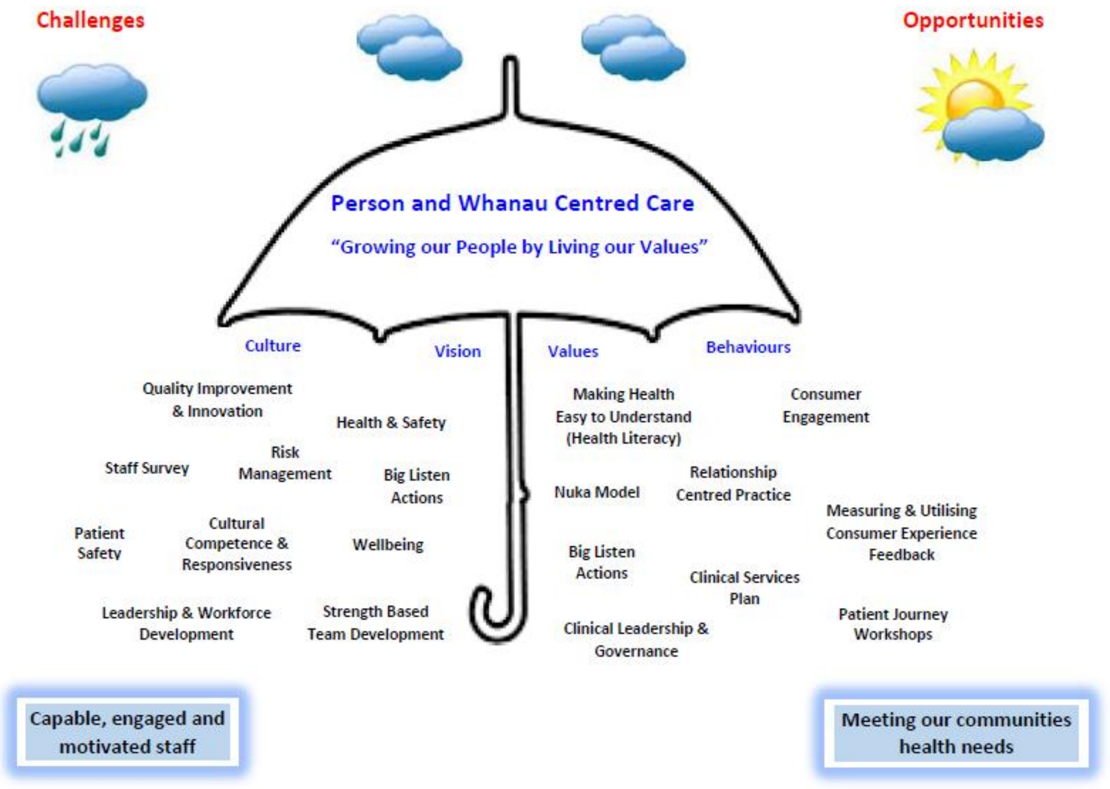
Secondly this requires that as a sector we work in partnership to collaboratively and collectively plan, design and deliver services, systems, care and support that are designed around the needs of consumers and their whanau

Lastly, for this approach and transformational change to 'stick' and become the way we do things around here, it also has to be supported by a system, processes and structure that makes it the easy thing to do.

What are the core components to create PWCC?

The below diagram attempts to describe some of the elements and components of work and activities that would support the approach. This is not an exhaustive list but identifies the various pieces of a jigsaw that need to be coordinated for us to realise our aspirations.



How does this fit with the People Plan?

The People Plan, which will be discussed in the joint meeting, has been developed on the foundation of the feedback that has been received, the models and theories around improving engagement, and our desire to bed in our values into everything we do. A draft framework has been developed to design the people plan – ensuring that all of us live our agreed values. This has been presented and feedback sought from a number of stakeholders. Following that feedback significant changes have been made to better align to our values, simplify the language and streamline the key intentions and commitments to our staff.

Living our values will require immediate changes in behaviour, particularly from the leaders of the health system. The People Plan sets out a five year plan for the investment and development of our workforce and will be one of the key levers and enablers to support our ambition to becoming a sector that is person and whanau centred.

The overarching aim of the People Plan is to "Grow our People by Living our Values", thereby our staff feel trusted, valued, engaged and are skilled and well supported.

There are a number of key deliverables of the People Plan including,

- Increasing staff engagement
- Embedding and living our values
- Creating a great place to work – ensuring more Good Days
- Building our culture
- **Ensure better patient experience & outcomes – person and whanau centred care**
- Enabling significant behavioural change in the organisation
- Increasing the diversity of our workforce

- Embedding our approach to engaging with consumers at every level

What might it look like when it is happening?

People/Family & Whanau:
Care is structured around the needs of the patient comorbidity
Is addressed without 'silos' between departments/carers

- I can access my information
- I understand my choices
- My whanau are included
- My contribution is valued
- I can give feedback that you act on
- We make decisions together

Staff:

- I demonstrate our values consistently
- I listen and understand what matters to you and your whanau
- I work in partnership and value your and your whanau's feedback
- I respect you and your whanau's cultural needs and will treat you accordingly
- I feel respected and valued for the contribution I make
- I would recommend HBDHB as a great place to work and be cared for

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What does the research say about Person & Whanau Centred Care?

- Diabetic patients of high empathy primary care physicians had 42% fewer hospital admissions for metabolic crisis than patients of low-empathy physicians[3]
- PWCC, whole-person care in terminal lung cancer, early access to palliative care shows that [4]
  - Fewer patients have depression (16% vs 38%)
  - Fewer patients chose aggressive (and costly) end of life care (33% vs 54%)
  - Survival rates increased from 9 months to 12 months
- PWCC approach to pre-operative consultation:[5]
  - Better wound healing, Better surgical outcomes, Less anxiety, Less pain, Higher levels of daily activities
- PWCC care approach between clinicians and consumers has a bigger effect on 5 year mortality than smoking cessation or taking aspirin.[6]
- The costs of patients receiving PWCC ($948) are 50% lower than others ($1435) (due to frequency of visits, reduction in hospitalizations, fewer lab and diagnostic tests etc) [7]
- When care is PWCC and doctor and patient build trust, patients have better clinical outcomes and there is a dramatic reduction in the need for subsequent diagnostic tests (6-fold reduction) and specialist referrals (almost a 3-fold reduction).[8]

Appendix 1 summarises some key thoughts and evidence to support PWCC as described by Robin Youngson.

Benefit Themes

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[3] Del Canale S, Louis DZ, Maio V, Wang X, Rossi G, Hojat M, et al. The relationship between physician empathy and disease complications: an empirical study of primary care physicians and their diabetic patients in Parma, Italy. Academic Medicine : Journal of the Association of American Medical Colleges. 2012;87(9):1243-9.
[4] Dahlin CM, Kelley JM, Jackson VA, Temel JS. Early palliative care for lung cancer: improving quality of life and increasing survival. Int J Palliat Nurs. 2010;16(9):420-3
[5] Pereira L, Figueiredo-Braga M, Carvalho IP. Preoperative anxiety in ambulatory surgery: The impact of an empathic patient-centered approach on psychological and clinical outcomes. Patient Educ Couns. 2016;99(5):733-8.
[6] Kelley JM, Kraft-Todd G, Schapira L, Kossowsky J, Riess H. The influence of the patient-clinician relationship on healthcare outcomes: a systematic review and meta-analysis of randomized controlled trials. PLoS One. 2014;9(4):e94207.
[7] Bertakis KD, Azari R. Patient-centered care is associated with decreased health care utilization. J Am Board Fam Med. 2011;24(3):229-39.
[8] Stewart M, Brown JB, Donner A, McWhinney IR, Oates J, Weston WW, et al. The impact of patient-centered care on outcomes. J Fam Pract. 2000;49(9):796-804

Consumers & Whanau	Staff	Organisations
• Feeling confident that the care that they receive will be of consistently high quality • Feeling that their care has been designed in a way that acknowledges it's place in their broader lives • Meets with their values	• Becoming more engaged in their work • Developing an understanding of the current experience from patients point of view • Developing the skills and confidence to improve care experience • Having more time to provide individualised care	• Improving patient experience and ultimately outcomes • Improved safety, clinical effectiveness timeliness and efficiency – all aspects of quality are met • Building of engagement, capacity and subsequently productivity • Reduction in unbudgeted costs • Build a reputation for high quality compassionate care

How will we get commitment to this?

To ensure that we achieve person and whanau centred care across the sector living our values must be embedded in our culture. Therefore we need a systematic approach to integrating this across the whole sector. This is in effect a significant transformational change programme of work and to successfully transform the sector we will need to consider these key principles (alongside the change envisioned in the People Plan):

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- ***Building a shared vision*** – establishing the need for change, the benefits to all stakeholders and building understanding and awareness from the outset.
- ***Committed senior leadership*** – in addition to creating that vision for PWCC, it is pivotal to have governance and executive support and commitment, a designated senior executive with the responsibility for implementing the programme, and designated champions who model PWCC – sending a clear message about the importance of this approach. Alongside this our leaders behaviours and values set the tone for the culture as does our ability to communicate openly and engage and listen to feedback from both staff and consumers and their whanau
- ***Engaging consumers and whanau*** – will require partnerships at every level – from governance to individual, service and community
- ***Gathering & utilisation of consumer and whanau experience feedback for improvement*** the need for us to use a range of ways to collect information and to address changes in response to the areas of need identified through this feedback.
- ***Building staff capacity & capability and a supportive environment*** – it is clear from all the evidence that we will need to focus time in our staff to build their capabilities and also create an environment that is kind and caring
- ***Accountability at all levels*** – establish accountability for staff at all levels, which is reinforced through a number of strategies and performance requirements
- ***Creating the right culture*** – one that strongly supports learning, change, improvement and is supportive and committed to the PWCC approach.

Next Steps

Joint Clinical & Consumer Council Meeting Preparation

At the joint meeting on Wednesday 13 June, there will be a session to discuss PWCC. In preparation for that work shop the chairs would like you to reflect and consider the below questions which will be discussed and developed:

- How will we know that we have been successful? What will it look, sound and feel like from your perspective?
- What's stopping us from achieving this? What are the barriers?
- What is required to make this happen?

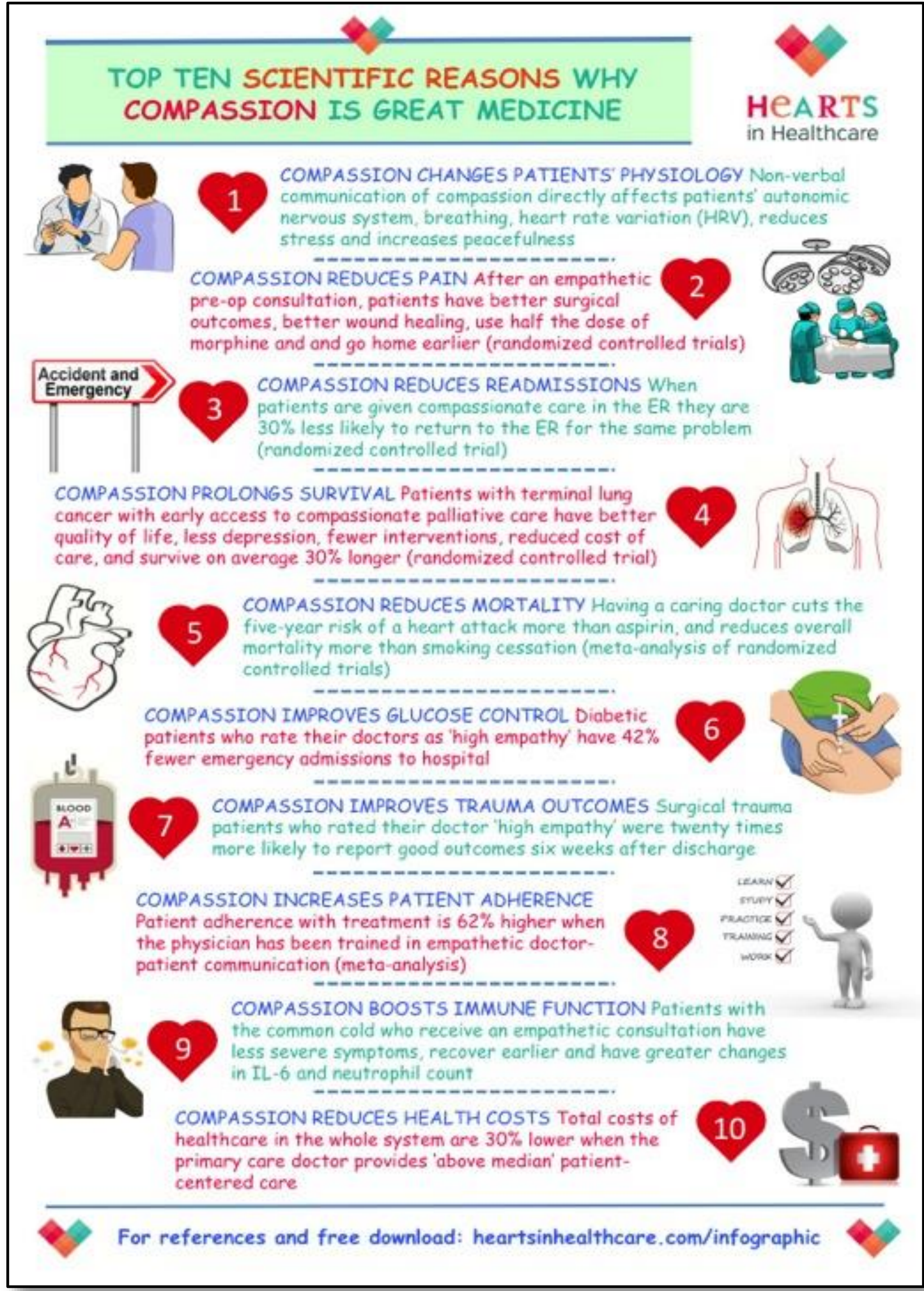
Following this workshop, it is suggested that the Executive Director of People & Quality, takes responsibility as the executive director who is responsible for the delivery of the approach supported directly by clinical and EMT partners. The intent is that a detailed operational project and implementation plan be developed and shared with all the governance groups and endorsement sought by Board no later than October 2018. This then needs to be reflected appropriately in the new 5 Year Strategic Plan and flow though into each year's Annual Plan. Thereafter, regular quarterly reports are provided alongside any identified KPIs and measures.

Recommendations

Joint endorsement from Clinical and Consumer Council of the following:

1. Commitment to Living Our Values
2. The name and definition for the approach is Person and Whanau Centred Care (PWCC)
3. The development of a paper summarising this paper, our discussions and endorsements, along with an implementation plan, be developed by October 2018, and presented to EMT, MRB, and Board for support and adoption.

Appendix 1 – Extract from Robin Youngson Research



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PEOPLE PLAN

Late Paper