

## Annual Report – Chief Executive

On reflection of this past year the overriding success for the Trust is the move to independent living for two people in Christchurch. For one gentleman, the barriers we faced in the end resulted in great outcomes for him. He is in the driving seat with his choice and control in his home. He is most fortunate to have been supported particularly by three key staff, David McLean, Moyra Hobson and Ken McDonald, who have shown a huge willingness to work with him in meeting his wishes and needs. I cannot thank these three staff enough for their true dedication to this gentleman and supporting the Trust to achieve this vision. For one lady, her own wish for a long time was to live alone which has now been achieved. Again, this was met with different challenges and a new model of funding which also posed further challenges for her and the team of staff supporting her, Elaina Peters, Diane Finlay and Ken McDonald. Staff have truly gone the extra mile to ensure this is a success. Both examples proved that staff are ready to address the new model of support in offering many people individual choices around their living situations.

Enabling Goods Life's and Flexible Disability Support is another celebration for the Trust. The Trust were successful in their "request for proposal" and have signed a contract with the Ministry of Health to offer a more flexible environment for young school leavers. Although, as I am writing this report at the end of this year we do not have any signed service agreements, the Trust is engaged with at least five people who may formalise a relationship with the Trust in the future. There has been a lot of learning for the Trust and there is a lot more to come. The Trust is one, engaging with a much younger population, two, engaging with schools and three, building many different relationships with people their families and other support networks. As part of this new agreement the Trust were to complete a self-assessment to analyse where they sit on the spectrum of offering real choice and control for people. Interviews have already occurred with the people we support; Felicity Bond Trustee and Nola Cosgrove Team Leader were the interviewers. Further interviews are currently underway for staff. Rebekah McCullough has been engaged to complete the staff interviews to ensure we get the best from this process with staff having the opportunity to be able to provide a true and accurate account of the Trust success. Rebekah comes to us with over 30 years' experience in the field of disability and is currently in a consulting role with Standards and Monitoring Services (SAMS). The result will set the vision for the Trust's future Strategic Direction which will be presented to the Board at the beginning of 2017.

Vocational Support continues to offer people real opportunities to enter the workforce. Gary Smart has been active in supporting people with, lawn mowing, gardening, the setup of the vegetable gardens at Gladstone Road which offers produce to all the homes, and the chooks at Gladstone Road which, as Neil reports they must produce on demand to a waiting audience. The new garden shed that has just been erected on site. People are particularly proud of their achievements and always keen to show off their latest work. Christchurch has just seen the appointment of Fiona Clark who will lead people in their vocational activities. Fiona is supporting Michelle with cleaning the office, Shane with his cleaning of the Trust vehicles and other vehicles on a schedule, and other people who are involved with lawn mowing and meals on wheels. Bright Futures have also been instrumental in providing training for people on what it means to have a real job and the signing of an agreement, the people engaged with this in Dunedin have just graduated from their training with Bright Futures. And to finish off, the Trust now has seven people on payroll who are now being paid at least the minimum wage for the work they are doing in the Trust homes.

Over this past year, we have welcomed three new people, Justin Fahey, Jenny Murphy, Sacha Wells and their families. We have also farewelled Marc de Leijer who decided to move to another provider in Christchurch, Caroline Harris is getting ready to move in with her brother over the next week and we wish her well. The Trust has further farewelled the three David's who were supported by the Trust for around 20 years or more. You can only imagine the attachment that is built up over this time and the sadness that comes with their passing, each of these men had a lovely send off, a true celebration of their lives. The Trust ends the year with one current vacancy in Dunedin and three current vacancies in Christchurch. Although, as I write, one lady has just moved into Gladstone Road in Dunedin to receive respite support while her mum is in hospital.

One event that has not occurred this year is the family meetings in both regions. My plan was to hold these meetings to coincide with the opening of the Beach Grove homes. However, due to the delay in the Beach Grove homes opening the family meetings will take place in February or March 2017. As always, this is a great opportunity for people, their families, management and governance to come together to share their thoughts and ideas.

The issue of funding in the disability sector has been a hot topic this year. This has prompted the New Zealand Disability Support Network (NZDSN) to write to the Minister of Health which resulted in a meeting with the Associate Minister of Health. Providers were encouraged to write letters to their local MP's to see if this would result in any traction in getting the message across. Although the meeting did occur with the Associate Minister of Health and a separate meeting was convened by the Labour Party, Annette King and Poto Williams, not a lot has changed. I was fortunate to attend the meeting with Annette King and Poto Williams and local MP's, Ruth Dyson, Megan Woods and Clare Curran after writing letters to them. The meetings were productive as not only did they cover pricing in the disability sector it was an opportunity to update these MP's on other issues, one that has been key of late for the Trust is, referrals to Explore for behaviour support. A pricing increase has been announced for residential support of 1.5%, separate from the above, which the Trust has remained true to their word and passed this directly onto staff. A full pricing review is underway along with negotiations on equal pay, no outcome has been reached at this point.

The Ministry of Health is also in the process of reviewing the overall strategy for residential support. Kim Morton and I have been invited to attend a meeting in Wellington in early December. I was then contacted by the Ministry of Health with a request to have a family member from Hawksbury attend this meeting. I made an offer to Jenny Dempsey who has her daughter Lisa residing at Avonhead Road and am pleased to report that Jenny will also be attending this meeting.

The Trust is constantly having to review resources with little impact on any increases over the past couple of years along with the number of people the Trust supports. Less people are being referred to providers for full residential packages. This has meant further changes to the Leadership Team, whilst my aim has been not to reduce staff hours in the homes. Kim Morton was appointed to the role of Operations Manager this year with Neil Henderson now focusing all his energy on Human Resources. I appointed Susan McNarn to the role of Executive Assistant in May of this year. The Team Leader structure has also witnessed change with the retirement of Nola Cosgrove and the resignation of Jan Fuller along with Fiona Clark opting out of a Team Leader role to work in vocational support activities along with working some hours back in the homes. The new structure in Christchurch now has Pio Palma overseeing three homes, Pages Road, Condell Avenue and Oxley Avenue with a Team Leader currently being recruited for Avonhead Road, Gainford Street and Bennington Way as well as Robert and Denise in their flats, as the Trust has just received Lenore McCarthy-Calder's resignation after 12 years of providing fabulous support to people in Christchurch. The Trust has also just appointed Kathy Batten to the role of Team Leader to oversee all of the Dunedin homes. With this, the Team Leaders have identified staff who will be required to step up in their absence, letters have just been sent out to these staff as an offer at this point.

Earlier this year the Trust also farewelled Owen Bradley (Finance Manager) who had been with the Trust for seven years. Following Owen's resignation, the Trust decided to outsource finance to Crowe Horwath which has proven to be a real success. This prompted a review of the finance management systems the Trust

operated which resulted in moving to a new system which has streamlined finance and resulted in better reporting.

Pages Road was sold this year which made way for the development of Beach Grove. Settlement on Pages Road took place in September with the Trust continuing to lease the premises of the new owner until the homes at Beach Grove are completed. It is now expected, due to a lot of delays with subcontractors, that the new homes at Beach Grove will be ready to occupy in March 2017. I think we are seeing first-hand the resulting impact of the building boom in Christchurch.

The revised Health and Safety at Work legislation came into force in April of this year prompting a full review of the Trust's health and safety practices. This review is well underway with changes to policy, reporting and some changes with practice in the homes. This has been a significant piece of work which is ongoing.

The Trust has been further advised that due to the changes in legislation the current ACC Workplace Safety Management system will not continue to exist. The audit will not be required in the future and will further end the subsidy the Trust has benefitted from over many years in reaching tertiary level certification. The subsidy was a 20% decrease in ACC levies. The Trust were informed they could reapply to have one last audit which would extend the subsidy for a further two years from next year, The Trust has opted for this and an audit is expected to take place in January 2017.

In completing this report the constant theme appears to be around change. My own belief is if change is managed well, happening for the right reasons and achieves better outcomes for people, then we need to be prepared to move with the times. I wish to thank the board for their continued support over another very exciting year and my management team and staff for their true commitment and finally, to the people we support and their families, it is my real privilege to remain engaged with you all.

One last major celebration that I wish to end on is the amount of generosity that has been afforded to the Trust by families who have donated to the Trust. Your generosity of spirit is noted and really appreciated. The latest donation came in the way of the Petrie family donating a spa bath for the use of their son Nigel and his flatmates at 83a Gordon Road Mosgiel, all reports suggest this is a welcome addition to the home.

Merry Christmas and Happy New Year to one and all.



Martin Harris  
**Chief Executive**

