



to the 52nd edition of the **Work Health Safety News Bulletin**.

NEW APPOINTMENT HUMAN RESOURCE COORDINATOR



Pictured above: Human Resource Coordinator, Kim Gower

Kim comes to this role from a People and Business Management background of 25+ years (incorporating a wealth of HR responsibilities), across businesses such as Community Nursing, Umina Park Aged Care and Red Cross Blood Service.

Kim has an affinity for the elderly and is very pleased to once again be employed in the Aged Care Industry, particularly here at Meercroft.

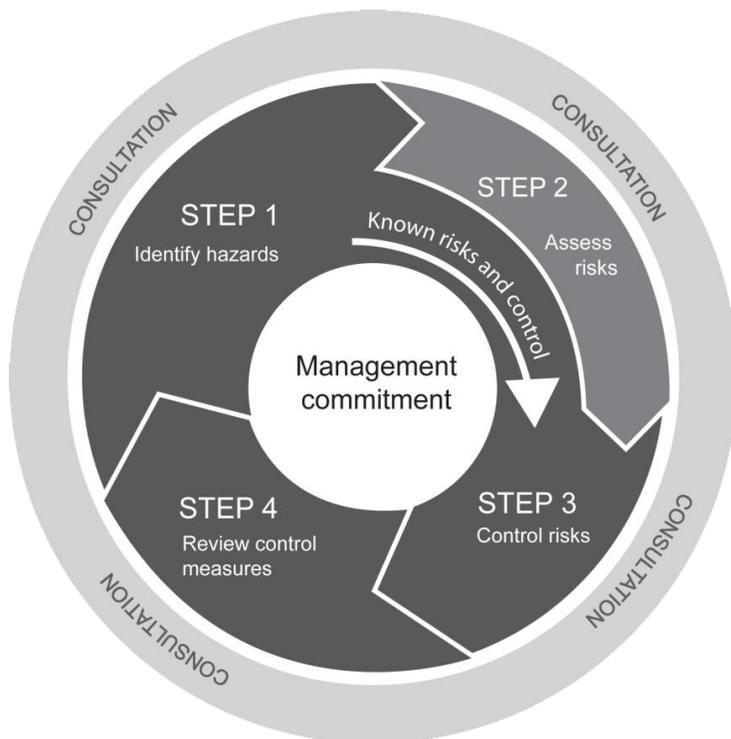
Kim looks forward to meeting, getting to know the staff, residents and working with everyone to ensure our workplace and the residents' home is a happy, safe and healthy place to be.

RISK MANAGEMENT PROCESS

Worksafe Australia online explain how to implement Risk Management in the workplace

“Managing WHS risks involve four steps:

- Identifying hazards—find out what could cause harm.
- Assessing risks (if necessary)—understand the nature of the harm that could be caused by the hazard, how serious the harm could be and the likelihood of it happening.
- Controlling risks—implement the most effective control measure that is reasonably practicable in the circumstances.
- Reviewing control measures—ensure control measures are working as planned.”
(Safe Work Australian, 2017)



MANAGING HAZARDS IN THE WORKPLACE



Pictured above: Installation of a new sliding door in Seaview. This was implemented to enable wheelchair access and assist a resident to maintain independence.



“FREE” FLU VACCINATIONS”

Reminder: It is not too late to receive your FREE Flu vaccination. All Meercroft staff and volunteers who have been unable to have their flu vaccination yet, can present at the Terry White Pharmacy in the Four Ways to obtain their immunization, which is fully subsidized by the Board. Having the flu vaccination is the best way to protect not only you, but your family and our residents too.

FIRST AID KIT AND TRANSPORT POLICY

REMINDER: Any staff member driving a Meercroft Care Inc. vehicle must be familiar with the transport policy and corresponding accident and incident forms.

This policy **must** be adhered to at all times. These documents along with a first aid kit are available in each Meercroft vehicle.



Staff driving a Meercroft Care Inc. vehicle must follow all Tasmanian road rules.

A reminder: In Tasmania it is a finable offence to use a mobile phone whilst driving a car or even while the car is stationary. The only exception is if it can be operated without physical contact.

Additionally, whether you are engaged in a call or not, the phone must not be in your hand at any time or touching any part of your body. (Tasmanian Drivers Handbook, 2018)



Health and Wellbeing

One third of the energy an average Australian consumes each day comes from unhealthy processed options. Statistics show that over 96% of people do not consume enough vegetables in a day.

Cardiovascular disease and stroke can be greatly reduced by simply adding half a cup of vegetable matter a day. (Media release 11 Feb 2018 Nutrition Australia)

Additionally, there are numerous studies that indicate that significant health and safety issues are associated with shift work, which in turn, impacts on healthy eating habits.

Meercroft Care Inc. takes the health and wellbeing of their staff very seriously and acknowledges that shift work can at times have a negative impact health and safety. A potential barrier may include difficulty in consuming adequate amounts of fruit and vegetables whilst at work. To assist in eliminating this barrier, we have made the decision to have a fruit and vegetable bowl available in both staff rooms to allow access to a healthy choice at staff break times.

Other ways to add vegetables into your daily meals include:

- Add capsicum, tomatoes, onion, peas, spinach and beans to pasta dishes.
- When making a salad, add watercress, rocket shredded carrots or snow peas, alpha, nuts and seeds.
- Casseroles can have the addition of any frozen vegetable, pinto beans, mushrooms, herbs and spices
- Avocado and grated carrot can be added to sandwiches or wraps or why not try roast pumpkin, spinach, eggplant cheese and relish in your next toasted wrap
- Make a vegetable and fruit smoothie or juice
- Energize breakfast with an omelette adding sautéed vegetables like mushroom, spinach, kale and capsicum.

Easy salad lunch recipe

From:



5 Min Spicy Asian Chicken Salad

Ingredients:

2 bags of shredded salad (alternately you could use slaw mix + shredded kale)

2 Tbs black sesame seeds

Jalapeno sliced exceptionally fine into halves (according to taste)

Cooked chicken, torn into shreds

Juice of 2 limes

4 Tbs Tamari (tamari is a gluten free soy sauce) or

regular soy sauce

1 Tbs Siracha

5-6 drops liquid stevia (alternately you could use a drizzle of honey or maple syrup)

Simply put all ingredients into a large plastic bag and shake vigorously until well incorporated. Adjust flavours as needed.



REFLECTIONS UPON RETIREMENT– Gene Raspin JP

By: Jodi Towns

Gene started his career in aged care in January **1986**, prior to being appointed to a senior management position on **1st April** the same year. How could he forget!

Over a period spanning **30 years** (excluding a 2 year break) Gene held the following positions:

- 13 years Administrator / Finance Manager
- 3 years Chief Executive Officer / Finance Manager
- 14 years Risk Manager / Services Manager

In addition to same includes:

- 16 years as Secretary to a Board of Management
- 16 years as Public Officer
- 16 years as an Executive Member of **Voluntary Care Association of Tasmania** (later renamed: Aged Care Tasmania) – now known as Aged & Community Services Tasmania.
- 32 years as Justice of the Peace in and for The State of Tasmania.

As a member of the VCAT Gene also held the following portfolios:

- An active member of the Industrial Committee which was responsible for establishing the Nursing Homes Award.
- State Treasurer
- State Vice President; and subsequently a Tasmanian representative of the Voluntary Care Association of Australia (National Peak Body)

Gene's most memorable experiences were:

- Procuring necessary Commonwealth funding for; and overseeing the following projects:
 - 1988/1989 – 10 bed nursing extension at Ulverstone
 - 1990/1991 – Interconnecting link way incorporating a board room, therapy room at Ulverstone
 - 1994/1995 – 18 place Special Care Unit (Dementia) and 15 CACPs - Ulverstone
 - 1994/1995 – 30 place Hostel at Penguin, including 30 recurrent funded bed licences. Known as Coroneagh Park the facility was officially opened on February 8th 1997

Prudent Financial Management resulted in the following projects:

- 1999/2000 – 7 additional bed places Special Care Unit – Ulverstone
- 2000/2001 – Amalgamation of 2 kitchens into a “State of the Art’ kitchen to include meals-on-wheels – Ulverstone
- 2001/2002 – new 14 bed high care unit to replace existing at Ulverstone; and a new 13 place high care unit at Coroneagh Park, Penguin.

Gene's most notable achievements at **Meercroft Care Inc.:**

- 2008 - Gene was responsible for the implementation of the Food Safety Program in accordance with the Tasmanian Food Safety Act 2003.
- The ‘Restructure of Services’ in 2009 as part of a plan to improve the Home's financial viability.
- In 2010 Gene played a leading role in negotiating with the Home's insurer on the matter of an increased Workers Compensation premium which resulted in an amicable outcome, thereby averting a major catastrophe.
- With a background in Industrial Relations, Gene also played a major role numerous Award and Enterprise Agreements. Most notably was being the primary negotiator in respect of the Union Collective Agreement – Nursing 2008 and the General Employees Collective Agreement 2009 into a new combined Agreement called the ‘Meercroft – Collective Agreement 2010’.
- Author of the Emergency Risk Management Plan / WHS Strategic Plan / Emergency Volunteer Telephone List / Risk Treatment Strategy
- Author and creator of the WHS News Bulletin in December 2013, resulting in 50 publications as at April 2018.
- Commencing /completing his Diploma in Work Health Safety at aged 64 in 2014/2015.
- Author of a Work Health Safety Management System Chart, together with a Risk Management System Chart incorporating the *5 Elements – Standards AS/NZS 4801:2001 specific to Meercroft*

Major highlight: being an integral part of the Management Team; and interacting with **all staff** across the whole of the facility at the grass roots level in his capacity as Manager of Services and Risk Manager.

On behalf of Meercroft Care Inc. we wish Gene a long, happy and prosperous retirement.

Work Health Safety Committee 2018

