

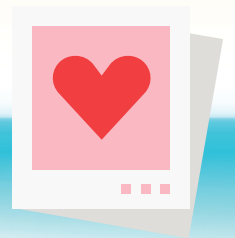
the harbison messenger



♥ HELLO
Summer



Happy New Year!



Summer

WORD FROM OUR



Where did summer go?! It has been a very busy start to the year for everyone at Harbison.

This year will see five major changes to Australian aged care: 24/7 Registered Nurses in all homes from 1 July, a national average of 200 minutes of care time per resident per day from 1 October, new quality standards to replace the standards introduced in 2019, new governance standards from 1 December, and a wage increase for aged care workers employed under modern awards from 30 June.

Harbison supports higher pay for aged care workers and is currently negotiating a new enterprise agreement with our workforce. At the time of writing, the Government has indicated that it will not fully fund the increase in minimum award rates from 30 June.

Fortunately, Harbison already has 24/7 Registered Nurses in each home, so that reform will not affect us directly (but it will add to the current global shortage of skilled and experienced aged care nurses).

Unfortunately, the combination of minimum care minutes from October and the potentially unfunded wage increase from June will increase pressure on an already strained budget.

Harbison is proud to be the last residential aged care provider in the Southern Highlands which does not charge residents additional care fees. Approximately 40% of current residents pay nothing or a reduced rate for their accommodation. For many years we have provided a range of care and services that exceed the basics required under the Aged Care Act. We have exciting plans to further expand the options available to residents when circumstances allow.

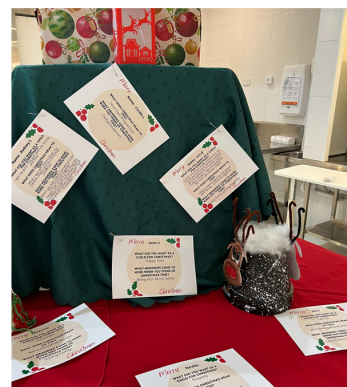
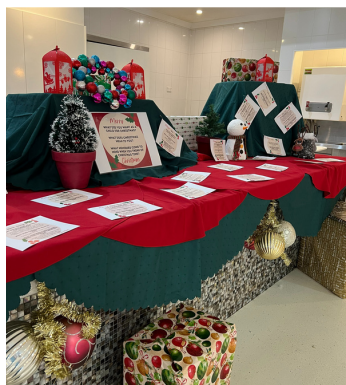
Harbison aims to be an employer of choice in the Southern Highlands and a place where people can realise their dreams and full potential. Our workforce is our most important asset, and we must be able to reinvest in them to ensure our residents enjoy the highest possible quality of life. We hope the Government will follow through on pre-election promises to fully fund increased minimum rates of pay.

As always, we will keep everyone informed as the pace of reform speeds up. Meanwhile, know that there is a lot of work going on behind the scenes to ensure that Harbison is ready for these changes and the changes which will inevitably follow.

DAVID COCHRAN

Chief Executive Officer
February 2023





Christmas Carols Bowral Public

GRANDFRIENDS PROGRAM

More information contact Darleen

- darleen.parker@harbisoncare.org.au



The Gift of Giving



Getting ready for Christmas to give back to the residents Alison and Jarrod do return and earn bottles each week for Harbison
Thank you for everything you do for us



Our Harbison residents would like to wish you a Merry Christmas ❤️
MR and MRS Ingram were more than happy to play MR and MRS Claus.
Over the year they saved \$600 from collecting empty bottles they put through the return and earn. The money went towards presents for 82 residents to make their Christmas one to remember
We are so thankful



Residential Services Manager Justin made over 300 Cookies Jar Recipes for every Harbison staff member for Christmas
We'd like to thank the kitchen staff and any other staff member who helped make this possible

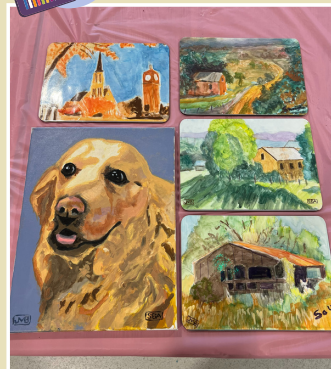
ACTIVITIES



ACTIVITIES



BINGO



Carmen

Carmen with assistance from staff and volunteer Pam has managed to complete the first of her 4 lap blankets that she will be gifting. Pam hand embroidered the first name of a very special friend 'Robyn' onto the blanket. Harbison staff member Donna assisted with the crocheted border. A community effort - just look at that happy smile 😊



Dot

The beautiful thoughtful Dot made this little knitted outfit for a very special Harbison staff member Graig, whose partner had a baby. This little outfit went into a Harbison box filled with many baby gifts. Love your Harbison Family



Inge

NEW HOME, NEW MEMORIES

Inge absolutely loves her new home at the cottage, look at that gorgeous smile. Inge loves listening to music, she said how 'beautiful' the cottage is. A big bunch of flowers were given to welcome her on arrival.



Marilyn



The PAWfect Gift

Marilyn's family came to visit her, she told me that they are traveling overseas and they gave her this little cuddly bear to hold onto while they're away.

His name is Tootsie



Nellie



Nellie (had her first ever win! - she was so kind she gave Brand Coordinator Maddy her chocolate 'without you I wouldn't have won' - she didn't take no for an answer

Nellie and June

These ladies took it upon themselves to get out into the garden - Nellie went to June's room to get her out of bed to help her in the garden. Nellie even brought her own clippers. Nellie had a vegetable garden at home and grew many plants in big pots (she would sell her vegetables) she said 'it would brighten up their day')

June had her slippers on which she didn't want to get dirty, so she told Nellie what to do 😊





Harbison Charity Golf Day

9th December 2022



Harbison Team



Volunteers Barbecuing



Sure Green



2022 Annual Golf Day Winners





Can Assist
CANCER ASSISTANCE NETWORK

harbison
Heart & Home



Harbison residential care manager Danny won the longest drive





Thank You

Donated

Joshes Café
Bicycling Magazine Australia
The Fixed Wheel
Drummond Golf
Detailed by Ben Bespoke
Downes Nursey
Sure Green
Maugers Meats
Bowral's Sweets and Treats
Mrs Oldbucks Pantry
Southern Highlands Funerals

We'd also like to thank the businesses, families, and friends for their support.



If you would like to donate to Harbison, please scan the code above

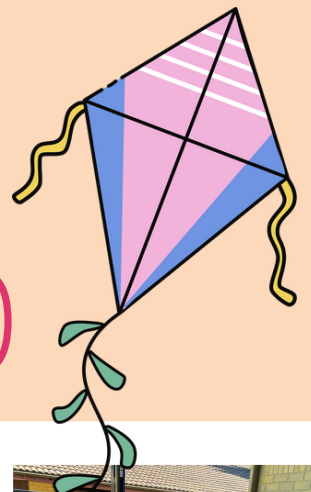
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Mrs Oldbucks Pantry
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Pirtek
Ray White Bowral
Reekie's Tyres and More
Royal Hotel Bowral
Sci-Tek Systems
SH Funerals Southern
Highlands Trophies Centre
Tasker Constructions
The Argyle Hotel
The Press Shop Bowral
The Rehabilitation Centre
Wingecarribee Shire
Council
Woolworths





Harbison Playgroup





Harbison Burradoo residents can meet at the Jensen's Room every Tuesday and Thursday 9.30am - 11.00am (morning tea, smiling faces and heaps of fun! included)



Harbison Playgroup is back



SESSIONS ARE NOW AVAILABLE FOR THE HARBISON PLAYGROUP

BOOK NOW! SECURE A SPOT FOR - TUESDAYS AND THURSDAYS 9.30AM - 11.00AM AT BURRADOO AND WEDNESDAYS AT MOSS VALE 9.30AM - 11.00AM

USE THE QR CODE TO BOOK OR VISIT OUR WEBSITE: HARBISON.ORG.AU

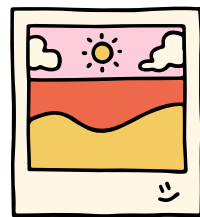
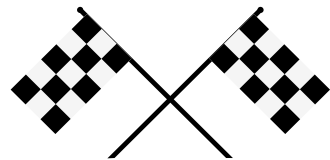
Harbison Moss Vale residents can meet at Alpine every Wednesday 9.30am - 11.00am



Playgroup Moss Vale Grand Opening is on Wednesday 15th March



SUMMER Olympics



MOSS VALE



BURRADO



YOU CAN DO IT! ♥



'Believe in the incredible and you can do the impossible!' - Rodney is so inspiring 🧠



Clinical Care Manager Kritika handing over the keys to new Registered Nurse graduate Asha - Congratulations



Congratulations to Ruth and Bree who received the 2022 Award and Recognition Scheme
We thank you for all your kindness and hard work at Harbison

BERRIMA DISTRICT CARS DISPLAY



Seniors Festival

Wingecarribee Shire Council held the 2023 Seniors Festival with the theme "Celebrate Together", which is a perfect fit for Harbison - we showcased our Motiview Program at Moss Vale on the 2nd and the 9th of February



Motiview is designed to increase health and wellbeing through physical activity, mental stimulation and social connectedness.

SOUTHERN HIGHLANDS COMMUNITY HOSPICE AND HARBISON CARE PARTNERSHIP



The first group of volunteers to train, Harbison Care CEO David Cochran and PACCS presenter Bronwyn Heron

You might have noticed a few friendly faces around the Moss Vale and Burradoo sites wearing badges saying, "Southern Highlands Community Hospice Palliative Care Volunteer".

The Southern Highlands Community Hospice (SHCH) has been contributing regular funding to Harbison for the last two years and is now providing volunteers to support our residents. SHCH was established in July 2010 as a charitable organisation, to provide hospice and palliative care services for the Southern Highlands community.

The focus of the charity is to fund a range of services that will enable compassionate support for people of the Southern Highlands Community requiring palliative care. The funding provides much needed support for pharmaceuticals, equipment and In-Home Care, including nursing and carer support. Funds are provided through individual applications or in partnership with local organisations and providers.

SHCH has a partnership agreement with Harbison to provide funds for additional palliative care nursing and medications. Palliative Aged Care Consultancy Services (PACCS) provides the additional specialist nursing. This includes patient assessment, management, and care tailored to meet the needs of people diagnosed with chronic end-stage medical conditions. They have also provided the palliative care training for the SHCH volunteers at Harbison.

The first group of Palliative Care volunteers also started in 2022 supporting residents with one- on-one visits, with another group to begin in January 2023.



Group 2 Palliative Care
Volunteers starting in
January 2023

In 2022 SHCH provided \$94,591.18 to the residents of Harbison. These funds supported palliative care medications, additional specialist nursing and the purchase of four much needed syringe drivers to deliver medications



SHCH also provides a free biography service that documents the client and their families' memories, photographs and stories. These high quality, complimentary publications are compiled by trained volunteer Biographers and are presented to the families when completed. If you are interested in this service, please call Kate who is also one of our Palliative Care Volunteers

0412575277 or email

biography@shchospice.com.org.au

Southern Highlands Community Hospice is underpinned by a dynamic team of over 70 Volunteers, some working in the profitable retail outlet Timeless in Bowral, others as Palliative Care Volunteers at Harbison Care or as part of the Biography Team.

SHCH funds are raised through our retail outlet Timeless, Bowral, and through fundraiser functions throughout the year. Generous donations of quality furniture and fashion stock the shop and volunteers and SHCH members ensure the smooth running of the charity's ventures.



If you would like to donate any quality furniture or fashion, please contact Sarah at our Timeless shop Ph **0421445517** or email **sarah.bevis@shchospice.org.au**

In 2022 Southern Highlands Community Hospice supported over 220 people to access palliative care support and service in the Southern Highlands.

Website:

<https://www.shchospice.org.au/>

Facebook:

<https://www.facebook.com/SHCommunityHospice>



Resident Meetings



BURRADOO



MOSS VALE



CHEVALIER VISITS HARBISON



Thank you to Chevalier College for being so warm to our Harbison residents in 'Dementia Living'

"I appreciate you...especially your heart."

WE MISSED YOU

Chevalier College will be visiting the cottage every Friday until the 31st March 2023

GRANDFRIENDS PROGRAM



Getting to know Our Grandfriends

Lots of connections were made through our Grandfriends program at Oxley College Which we are so blessed to be apart of

We are so excited to see many more little faces in March

Harbison Resident Advisory Committee

Meeting Minutes - 17th February 2023

Location: Moss Vale Chapel

Attended by: David Cochran (Chair), Sally Andreas, Madeline Castles, Jane Lawrence (Volunteer), Fran McPherson (Notes), Garry Moran, Heather Sharwood, George Waugh

Apologies were received from: Jennifer Jones, Pam Hall, Dot Robinson, and Catherine Webster

CEO welcomed everyone to the meeting at 11.05am and thanked them for participating in the committee. The meeting discussed the following issues:

- Recent inconsistency in the meal service at both sites – members informed the CEO of several recent examples where the usual high standards had not been met for both homes. The Residential Services Manager will investigate.
- The meeting heard about work to implement the “Getting the dining experience right” guidelines issued in August 2022. More information will be provided to residents.
- A suggestion was received about implementing a dress code for residents in the public areas. The Leisure & Lifestyle Manager will ask residents what they think in one of the monthly surveys.
- The meeting informed the CEO that residents want to know who the RN In-charge is for each shift. The Clinical Care Managers will consider this request.
- The meeting discussed in general the ongoing shortage of skilled and experienced healthcare workers in Australia. The CEO explained that Harbison has a workforce strategy aimed at making Harbison an employer of choice.
- The meeting raised the issue of window cleaning. The Residential Services Manager will provide information about the cleaning schedule to residents.
- The meeting raised a concern about Australia Day celebrations this year. The CEO explained that Australia Day has become a sensitive topic but agreed to pass the feedback to the Leisure & Lifestyle Manager.
- The meeting heard that a Biography Program is offered by the Palliative Care Volunteers, which compliments the Life Story Program run by Harbison. Residents who are interested in either program should contact the Leisure & Lifestyle Manager, Janice Young.

The meeting discussed the recent internet outage which impacted Moss Vale for three days. The CEO acknowledged that communication between residents and their friends and families was impacted and explained that learnings from the experience would be used to improve the Harbison Business Continuity Plan.

- The meeting asked how surveys are used. The CEO explained that trends are identified and used to plan improvements, but that not every suggestion can be actioned. The Residential Services Manager will be asked to consider how to improve sharing information about survey outcomes.
- The meeting considered a suggestion to rotate books in the library to ensure books on higher shelves are accessible. The Leisure & Lifestyle Manager will consider the suggestion.
- The meeting considered a suggestion to coordinate happy hour with live music events. The CEO agreed and will refer the suggestion to the Leisure & Lifestyle Manager.
- The meeting considered a concern about a section of Moss Vale garden which did not appear to be receiving routine maintenance. The Maintenance Manager will investigate.
- The meeting discussed case conferences, and suggested that residents be reminded about when they are offered (on admission, on significant change in care needs, at end-of-life, annually, and on request).
- The meeting heard that a Harbison Playgroup will be established at Moss Vale soon, following the success of the program at Burradoo.
- CEO confirmed that there is no set date to demolish the Burradoo hostel now that the last resident has moved out.
- CEO explained that all residents are welcome to participate in the committee, either as members or casual participants. In accordance with new governance requirements which apply from December 2023 all new residents will be invited to participate and all residents will be reminded at least annually about the committee. The CEO hopes the committee will continue the practice of hosting the Board Chair at a meeting at least once a year, and sending a representative to a Board meeting at least once a year, and will have the opportunity to provide written advice to the Board from December 2023.
- The meeting voted to meet quarterly in 2023.
- The meeting approved the minutes of the last committee meeting held on 28 September 2022.
- The CEO thanked the members for their participation and valuable feedback, and acknowledged Heather Sharwood for collating feedback from other residents to ensure their views were represented in the discussions.
- The meeting closed at 12:07pm

Everyone is Welcome to Join



Harbison Resident Advisory Committee

Want to become a member ask a staff member

We welcome all residents to participate, either as member or casual participant.

Transport for Burradoo residents is provided

**Next Date will be
advertised soon**

Located at Moss Vale Chapel

The aim of the 'Resident Advisory Committee' is to ensure that all participants perspectives are heard, valid and are represented at Harbison.



"YOUR EVERY DOLLAR COUNTS"



'PEDAL 4 PARKINSON'S'

**JOIN US IN THE FIGHT
AGAINST PARKINSON'S
DISEASE**

Wednesday 1st March -
Friday 31st March



TO MAKE A
DONATION, PLEASE
SCAN QR CODE

OR

VISIT OUR WEBSITE
HARBISON.ORG.AU



2023 HESTA Nursing and Midwifery Awards are now Open

Nominate now

Announced 16th May 2023

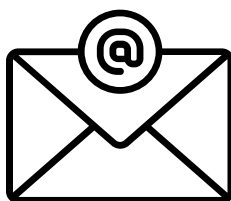
Email:
jessica.kelly@harbisoncare.org.au

More Details:
HR@harbisoncare.org.au



Our Harbison Friendship Program Painting has been hung and ready to showcase at Harbison Burradoo


This painting was completed by our Harbison residents and the students from Aurora Southern Highlands Steiner School




For more information about our Harbison Newsletter please contact
Brand Coordinator Maddy

Email: madeline.castles@harbisoncare.org.au

You can find us on our Socials
Website - harbison.org.au

 Facebook - @harbisoncare

 Instagram - @harbison_



Standard 8. Organisational Governance

I am confident the organisation is well run. I can partner in improving the delivery of care and services.