

the harbison

messenger







A WORD FROM OUR CEO

I write this note on Aged Care Employee Day, which takes place each year on 7 August to celebrate the essential workers who care for older Australians – in our case for 365 days a year, 24 hours a day. Since the last Aged Care Employee Day there have been significant changes to aged care (and more on the way), we have adapted to life with COVID-19, and demand for and expectations of our services has increased. In the six years I have worked at Harbison, there has never been so much to think about.

Recently, most of our staff have enjoyed an increase in wages of up to 22% thanks to the combined effects of an interim decision in the Aged Care Work Value Case and the Annual Wage Review. Unfortunately, some employees were excluded from this long overdue wage increase because of the way the Fair Work Commission divided the Work Value Case into three stages. It now looks like those workers will need to wait until 2024 before they know whether their work is valued the same as their colleagues. Harbison thinks this is unfair and supports higher wages for aged care workers while recognising that the government funding which pays those wages is limited. Therefore, pending the outcome of the Work Value Case, Harbison has paid administrative increases where necessary to ensure our entire workforce is treated fairly. Meanwhile, we are also negotiating a new enterprise agreement with our nursing staff to ensure that we attract and retain the best team of nurses for our residents. We hope this negotiation will soon deliver a meaningful improvement to the pay and conditions of our nurses.

These pay increases are partly funded by a 12% increase in government care funding from July this year, but the rest of the funding comes from the fees our residents pay for their accommodation and basic services. As you know, we recently launched Heart & Home Membership to provide residents with increased choice and autonomy and to ensure that we can continue to develop and introduce innovative new services which meet the varied needs of our residents. The government subsidises the cost of basic care for every resident, but Harbison provides Heart & Home members with care and services which are additional to government-funded basic care. A popular example is choice of meals.

In December the Aged Care Taskforce will report to the Government on a range of reforms, expected to include funding reform. That report is expected to coincide with publication of a draft new Aged Care Act, in advance of new quality standards which are expected to apply from July next year. December also marks the start of new governance requirements, for which our Board is carefully preparing. We expect to welcome some new directors to Harbison before then, and I take this opportunity to acknowledge the retirement of Jenny Harper OAM after 17 years as a volunteer director of Harbison. Jenny is well known to many of you through her former role as CEO of Southern Highlands Private Hospital and her tireless work as President of Can Assist Southern Highlands. We wish Jenny and her husband Ron (also a former director of Harbison) joy in their retirement, and we look forward to unveiling a new painting in Jenny's honour at Burradoo in September.

Speaking of amazing people, Margaret Chambers OAM, a former Chair of the Harbison Board, is now in residence at Harbison. We plan to formally welcome Margaret back to Harbison soon, but in the meantime, you might like to introduce yourself, hear some Harbison stories, and thank Margaret for blazing the trail for us to follow.

Happy Aged Care Employee Day, 2023.





See me. Know me.



Name

Peter

- 1. I used to like to play cricket and tennis
- 2 | know a lot about cooking. I was a registered chef
- 3. i like talking about anything that others like to talk about
- 4. Laminterested in any sport and my grandkids
- 5. I love to socialise with people. I also love my horses
- 6. I changed forever when i became sick
- 7. I am afraid of mother nature at times



Harbison is very excited to be a Bowral Classic Charity Partner again this year. Without community support, we wouldn't have been able to afford our Trishaws and volunteers who support us on a day-to-day basis and during the Bowral Classic itself. We wanted Harbison to be part of a movement, something important for our residents to be involved with, and to put our own stamp on history.

The Bowral Classic is a two-day cycling event that takes place in the beautiful Southern Highlands of NSW. The 2023 event will be held on the weekend of 21-22 October.

Events include:

- 'The Crit' Criterium Race (Saturday, 21 October)*
- Gran Fondo Road Cycling Ride: 150km, 120km, or 85km (Sunday, 22 October)* Riders from all over Australia have registered for the event. Many will be staying in the Southern Highlands over the weekend boosting tourism and bringing considerable economic benefits to the local region.

A special thank you to Wingecarribee Shire Council, Destination NSW, and NSW Police for their ongoing support and assistance.

Our residents will be riding in our Trishaws on Sunday 22nd of October in the Gran Fondo Road Cycling Ride.









Our Services at Harbison include the Wellbeing Team which includes: a Clinical Psychiatrist, Behavioural Psychiatrists and Clinical Nurse consultant. Please let your RN's know and they can arrange for a member of that team to visit. This is also part of being a Heart and Home member.

PODIATRY

every 6 weeks if you require this service please let your RN's or Clinical Administrator (Helen - Burradoo/ Zoey -Moss Vale) know and they can arrange this request for you.



DIETITIAN

on request from the RN's and GP

SPEECH PATHOLOGIST

on request from the RN's and GP



PHYSIOTHERAPISTS

part of ASF and may request to talk physio to gain more information.

OPTOMETRY

visit on a regular basis and you should get notification when they are visiting or you can talk to your RNs to book in with them.



DENTIST

They also visit regularly and if you would require an appointment, please let your RN's or Clinical Administrator (Helen - Burradoo / Zoey - Moss Vale) know and they can arrange that for you.

Palliative Care Consultants



will be asked to review you if and when the time is

required.

HEARING TEST can be arranged if required.

Join Now

MembershipASF@harbisoncare.org.au



CHEVALIER COLLEGE

VISITS HARBISON DEMENTIA LIVING

'One of the most beautiful qualities of true friendship is to understand and be understood' We love our visits from Chevalier College.



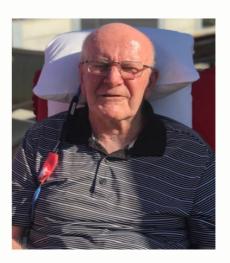
thankzyou



















We would like to thank Deb Educator from Wingecarribee Children's Services Family Daycare for preparing some beautiful gifts to give to our residents Jo, Julie, Edna, Robbie, and Moshya.

Stacey and her children delivered handmade cards and knitted bed socks. - you made their day!! Thank you Care 4 little 1's family day care

Wingello SCAN N





A special gift shared...

Annie has formed a special bond with resident Moysha...

Together they unwrapped their gifts from Harbison staff who took photos of them and decorated the frames. They will now each have a piece of each other in their home







Rodney and Murphy
Murphy gave Rodney
a matching tiara so
they could both be
princess and prince
together while the play
amongst the leaves.



Playgroup Hours: 9.30am - 11.00am

Tuesdays Harbison Burradoo Wednesday Harbison Moss Vale Thursdays Harbison Burradoo

Enquire now :)

https://harbison.org.au/harbison-































Harbison Playgroup

Meaningful careers @ Harbison

Harbison is a community- owned aged care service specialising in:

Dementia Living
Intergenerational & Multi-disciplinary Care
Palliative Care
Reablement Support



Have a career @ Harbison in:

Nursing
Allied Health
Care & Lifestyle
Administration / ICT / Finance
Marketing
Human Resources / Learning & Development
Hospitality
Plus More!

Contact Harbison about your career today!

Website: harbison.org.au

Email: <u>HR@harbisoncare.org.au</u>



@harbisoncare



@harbison

Harbison is proud to present Meaningful Careers @ Harbison, in partnership with Western Sydney University, at the Transition Graduate/Career Expo. A key highlight of this event is our Motiview Program, which will be demonstrated to exemplify it's success.











Harbison is honoured to be a part of the celebration and to be recognised for our commitment to innovation in aged care. We believe that innovation is key to improving the quality of life for older Australian's.

Harbison wants to thank the Nursing School at Western Sydney University for their ongoing partnership and support. Together, we can create a brighter future for older Australian's, one that is built on innovation, compassion, and care.







St Paul's International College, Moss Vale, Australia, are pursuing meaningful careers @ Harbison.

Harbison understands its vital role in shaping future students in aged care. In an interactive session, Mr Jonathan Pollard, the college's dedicated careers advisor brought together students from year's 10, 11, and 12 to explore opportunities within Harbison.

Harbison is a renowned organisation that fosters educational journey's and empowers students in their career choices.











Kindness rock painting with Physio assistant Ella and residents Marilyn, Pip, and Sally - smiles all around.





It's moments like these that make our hearts melt Robbie hand in hand with her sister Helen rushed over to see her magnificent art skills at Harbison Moss Vale. Helen said, 'I'm not sure where Robbie got her creativity from'.



Let's make magic
Leisure and Lifestyle
Officer Amanda and
residents Carmen
and Julie were busy
creating in the craft
corner. Harbison
staff member David
and his Men's
Fella'ship group are
in the background
having their once-aweek meeting.



Lesley, Thomas and Richard had so much fun creating music. Thank you Donna from the Leisure and Lifestyle team for making this happen!!

Donna has been collect 10c bottles for the cottage, to buy these beautiful music drums. Each drum also comes with a song book so residents can learn songs.





HAPPY BIRTHDAY DELIA





Happy Birthday to our beautiful Delia Harbison care staff took the time in celebrating such a special day with Delia on Saturday 27th of May. Please join us in wishing Delia a Happy Birthday.



Morning one on one physio session with Physiotherapist Nitish and resident Donald.



A cold windy morning didn't stop Joy from feeding the ducks at Harbison Burradoo. Joy wears purple to support World Elder

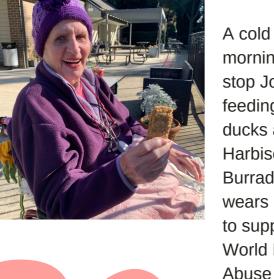
Awareness

Day.

Happy King's Birthday - Monday 12th of June This day has been celebrated since 1788, when Governor Arthur



Phillip declared a holiday to mark the birthday of the King of Great Britain. Until 1936, it was held on the actual birthday of the monarch, but, after King George V died, it was decided to keep the date on the second Monday in June, this year being June 12th.







World Elder Abuse Awareness Day Clinical Administrators Helen and Courtney from Harbison Burradoo - thank you for supporting the case and wearing a lot of purples about to enjoy a delicious purple doughnut!

World Elder Abuse Awareness Day on Thursday the 15th of June Did you know in Australia, 1 in 6 people over 65 years old will be abused or mistreated at some time, only a third of elder abuse victim-survivors seek help from services? The main driver of elder abuse is ageism, which devalues older people and ignores their rights. Harbison wore purple to support World Elder Abuse Awareness Day...

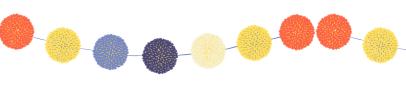




Well, we can finally say the winter season has hit Harbison Located at the Moss Vale Chapel.

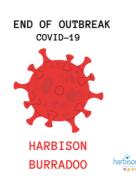


Nellie handmade Pom Poms and added them to the Knitting Group tree.





Happy moments with resident Robbie and her friend Donna.





Happy 86th Birthday Ian!!! Ian was highly celebrated with the Care staff at Moss Vale.

Thursday 29th of June 2023

Marks is the 47th day since our COVID-19 outbreak started at Harbison Burradoo, and we have some positive news to share. As of today, there are no active cases, a total of 51 residents, and 45 staff were affected during this time. We are so grateful for our staff who were faced with many challenges but committed to maintaining a safe and positive environment for all. Our priority continues to maintain and monitor to minimise any risks of further spread of the virus to start again. Harbison staff have worked tirelessly to ensure the safety and well-being of residents and staff were their main goal and we thank you again for your outstanding work.





A touch of colour for our winter garden at Harbison Moss Vale Townsquare and entrance thanks to SureGreen.

















It's Motiview Time!!!



Tuesday 27th of June 2023

Harbison staff had the opportunity to join a Dementia Australia Webinar called 'Intimacy and Sexual Expression in Aged Care'.

- Understand the importance of intimacy and sexual expression in our lives
- Identify challenges people living with dementia can experience with sexual expression Explain the role of aged care providers in supporting sexuality and intimacy Panel: Garrie O'Toole, Cindy Jones, and Jenny Fitzpatrick.

























Tuesday 20th of June

Afternoon tea and love at the Moss Vale Community Hall where our residents Harold, Jo, Dot, Anne, Robbie, and Edna met the beautiful ladies from The Southern Highlands Quilters' Guild Incorporated. We thank you for having us, Harbison will continue to support you, as you have for many years.

The Southern Highlands Quilters Guild has been running since 2005, it started with only 10 ladies and now with 75 ladies' quilts and many more creations can be made. Last year they donated 70 quilts to hospital palliative care patients - isn't that incredible!. We would also like to thank you for donating a handmade quilt for our Winter Fundraising Trivia Night held on Saturday the 22nd of July at Bowral Bowling Club with Can Assist Southern Highlands.



STATE RECOGNITION OF HARBISON CARE

Read on the 23rd May 2023, in the NSW Parliament Legislative Assembly

I rise today to recognise Harbison Care.

Harbison is a community-owned organisation providing aged care accommodation and services in the Southern Highlands of New South Wales for over 60 years. Harbison is a not-for-profit organisation, reinvesting their revenues in the development of better care services.

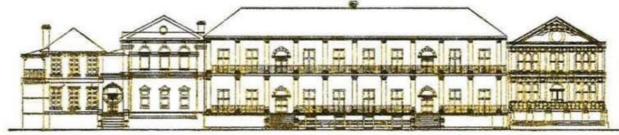
Last year, they began of 'Harbison Playgroup', the latest development in their Intergenerational Care Program. There are many wonderful activities for the residents to participate in with a group of local children aged between 0-5 years old including art, singing and story time. The playgroup provides opportunity for residents and children to create meaningful connections and rewarding relationships.

In celebration of Global Intergenerational Week, I visited Harbison in Moss Vale. I took my opportunity to join in with the Intergenerational playgroup - because who could pass up a game of parachute?

The playgroup is a chance for residents and children to form new friendships, create beautiful memories and bring joy to each other's lives.

I would like to congratulate Harbison on this amazing initiative, and in particular, congratulate David Cochran, CEO, Zac Hulm, Partnership Manager and Vanessa Tasker, who has been instrumental in getting this project off the ground.

Wendy Tuckerman MP Member for Goulburn





THANK .. YOU

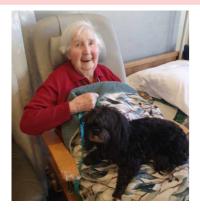
Harbison would like to thank Wendy Tuckerman MP for recognising our facilities and our latest development of the Harbison Playgroup our intergenerational Care Program.

The Harbison Playgroup provides opportunities for residents and children to form connections and rewarding relationships.











Thank you Helen from Southern Highlands Community Hospice for bringing in Grace to visit our residents at Harbison Burradoo. Jane and Susan loved it very much





Thank you!



Harbison thanks you for your time attending the Harbison Brand Strategy 2023 interviews with Sophy from Edmonds Marketing. Thank you to all the residents who were chosen to take part. Heather was very happy to receive some Lindt Lindor Chocolates from Brand Coordinator Maddy.



Nancy was searching for some knitting wool to keep her "out of mischief". Amanda Harbison Leisure and Lifestyle Officer found some knitted wool and a pattern, with the correct size needles. Nancy wanted to pay for it and asked "Do you have a cost for me?" Amanda said it would cost a photograph before, during & after. She was incredibly grateful.



Fitness starts here at the heart of Harbison, our Physio team is focusing on Covid rehabilitation due to the recent outbreak we have had at Burradoo.



Piano concert by resident Trevor's granddaughter, Isa, before lunch. John enjoyed an impromptu singalong as always.



Our helper for the day Ethan played a game of pool with resident Peter. They both used the bigger end of the cue because it's way easier!

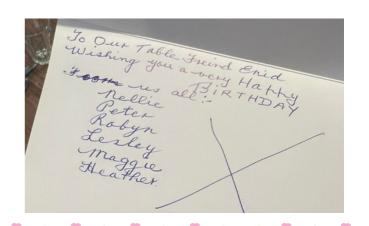


Happy Birthday to this Beautiful Woman Enid

A lot of staff wished her a very happy birthday along with many friends who all decided to write her a birthday card.







Shopping Experience 📜

With Allan, Harbison very first one on one shopping trips using the Harbison transport service.

Appreciation to staff member Brooke for accompanying Allan throughout the day and to David for driving the bus. Allan enjoyed his time and thanks you for your thoughtfulness and companionship.

We strive to continue and provide positive experiences of 'quality of life' to our residents. Opportunities for them to engage within the community is endless.









Harbison Bus Transport Service

Availability

Monday, Wednesday and Fridays 9.00am - 4.00pm (Only 10 seats available)



Areas of Service Zone A

Harbison Burradoo Harbison Moss Vale Harbison Vale Town Bowral Town

Zone B

Mittagong Town

Cost

Members (One way)

Zone A \$15 Zone B \$25

Non-Members (One way)

Zone A \$28 one B \$36

Booking

Please book and pay by card at the Burradoo reception desk or Moss Vale admin office. Members are also able to redeem their points.



GRANDFRIENDS IS BACK!

With our friends from Oxley College - who can build the tallest tower

Public School



PLEASE JOIN US TO CELEBRATE

A VERY MERRY CHRISTMAS IN JULY



























Monday 7th of August



Aged Care Employee Day

Aged Care Employee Day!

We would like to say thank you to all aged care workers from nurses to personal care workers, allied health professionals, lifestyle coordinators, hospitality teams, drivers, cooks, cleaners, administration staff, cafe workers, and managers within Harbison and other aged care facilities. Today we celebrate more than 427,000 residential care workers.



A lovely way to treat our Harbison Physio staff Genesis, Ella, Saili and Brenda at Harbison Burradoo on Aged Care Employee Day with handmade certificates.

Personal Care Manager - Bree and Clinical Care Manager Kritika

Share kinds words with all Our Harbison Staff

On the occasion of Aged Care Employee Day, we thank you for what you do daily to make a difference in many lives. Every single person walking in through the door as an employee contributes to someone's life.

'Your lending hands

Out there you have caring friends

Do you know what - some days they look for a Nurse, someday carer, laundry staff, maintenance, cleaning or cafe and kitchen staff. On other days where finance or admin can help.

Tell us all - how important every one of us is in our different roles.

Lucky to be part of such a wonderful team. Thank you all again.

My Aged Care Employee Day: Words from our very own Chair of the Board Katie Constantinou





A message from Our Harbison CEO David Cochran

Every year on 7 August we acknowledge the essential workers who provide care to older Australians, many of whom live with complex comorbidities which require not only high standards of technical nursing skills but also deep reserves of emotional intelligence, resilience, and the broad range of skills and experience to meet the varied psychological, emotional, and social needs of our residents. And then there are the basics, that everyone deserves and should expect - clean sheets, a supportive environment, functional equipment, and varied, nutritious, and appetising meals (to name a few). It's not for everyone. It only happens when all the key relationships that surround a resident are based on respect, trust, and dignity. It's hard work. Few people see the sustained physical and emotional efforts required to support people with functional and cognitive decline, and the potentially challenging behaviours which flow from unmet needs. It's complicated. Our teams are managing complex clinical conditions, complicated loss and grieving, and complex relationships through the lens of our best understanding of the changing needs and preferences of vulnerable people who can easily be lost in the noise. It's vital. Without people like you, our ageing population has nowhere to turn when living at home is no longer viable. It's appreciated! The feedback from our residents and their families is overwhelmingly positive, validating the importance of what you do each and every day at Harbison. THANK YOU, on behalf of our residents, their families, and your colleagues both here at Harbison and across the wider care sector. Happy Aged Care Employee Day, 2023.

Harbison Burradoo Personal Care Manger Bec

I wanted to say thank you to each and every one of you for the dedication that you show each and every day as a team and most importantly for committing to make a difference in the lives of our residents. The last few years have had challenges and obstacles from bushfires, floods, outbreaks, and the staffing impact on our workforce. It has been so humbling to see you all come together as a team displaying commitment, strength, and resilience. Our residents would not be able to have the life that they do without you, so thank you for everything that you do.

Coffee is on us today, enjoy



Introducing Harbison very own Blockbuster DVD Library!

So far the categories include:

- Oldies
- Action/Adventure
 - Documentary
 - TV Series
 - Comedy
 - Drama



See the Lifestyle Team if you'd like to borrow a DVD Player we have two available.









We would like to thank Bowral High School students for coming to our Moss Vale facility for Meaningful Careers @ Harbison Tour.

Thank you to Sandra from Job Search for organising the tour with us. We would also like to thank Chris from Jobseeker and Nicole from Bowral High School.





Improvement on Outdoor Furniture at Harbison Moss Vale and Burradoo





WINTER FUNDRAISING

Safturaay 22nd of July



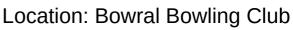


















































Harbison is partnering with Can Assist again this year for our Winter Fundraising Trivia Night all proceeds go to both charities Harbison and Can Assist.



YOU KNOW?



Harbison would like to thank Julianne Allan, President of the Southern Highlands Quilting Guild, who presented Harbison with a handmade quilt to use as a prize for the Harbison Charity Trivia night which is happening on Saturday the 22nd of July.

Thank you to quilter Jo Mawbey. The quilt is machine-made. Jo is currently the Secretary of the Southern Highlands Quilters' Guild Inc and has been quilting for many years.



Harbison wishes to express gratitude to Liane from Endota Spa for her kind contribution of beautiful Endota goods and a voucher for a therapy session for the Harbison Trivia Night.







Harbison feels privileged that our Chair of the board, Katie Constantinou, took the time to provide some raffle prizes for the Harbison Winter Trivia Night on July 22, which took place at the Bowral Bowling Club.





Donations



The Southern Highlands Quilters Guild Incorporated



Can Assist



Endota Spa Bowral



🔭 Empire Cinema Bowral



The Chair of the Board Katie Constantinou



Mrs Oldbucks Pantry



Bowral Bowling Club



Sweets and Treats Bowral



👉 Ella Bache



Ultimate Cycles, Nowra (donated by Elite Energy Events)



Elaine Musgrave



Downes Nursery





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





Road Worlds for Seniors is back again this this from Monday, 2 Oct to Friday, 27 October 2023. To join the team and receive complimentary Motiview membership for the event, please see a member of the Lifestyle Team. Please note, membership rules apply from 28 October 2023.

NGUNUNGGULA ART AND DEMENTIA PILOT PROGRAM



Program Rationale

The proposed Art and Dementia Pilot Program at Ngununggula is informed by the Art and Dementia Access Program at the National Gallery of Australia. Ngununggula staff participated in training delivered by Adrian Boag (NGA Program Producer, Access and Inclusion) who has been running the Art and Dementia program at the NGA since 2007.

In 2018, the NGA collaborated with University of Canberra doctoral candidate Nathan D'Cunha to study the impact of the Art and Dementia Program on the well-being of participants. By testing salivary cortisol levels, D'Cunha's study demonstrated that attendance at the Gallery's Art and Dementia program provided a range of benefits including improvements in:

- Quality of life
- Wellbeing
- Cognitive performance
- Reduction in depressive symptoms for people living with dementia

Reference: Psychophysiological Responses in People Living with Dementia after an Art Gallery Intervention: An Exploratory Study

Program Framework

The Ngununggula Art and Dementia pilot program is centred on viewing pre-selected works of art and engaging in conversation through flexible inquiry-based description, interpretation, and evaluation. Ngununggula education staff will facilitate discussion, focusing on participants' reflections, interpretations, and anecdotes.

This program will be limited to 5 participants living with dementia. Carers and respite care staff will accompany the participants but not participate in the discussion tour. The participants will sit in supportive chairs while the care staff sit behind the group and are instructed to limit their involvement in the group discussion.

Community Partner

Harbison

Participants

Up to 5 Harbison residents who are living with dementia. Ideally, the participants will attend all four scheduled dates.

Facilitator

Jodie Swan (Ngununggula Creative Learning Manager) is supported by Ngununggula's education staff.

Dates

Thursday 24th of August

Thursday 31st of August

Thursday 7th of August

Thursday 14th of August

Time

9.30am - 11:30am

Session Duration

90 minutes







Three Cows Cafe Harbison Moss Vale Open 7 days

Mon - Fri - 7.30am - 2.30pm Sat & Sun - 8.00am - 3.00pm

Come join us on a cold winters day and enjoy a cup of something hot and a sweet





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

f Facebook @harbisoncare

👩 Instagram @harbison_



















PHYSIO

Standard 3. Personal Care and Clinical Care

Consumers and the community expect the safe, effective and quality delivery of personal and clinical care.