

Angela Sweeney

Subject: Meeting MOH / NZCare
Location: ROOM WLG GC.5-Semi Public (6)

Start: Thu 19/11/2020 11:30 am
End: Thu 19/11/2020 12:30 pm

Recurrence: (none)

Meeting Status: Accepted

Organizer: Amanda Bleckmann
Required Attendees: Adri Isbister; s 9(2)(a)
Optional Attendees: Josephine Gagan
Resources: ROOM WLG GC.5-Semi Public (6)

Microsoft Teams meeting

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s 9(2)(k) New Zealand, Wellington

Phone Conference ID: s 9(2)(k)

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Meredith Mercier

From: Josephine Gagan s 9(2)(a)
Sent: Thursday, 19 November 2020 8:33 pm
To: Amanda Bleckmann
Subject: FW:s 9(2)(b)(ii)
Attachments: s 9(2)(b)(ii)

Hi Amanda

Lovely to see you over Teams this morning.

I followed up with s 9(2)(a) this afternoon and he has provided the following feedback and additional information. What can I do to help support this to progress?

I'm in Hawkes Bay tomorrow meeting s 9(2)(a) but will try you between meetings.

Nāku noa na | Kind regards,

Josephine Gagan
Tumu Whakarae ā Rōpū | Chief Executive

M: s 9(2)(a)
F: s 9(2)(a)
E: s 9(2)(a)



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Health Group**



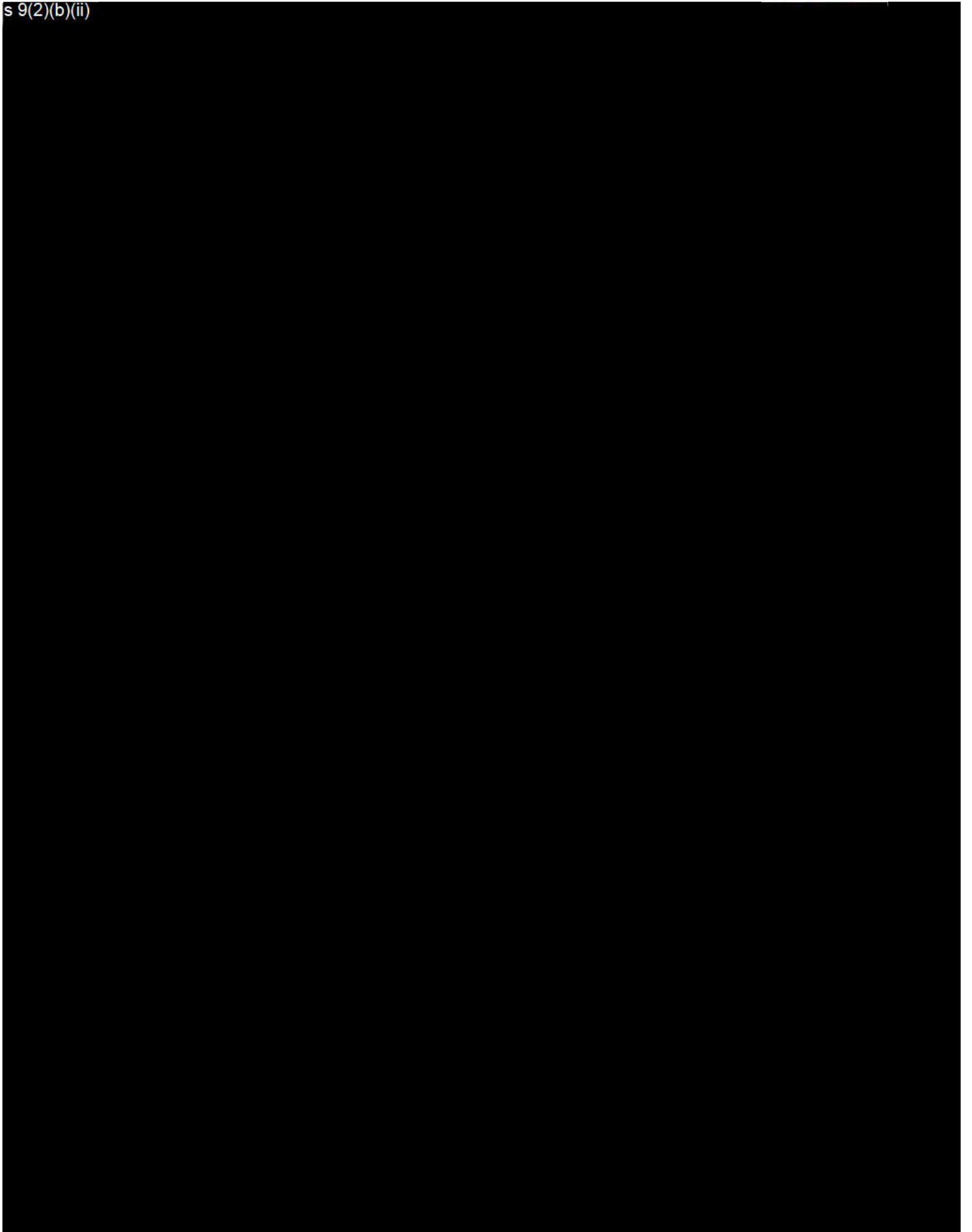
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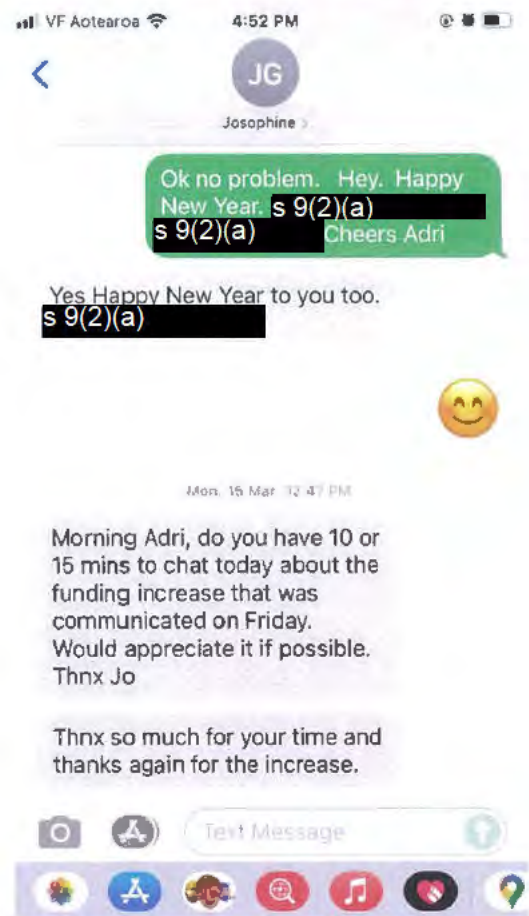
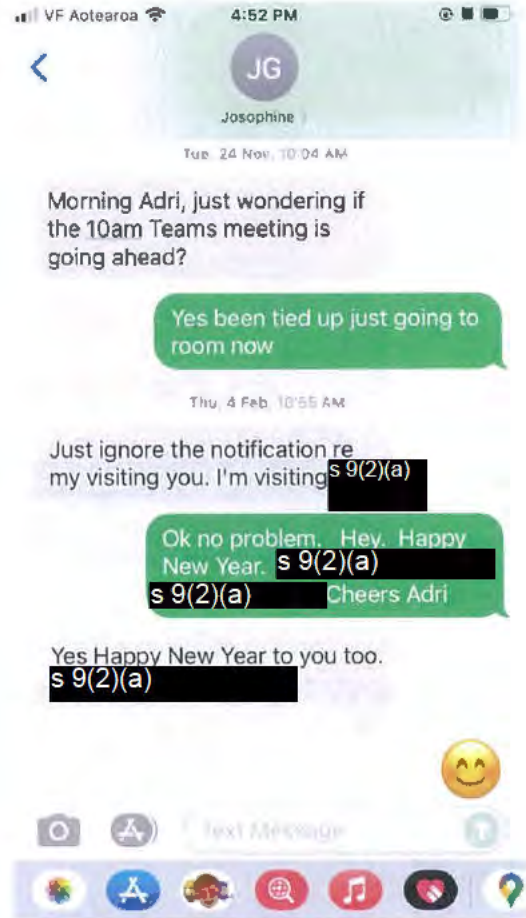
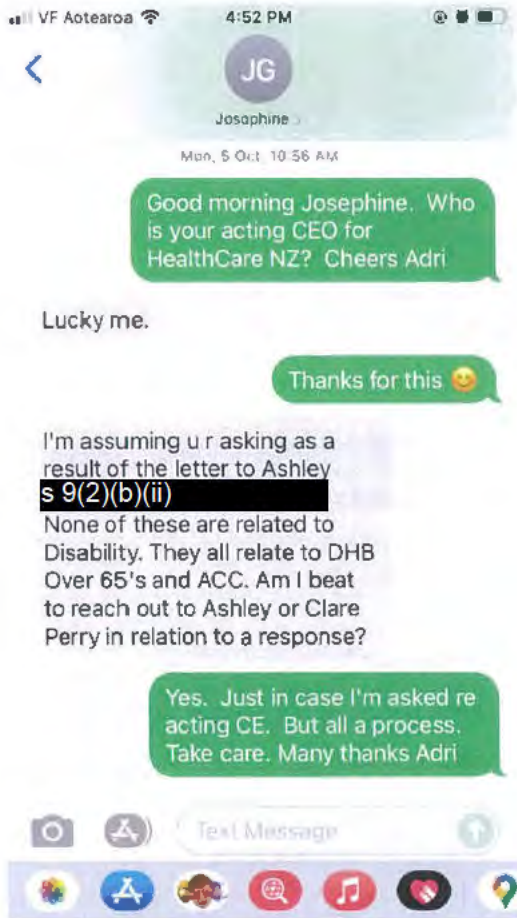


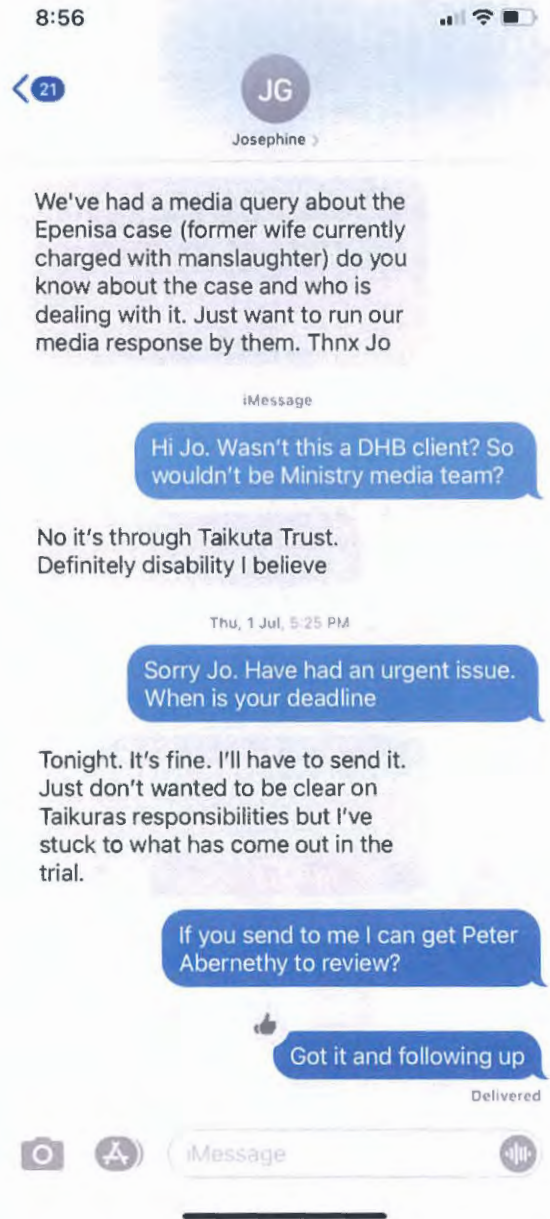
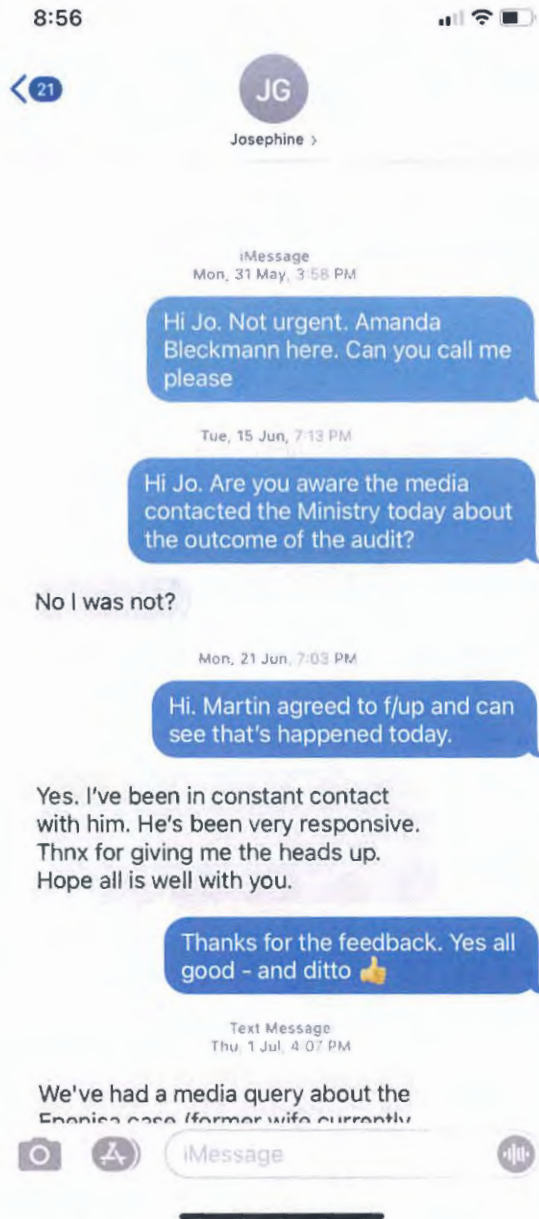
Stay away from others if unwell

s 9(2)(b)(ii)

s 9(2)(b)(ii)







Angela Sweeney

Subject: Introductory mtg Jo Gagan / Clare Perry / Adri Isbister
Location: ROOM WLG 3C.5 (4)

Start: Tue 24/11/2020 10:00 am
End: Tue 24/11/2020 10:30 am

Recurrence: Daily

Meeting Status: Accepted

Organizer: Clare Perry
Required Attendees: Adri Isbister; Josephine Gagan
Resources: ROOM WLG 3C.5 (4)

Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

Or call in (audio only)

s 9(2)(k) [redacted] New Zealand, Wellington

Phone Conference ID: s 9(2)(k) [redacted]

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[Learn More](#) | [Meeting options](#)

Meredith Mercier

From: Amanda Bleckmann <Amanda.Bleckmann@health.govt.nz>
Sent: Friday, 4 December 2020 12:33 pm
To: Josephine Gagan
Subject: RE: s 9(2)(b)(ii)

Hi Jo – yes I did thanks. s 9(2)(a)

Warm regards

Amanda Bleckmann
Group Manager
Operational Performance
Disability Directorate
Ministry of Health

Mobile s 9(2)(a)

<http://www.health.govt.nz>
mailto:Amanda_Bleckmann@moh.govt.nz

From: Josephine Gagan s 9(2)(a)
Sent: Friday, 4 December 2020 8:58 am
To: Amanda Bleckmann <Amanda.Bleckmann@health.govt.nz>
Subject: RE: s 9(2)(b)(ii)

Hi Amanda

Just to let you know in case you didn't already s 9(2)(a) and s 9(2)(a) are meeting with s 9(2)(a) this afternoon on the issue you raised below.

Nāku noa na | Kind regards,

Josephine Gagan
Tumu Whakarae ā Rōpū | Chief Executive

M: s 9(2)(a)
P: s 9(2)(a)
E: s 9(2)(a)



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Stay away from others if unwell

From: Josephine Gagan
Sent: Thursday, 19 November 2020 8:33 PM
To: Amanda.Bleckmann@health.govt.nz
Subject: FW: s 9(2)(b)(ii)

Hi Amanda

Lovely to see you over Teams this morning.

I followed up with s 9(2)(a) this afternoon and he has provided the following feedback and additional information. What can I do to help support this to progress?

I'm in Hawkes Bay tomorrow meeting s 9(2)(a) but will try you between meetings.

Nāku noa na | Kind regards,

Josephine Gagan
Tumu Whakarae ā Rōpū | Chief Executive

M: s 9(2)(a)

F:

E: s 9(2)(a)



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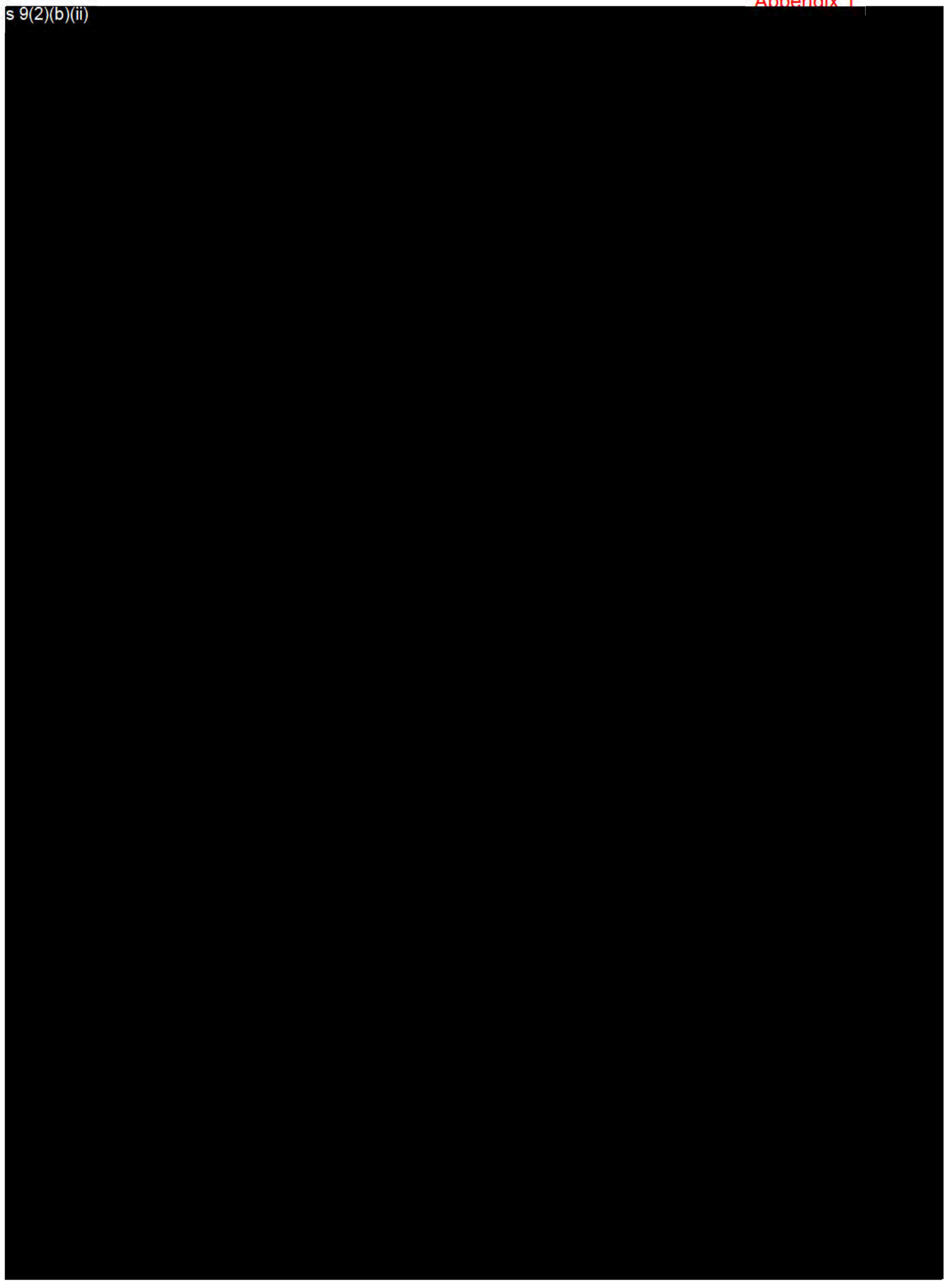
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s 9(2)(b)(ii)

s 9(2)(b)(ii)



Meredith Mercier

From: Amanda Bleckmann <Amanda.Bleckmann@health.govt.nz>
Sent: Friday, 4 December 2020 4:27 pm
To: s 9(2)(a)
Cc: Josephine Gagan
Subject: Josephine Gagan's contact details

Hi s 9(2)(a)

Thanks for the call, and apologies I didn't send this through earlier.

Here is Josephine's contact details.

Warm regards

Amanda Bleckmann
Group Manager
Operational Performance
Disability Directorate
Ministry of Health

Mobile: s 9(2)(a)

<http://www.health.govt.nz>
mailto:Amanda_Bleckmann@moh.govt.nz

Meredith Mercier

From: Josephine Gagan s 9(2)(a)
Sent: Monday, 22 March 2021 5:05 pm
To: Adri Isbister
Cc: Amanda Bleckmann
Subject: For our meeting on Thursday

Importance: High

Kia Ora Adri

I am looking forward to catching up with you and Amanda in person on Thursday with Vicki Stewart.

Ahead of the meeting I thought I would write to you regarding the very much welcomed s 9(2)(b)(ii) increase recently announced from the Disability Directorate.

I would like to further enquire regarding the background of there being no increases for the Respite, Autism and Behaviour Support contracts that HCNZ and NZ Care hold and which also sit under the Disability Directorate.

It would be great to understand on why these contracts do not appear to have been included in any communication for increases? Apologies in advance if I have missed some communication.

Also I would like to pick up on our conversation at the end of last year and discuss with you and Amanda about a proposed way forward for s 9(2)(b)(ii)

s 9(2)(b)(ii)

Thanks Adri and look forward to catching up on Thursday

Bye for now

Nāku noa na | Kind regards,

Josephine Gagan
 Tumu Whakarae ā Rōpū | Chief Executive

M: s 9(2)(a)
 F:
 E: s 9(2)(b)(ii)



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Angela Sweeney

Subject: HealthCare NZ/MOH - initial quarterly meeting
Location: ROOM WLG GN.1-Public (4)

Start: Thu 25/03/2021 1:00 pm
End: Thu 25/03/2021 2:00 pm

Recurrence: (none)

Meeting Status: Meeting organizer

Organizer: Amanda Bleckmann

Required Attendees: Amanda Bleckmann; Adri Ishister; s 9(2)(a)

Optional Attendees: s 9(2)(a); Phil Wysocki; Vivienne McKeivitt; s 9(2)(a); Josephine Gagan

Resources: ROOM WLG GN.1-Public (4); CARPARK WLG Visitor carpark 1

Q53 21

NZ Healthcare.

Discussion: funding % increase for 20/21 - limited focused on cost pressures. re scoping any underspend.

s 9(2)

s 9(2)(b)(ii), s 9(2)(ba)(i)

Want to innovate

s 9(2)(b)(ii), s 9(2)(ba)(i)

DEH
existing

Vocational MSD contracts service disappeared
AS Providers.

maybe shift MSD bucket to DSS?
Accountability to de-inst group - IHC =

s 9(2)(b)(ii), s 9(2)(ba)(i)

Josephina s 9(2)(a)

25/3/21

Repairs (855) Vocational
off

Information - Sol/over/appe

s 9(2)(b)(ii), s 9(2)(ba)(i)

IDEA: Day Group Exits.
Nationally. - (check with MSD)

Kairagaba - Repairs + Maintenance

Meredith Mercier

From: Amanda Bleckmann <Amanda.Bleckmann@health.govt.nz>
Sent: Tuesday, 1 June 2021 8:53 am
To: s 9(2)(a)
Cc: Robert Gill
Subject: Secondment - MOH
Attachments: External Secondment.docx;
external_employee_to_moh_secondment_agreement_request-oct18_0[1].doc

Hi Jo, thanks so much for calling me back yesterday. Here are the docs as discussed. We would like to progress the secondment.

Warm regards, Amanda

Amanda Bleckmann
Group Manager
Operational Performance
Disability Directorate
Ministry of Health

Mobile s 9(2)(a)

<http://www.health.govt.nz>
mailto:Amanda_Bleckmann@moh.govt.nz

Secondment Agreement Request – External employee to MoH

1. Appointee Details

Name of Seconded			
Address			
Contact phone		Contact email	

2. Type of Secondment

Secondment Type	<input type="checkbox"/> MoH employee to another team within MoH	<input type="checkbox"/> MoH employee to another organisation	<input type="checkbox"/> External employee to MoH
	Do not complete this form. Instead use an internal secondment template	Do not complete this form. Instead contact your Senior HR Advisor	Use this form

3. Home (Substantive) Position Details

Job Title			
Business Unit			
Group			
Section			
Organisation			
Reporting Manager		Manager position title	
Home organisation contact details:			
Primary Contact name		Contact position title	
Primary Contact phone		Primary Contact email	
Primary Contact address			

4. Host (Secondment) Position Details

Job Title		Pos. No.	
Business Unit			
Group			
Section			
Location (Building/City)			
Cost Centre			
Reporting Manager		Manager's position title	
Manager's Business Unit		Manager's Group	
Host organisation contact details:			
Primary Contact name		Contact position title	
Primary Contact phone		Primary Contact email	
Primary Contact address			

Secondment Agreement Request – External employee to MoH

5. Appointment Details

Start Date		End Date	
Reason for secondment			
Working Hours	<input type="checkbox"/> Full-Time	hrs per week	<input type="checkbox"/> Part-Time
If Part-Time, please indicate work day pattern		<input type="checkbox"/> Monday	hrs per day
		<input type="checkbox"/> Tuesday	hrs per day
		<input type="checkbox"/> Wednesday	hrs per day
		<input type="checkbox"/> Thursday	hrs per day
		<input type="checkbox"/> Friday	hrs per day

6. Remuneration and Cost Recovery

Total remuneration per annum	\$
<i>Itemise the components of total remuneration, ie allowances, Superannuation etc</i>	
	\$
	\$
	\$

7. Details of variations requested (any additional variations required)

--

8. Review and Feedback Timetable

The secondment will be reviewed on <i>(Insert agreed review dates, eg halfway point, every second month)</i>	
Home and Host Manager agree to meet on: <i>(Insert timetable for feedback meetings)</i>	

9. Sign-Off and Approvals (please check delegated authority for appointment)

	Name	Signature	Date
Home Manager			
Host Manager			
Executive Director, ODG			

Please email this completed form and a copy of the job description to your Senior HR Advisor

Secondment Agreement Request – External employee to MoH

HR Use Only

Offer prepared by		Offer checked by		Date sent to manager	
Date prepared		Date checked		Date received back	

133 Molesworth St
PO Box 5013
Wellington
New Zealand
Phone (04) 496 2000

date

STAFF: IN CONFIDENCE

Address

Dear Type in secondee's name

Confirmation of your secondment to the Disability business unit

I am pleased to confirm your secondment to the position of Type in position title, Operational Performance, Disability (your host business unit), within the Ministry of Health.

This secondment begins on date and comes to an end on date . During this time you will be located in Wellington and you will report to Type in reporting manager's name, Type in reporting manager's title.

Hours of work during the secondment:

During this secondment your hours worked will be on a full-time basis, working 40 hours per week with two consecutive days off where possible. Normal working hours fall between 7am and 7pm, Monday to Friday.

At the end of your secondment

On Monday, 1 March 2021 you will return to your substantive position of Type in secondee's substantive position title at Type in secondee's home organisation. At this time, you will also return to your normal terms and conditions of employment.

Accepting this secondment arrangement

Please read this agreement along with the attached terms and conditions document and if acceptable, sign, scan and email to People and Capability at the Ministry of Health via askhr@health.govt.nz to accept.

Please contact me if you have any questions about the contents in this document.

Kind regards,

Type in Manager's name

Type in Manager's position title

Disability

Ministry of Health

Enclosed:

- Secondment Agreement
- Ministry of Health Code of Conduct

Secondment Agreement

Secondment of xxx from xxx to the Ministry of Health

Parties to this secondment

Secondee:	
Home organisation:	
Host organisation:	

Secondment details

Position title & Number	
Home (substantive) manager	
Host (secondment) manager	
Job description or work objectives for the secondment	
Secondment start date	
Secondment end date	
Hours and days of work during the secondment	
Secondee total remuneration package and/or salary per annum (Note: is this is prorated)	
Invoicing details for Home organisation	
Any other leave or agreements in place with the Secondee	

Base Secondment Agreement

Between ("the home"),
The Ministry of Health ("the host")
 And ("the secondee")

The Ministry of Health, home organisation and the secondee agree to the following terms and conditions for the secondment of the secondee to the Ministry of Health.

1.0 Purpose of Secondment

1.1 The secondee will be seconded to the Ministry of Health to carry out the duties and responsibilities, and to develop the competencies set out in the First Schedule to this Agreement.

1.2 At the conclusion of the secondment the secondee will return to their home position as x. The Home manager will debrief the secondee and discuss ongoing support and direction for the secondee's career development.

2.0 Terms of Secondment

2.1 The secondment begins on 31 August 2020. The secondment will end:

- i. On date although we may mutually agree to vary the term of the secondment and change the end date; or
- ii. On expiry of the notice period required under the secondee's employment agreement in the event that the secondee resigns from their home organisation; or
- iii. On the giving of four weeks' written notice (or less if agreed by all parties) by any one of the parties to this Agreement to the others; or
- iv. In the case of serious misconduct, upon such notice, if any, as the Ministry of Health considers appropriate.

2.2 The secondee remains an employee of their home organisation throughout the secondment period subject to their employment agreement with their home organisation. Any variation to the secondee's agreement of employment will be negotiated between the secondee and their home organisation, as required under the terms of their employment agreement. However, any variation to the employment agreement that is needed to provide for matters relating to the secondment will be agreed by all three parties to this Agreement.

3.0 Remuneration and cost recovery

3.1 The secondee's total remuneration per annum is (pro-rated if working part-time). This amount may change following a remuneration review.

Itemised components of total remuneration:

Base Salary -

Kiwisaver 3% -

3.2 The home organisation will remain responsible at all times for the payment of the secondee's salary or wages.

3.3 The Ministry of Health will reimburse the home organisation for the total remuneration paid to the secondee (including GST) during the secondment period, upon receipt of monthly invoices from the home organisation.

3.4 The Ministry of Health will pay to the home organisation the amount invoiced by the 20th of the month following the date of the invoice.

4.0 Leave entitlements and notification

4.1 The secondee will continue to accrue annual leave on the terms and conditions set out in their employment agreement with the home organisation. The Ministry of Health Host Manager will be responsible for managing any leave taken by the secondee and for informing the home organisation of any leave that the secondee has taken.

4.2 Secondment, bereavement and any other leave arrangements will remain as set out in the secondee's employment agreement.

4.3 Leave will be reported on a monthly basis as convenient to the Human Resources staff in both organisations.

5.0 Performance Management

5.1 The secondee is entitled to performance and remuneration reviews as set out in their employment agreement. Performance planning and appraisal is a shared responsibility between the secondee's home manager and their host manager. The home manager will arrange with the host manager to receive feedback as part of the review. Any changes to remuneration as a result of the review will be included as agreed in Clause 3.0.

5.2 The input to this process will be based on the portion of time the secondee spends in each organisation during the performance management reporting period (24 August 2020 to 19 February 2021)

6.0 Misconduct

The Ministry of Health will involve the home organisation and establish an investigation/ disciplinary process in the case of misconduct of the secondee.

7.0 Training and Development

The secondee and their host manager will address any training needs for the secondee in relation to the seconded position. The Ministry of Health agrees to pay for any training that the secondee undertakes in relation to their seconded position.

8.0 Applying for positions

8.1 The home organisation recognises that the secondee is entitled to apply for advertised positions in either organisation or externally during the period of the secondment.

8.2 If the secondee chooses to apply for any positions in the Ministry of Health during the period of secondment then they would do so as a home organisation employee.

8.3 The secondee will inform both parties of their resignation in writing if they are a successful applicant for a position outside both organisations.

9.0 Codes of conduct, policies, procedures and practices

9.1 During the term of the secondment the secondee will abide by the requirements set out in the Codes of Conduct, policies, procedures and practices of both the home organisation and the Ministry of Health. If there are perceived differences in interpretation of the Codes and policies etc of the two organisations, they should be raised and discussed by all parties to the agreement.

9.2 Any actual or potential conflict of interest will be brought to the Ministry of Health's attention for discussion, which may also involve the home organisation if required.

10.0 Change

If during the secondment the substantial position of the secondee at their home organisation is disestablished or is under review, they will be covered by the change management provisions contained within the person's current employment agreement.

11.0 Confidentiality

11.1 The secondee will not discuss or disclose any information, processes, materials, documents, costs, or secrets, related to any aspect of the business of the home organisation or the Ministry of Health without the express agreement of the relevant organisation.

11.2 The only exception is where that discussion or disclosure of information is legitimately required as part of the secondee's performance, duties and responsibilities in relation to their work for both organisations.

12.0 Copyright and Intellectual Property

Unless otherwise agreed in writing, all work produced by the secondee in the course of their secondment duties, and copyright in that work, shall belong to the Ministry of Health and will continue to do so after the termination of this secondment.

13.0 Dispute Resolution

In the event of a dispute, the parties will first try and resolve the dispute by negotiation. If negotiations fail, the parties will resolve the dispute by mediation.

14.0 Secondees' Responsibilities

The secondee will be responsible for:

- completing all work objectives and learning development goals specified in First Schedule
- taking appropriate steps to ensure the secondee's safety and to avoid harm to others, including bringing any health and safety issues in the work place to the Ministry of Health's attention
- keeping in touch with the home organisation on a regular basis
- identifying changed expectations with their home manager before returning to the home organisation.

15.0 The Ministry of Health's Responsibilities

The Ministry of Health will be responsible for:

- the general induction of the secondee into the organisation's business and providing the secondee with the resources they need to perform the tasks required
- agreeing with the secondee clear performance expectations and processes for performance feedback to the secondee and home manager and for recording and assessing their development
- providing regular briefings for the home organisation on the secondee's performance and progress during the secondment
- identifying learning opportunities to develop individual development goals
- working with the home organisation to provide a supportive environment for the secondee

- discussing any concerns or difficulties related to the secondment with the secondee and the home organisation as soon as they arise, in the first instance with the secondee and the home manager of the secondee
- providing and maintaining a safe working environment that meets the requirements of the Health and Safety in Employment Act 1992.

16.0 The Home Organisation's Responsibilities

The home organisation will be responsible for:

- keeping the secondee briefed on work-related activities and events occurring at the home organisation during their secondment (e.g. by extending invitations to meetings, providing information on internal policies, business planning process and social events etc)
- maintaining contact with the host manager and the secondee by participating in review meetings
- nominating a manager to liaise with the secondee during the term of their secondment.

17.1 Review and Feedback Timetable

17.1 The secondment will be reviewed on Monday, 23 November 2020.

17.2 The home manager and the secondee agree to meet on Monday, 30 November 2020 and at other times as requested by the secondee or the host manager.



Signatories to the Secondment Agreement

I have read and understand the Agreement and accept the terms and conditions as stated.

Signed by Type in Manager’s name, Type in Manager’s position title, on behalf of xxx

Signed..... Date.....

Signed by Type in Manager’s name, Type in Manager’s position title, Disability on behalf of the **Ministry of Health**

Signed..... Date.....

Seconded declaration and acceptance

I have read and accept the terms and conditions of this secondment arrangement as outlined in the secondment letter, Agreement and attachments.

Name.....

Signed..... Date.....

FIRST SCHEDULE: Duties and Development Plan

*During the secondment the secondee agrees to carry out the following duties and responsibilities:
[insert duties/role description/workplan, etc, the due dates, and milestones] or [Please see Position
Description attached.]*

Meredith Mercier

From: Amanda Bleckmann <Amanda.Bleckmann@health.govt.nz>
Sent: Wednesday, 2 June 2021 9:56 am
To: Josephine Gagan
Cc: Robert Gill
Subject: RE: Secondment - MOH

Hi Jo

Thanks for responding so promptly and your support in this approach. We have had significant feedback from the sector about how useful and successful secondments have been for the employees, home and host organisations.

I read these documents after I had spoken to you and you are correct. In my experience with seconding people in to the Ministry, the approach is very in line with the secondee reporting to a Ministry manager and being very much part of the team. While there the home organisation remains the employer, the day to day support, oversight and supervision is provided by the Ministry. In my experience, the key role of the home organisation has been payroll and invoicing the Ministry.

The issue was escalated because of the use of the term 'profit'. I'm not aware of a situation where we have paid any costs of a secondment over and above any actual costs incurred, and you will see in the agreement, clause 3 covers remuneration and cost recovery.

In terms of the liability/health and safety, I confident we can agree how that can be managed in a way that satisfies the home employer and host.

I look forward to progressing.

Warm regards

Amanda Bleckmann
Group Manager
Operational Performance
Disability Directorate
Ministry of Health

Mobile: s 9(2)(a)

<http://www.health.govt.nz>
mailto:Amanda_Bleckmann@moh.govt.nz

From: Josephine Gagan s 9(2)(a)
Sent: Tuesday, 1 June 2021 11:06 am
To: Amanda Bleckmann <Amanda.Bleckmann@health.govt.nz>
Cc: Robert Gill <Rob.Gill@health.govt.nz>
Subject: RE: Secondment - MOH
Importance: High

Morena Amanda

Many thanks for sending this through. First and foremost I wanted to say what a great initiative this is and something as an organisation we want to very much support. That is to say I don't want to put any unnecessary barriers up to making this happen.

However, the contract seems to state that in fact the secondee would remain an employee of the company's and not, as we discussed last night, an employee of the Ministry of Health.

I have put in some questions in the agreement that perhaps Rob can come back to me on, however if the secondee remained an employee of s 9(2)(b) then we would be required to continue to support the person, provide ongoing supervision, and pay them as well as continuing to be responsible for all their health and safety requirements. Therefore I would say a modest monthly administration fee was appropriate – somewhat similar to a contractor coming into the MoH.

If the secondee became an employee of the MoH (which is what I had gleaned from our conversation last night) then that would seem to negate the requirement for any additional fees beyond what the total cost for the secondee was.

Thanks Amanda and look forward to your or Rob's feedback and hope we can work something out that is satisfactory for everyone

Nāku noa na | Kind regards,

Josephine Gagan
Tumu Whakarae ā Rōpū | Chief Executive

M: s 9(2)(a)
F:
E: s 9(2)(a)



**New Zealand
Health Group**



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Stay away from others if unwell

From: Amanda Bleckmann <Amanda.Bleckmann@health.govt.nz>

Sent: Tuesday, 1 June 2021 8:53 AM

To: Josephine Gagar s 9(2)(a)

Cc: Robert Gill <Rob.Gill@health.govt.nz>

Subject: Secondment - MOH

Hi Jo, thanks so much for calling me back yesterday. Here are the docs as discussed. We would like to progress the secondment.

Warm regards, Amanda

Amanda Bleckmann
Group Manager
Operational Performance
Disability Directorate
Ministry of Health

Mobile: s 9(2)(a)

<http://www.health.govt.nz>
mailto:Amanda_Bleckmann@moh.govt.nz

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Meredith Mercier

From: Amanda Bleckmann <Amanda.Bleckmann@health.govt.nz>
Sent: Tuesday, 15 June 2021 4:18 pm
To: Josephine Gagan
Subject: RE: HCNZ HCSS Audit

Hi there Jo
Thanks so much for letting me know. I've shared your email with Martin and our Quality team.
Warm regards
Amanda

Amanda Bleckmann
Group Manager
Operational Performance
Disability Directorate
Ministry of Health

Mobile: s 9(2)(a)

<http://www.health.govt.nz>
mailto:Amanda_Bleckmann@moh.govt.nz

From: Josephine Gagan s 9(2)(a)
Sent: Tuesday, 15 June 2021 2:25 pm
To: Amanda Bleckmann <Amanda.Bleckmann@health.govt.nz>
Subject: HCNZ HCSS Audit

Kia Ora Amanda

I hope this email finds you well.

I wanted to let you know that the Home and Community Support Service and Mental Health Community Service in Healthcare NZ have over the last several weeks been undergoing certification audit with DAA. Yesterday I met with the auditors for the closing meeting and I was advised that as a result of the audit process s 9(2)(b)(ii)

s 9(2)(b)(ii)

s 9(2)(b)(ii)

Whilst activities were occurring with these s 9(2)(b)(ii) issues, these were not always able to be evidenced by the auditors in the system. s 9(2)(b)(ii)

s 9(2)(b)(ii)

I wanted to let you know straight away and s 9(2)(b)(ii)

s 9(2)(b)(ii)

We will continue to liaise directly with the DAA s 9(2)(b)(ii) and are aware that the DAA will also communicate with you. However if you have any questions in the meantime, please do not hesitate to contact me.

Nāku noa na | Kind regards,

Josephine Gagan

Tumu Whakarae ā Rōpū | Chief Executive

M: s 9(2)(a)

F:

E: s 9(2)(a)



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Meredith Mercier

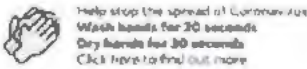
From: Josephine Gagan [s 9(2)(a)]
Sent: Wednesday, 30 June 2021 6:02 pm
To: Amanda Bleckmann
Subject: RE: Proposed organisational changes at HCNZ

Thanks so much Amanda. That email has made my day. Really do appreciate your support. [s 9(2)(b)(ii)]
[s 9(2)(b)(ii)] will pass your message onto [s 9(2)(a)] and also [s 9(2)(a)] who has been a real champion for flexible disability supports and progressed things quite a way with Christie Richards when she was at the Ministry. We are keen to support the Ministry in whatever way we can to breakdown any barriers for people, as you say, 'getting what matters' for them to live their best life.
Take care and look forward to catching up soon
Warm Regards
Jo

Nāku noa na | Kind regards,

Josephine Gagan
Tumu Whakarae ā Rōpū | Chief Executive

M: [s 9(2)(a)]
F: [s 9(2)(a)]
E: [s 9(2)(a)]



From: Amanda Bleckmann <Amanda.Bleckmann@health.govt.nz>
Sent: Wednesday, 30 June 2021 5:49 PM
To: Josephine Gagan <josephine.gagan@nzhealthgroup.com>
Subject: RE: Proposed organisational changes at HCNZ

Thanks Jo, hope all is well with you. I've circulated internally, but suspect you will have already sent to relevant people.

I note your comments [s 9(2)(b)(ii)] I will get in touch with [s 9(2)(a)] unless there is someone else better placed, as I note her role has expanded) about how we support a move to flexible disability contracts and 'buying what matters' to disabled people –we often hear it's our contracts and the way we contract that is the barrier to people 'getting what matters'

Warm regards, Amanda

Amanda Bleckmann
Group Manager
Operational Performance
Disability Directorate
Ministry of Health

Mobile: s 9(2)(a)

<http://www.health.govt.nz>
<mailto:Amanda.Bleckmann@moh.govt.nz>

From: Josephine Gagan s 9(2)(a)
Sent: Wednesday, 30 June 2021 3:35 pm
To: Amanda Bleckmann <Amanda.Bleckmann@health.govt.nz>
Subject: Proposed organisational changes at HCNZ
Importance: High

Kia ora Amanda,

I am writing to you today to update you about the HealthCare New Zealand (HCNZ) Home and Community Service and some proposed changes.

As you all know, HCNZ last year underwent significant change in the way we provide services to our clients and how they are supported by you, our support worker staff, clients and funders overall.

It was the first significant change the organisation had undergone in over 20 years. s 9(2)(b)(ii)

s 9(2)(b)(ii)

We have been working tirelessly to stabilise and improve our business systems, and to ensure we can provide services whilst being financially viable. s 9(2)(b)(ii)

s 9(2)(b)(ii)

Over the past three months we have reviewed our clinical, HR and service delivery management structures. s 9(2)(b)(ii)

s 9(2)(b)(ii)

s 9(2)(b)(ii)

The proposed changes relate to three main areas in the organisation. These are:

s 9(2)(b)(ii)

There is a range of proposed changes to internal staff roles s 9(2)(b)(ii)

s 9(2)(b)(ii)

s 9(2)(b)(ii)

With these proposed changes, we believe we can simplify our processes and improve on the support that our support workers and clients receive. Some examples of how this can be done by are:

s 9(2)(b)(ii)

We really appreciate your patience and support while we work through these proposed changes; in particular in the coming weeks, as we support our branch staff affected directly by our proposal and what it may mean for them in their current roles.

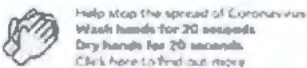
Please do not hesitate to contact us on info@healthcare.co.nz if you have any further questions or require more detailed information.

I will be writing again in detail in the coming weeks with any further news of the proposed structure.

Nāku noa na | Kind regards,

Josephine Gagan
Tumu Whakarae ā Rōpū | Chief Executive

M: s 9(2)(a)
F: [Redacted]
E: s 9(2)(a)



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Meredith Mercier

From: Amanda Bleckmann <Amanda.Bleckmann@health.govt.nz>
Sent: Thursday, 1 July 2021 7:18 pm
To: Rawa Karetai
Subject: Fwd: Update on Malia Li - guilty verdict

From: Josephine Gagan <s 9(2)(a)>
Sent: Thursday, July 1, 2021 5:45 PM
To: Amanda Bleckmann
Subject: FW: Update on Malia Li - guilty verdict

From: s 9(2)(a)
Sent: Thursday, 1 July 2021 5:42 PM
To: Josephine Gagan <s 9(2)(a)> <s 9(2)(a)>
Cc: s 9(2)(a)
Subject: Update on Malia Li - guilty verdict

Hi Jo and s 9(2)(a)

Update from today is that Malia Li was found guilty of manslaughter.

[Malia Li found guilty of leaving disabled husband to die in his own waste | Stuff.co.nz](#)

From the article:

“This is not a case where she tried her best and simply failed... Not only did she do nothing, she did worse – she actively resisted attempts by family, friends, doctors and others who could have helped.”

He said two agencies – Taikura Trust and HealthCare New Zealand – had made repeated offers to help, but Li failed to return multiple phone calls and messages.

But Li’s lawyer Mark Ryan said both organisations failed Li and Epenisa. “Their failures were substantial and significant.”

He said the HealthCare New Zealand employee failed to check Epenisa’s bedroom or whether there was a washing machine. Taikura Trust didn’t even visit the house and did not provide any support in the four months before Epenisa’s death.

Ryan said his client was not on trial for being poor. She could only afford one room in a rundown house shared with 15 other people.

As we have covered in our response, the checks described above on the home environment were not covered by our service requirements.

Thanks and talk soon,

s 9(2)(a)

s 9(2)(a)

Mātanga Whakapā | Senior Communications Specialist

0800 436 382 s 9(2)(a)

s 9(2)(a)

s 9(2)(a)



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Meredith Mercier

From: Amanda Bleckmann <Amanda.Bleckmann@health.govt.nz>
Sent: Wednesday, 7 July 2021 12:17 pm
To: Josephine Gagan
Cc: Martin Anderson, s 9(2)(a)
Subject: RE: Review of Disability HCSS 2021/22 Pricing

Hi there Jo

I suggest we talk about this when we meet on the 20th. I will also need an update from Martin as our system is showing this contract is in draft.

Warm regards

Amanda Bleckmann
Group Manager
Operational Performance
Disability Directorate
Ministry of Health

Mobile: s 9(2)(a)

<http://www.health.govt.nz>
mailto:Amanda_Bleckmann@moh.govt.nz

From: Josephine Gagan, s 9(2)(a)
Sent: Tuesday, 6 July 2021 6:52 pm
To: Amanda Bleckmann <Amanda.Bleckmann@health.govt.nz>
Cc: Martin Anderson <Martin.Anderson@health.govt.nz>, s 9(2)(a)
Subject: RE: Review of Disability HCSS 2021/22 Pricing
Importance: High

Thanks so much for the update Amanda. Appreciate your response.

I was just wanting to enquire about the s 9(2)(b)(ii) and whether any consideration could be given to reviewing this contract price which I don't think has been reviewed since the contract was first awarded six years ago?

It's just that things are getting pretty tight with the need to increase our s 9(2)(b)(ii) salaries to retain them in the service. We have seen significant increases recently in salaries in the DHB's, increasing s 9(2)(b)(ii) and the Ministry of Education is back in bargaining having previously increased their salaries by 7% and likely to increase them again this time. This will put pressure on our service to keep pace with the increases so we are able to retain good quality s 9(2)(b)(ii)

s 9(2)(b)(ii)

I know that s 9(2)(a) has had some discussions with Martin about this, but I think Martin is on leave at the moment and not sure how far this has gone?

Would be very much appreciated if this could be reviewed and some indication as to whether we can expect any additional funding this year s 9(2)(b)(ii)

Thanks again Amanda for the update and look forward to hearing from you

Bye for now

Jo

Nāku noa na | Kind regards,

Josephine Gagan

Tumu Whakarae ā Rōpū | Chief Executive

M: s 9(2)(a)

F:

E: s 9(2)(a)



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From: Amanda Bleckmann <Amanda.Bleckmann@health.govt.nz>

Sent: Tuesday, 6 July 2021 10:02 AM

To: s 9(2)(a)

Cc: Jeremy Kennerley <Jeremy.Kennerley@health.govt.nz>; Josephine Gagan

s 9(2)(a)

s 9(2)(a)

Subject: RE: Review of Disability HCSS 2021/22 Pricing

Hi there s 9(2)(a)

We are finalising the price uplifts for 2021/22 and the approach is in the final stages of approval. We are preparing communications out to the sector and we will share these as soon as we are able.

Please be assured, the following have been considered in determining the 2021/22 budget

- a general price uplift to maintain the real value of our existing investments
- price uplifts to meet Pay Equity obligations,
- cost increases due to Minimum Wage increases at 1 April 2021 and 1 April 2022,
- historical underfunding,
- historical pricing inequities.

Not all services will receive an uplift, however we are very aware of the financial pressure in HCSS.

Warm regards

Amanda Bleckmann
Group Manager

Operational Performance
Disability Directorate
Ministry of Health

Mobile: s 9(2)(a)

<http://www.health.govt.nz>
<mailto:Amanda.Bleckmann@moh.govt.nz>

From: s 9(2)(a)
Sent: Tuesday, 6 July 2021 7:16 am
To: Amanda Bleckmann <Amanda.Bleckmann@health.govt.nz>
Cc: Jeremy Kennerley <Jeremy.Kennerley@health.govt.nz>; Josephine Gagan
<s 9(2)(a)> <s 9(2)(a)> <s 9(2)(a)>
Subject: Review of Disability HCSS 2021/22 Pricing

Hi Amanda

Hope things are going well. Last week there was a meeting of the HCSS Joint Working Group. At the meeting on Friday the DHBs agreed to increase funding. This was because the funding increases they were proposing were not sufficient to cover Pay Equity and other legislative cost increases (sick leave and stat leave entitlement increases). The MOH 2021/22 increase is s 9(2)(b) per hour compared to Provider cost increases of approximately s 9(2)(b)(i) per hour. There is a significant gap in funding to cover these costs. Given that the DHBs have revised their funding is Disability going to review it prices?

Thanks

Kind regards

[Redacted signature]

Mobile: s 9(2)(a)
DDI: [Redacted]
L13 AIA Tower, 34 Manners Street, Wellington
PO Box 24445, Manners Street 6142



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Meredith Mercier

From: Amanda Bleckmann <Amanda.Bleckmann@health.govt.nz>
Sent: Monday, 19 July 2021 7:18 pm
To: s 9(2)(a)
Cc: Jeremy Kennerley; Josephine Gagan; s 9(2)(a)
Subject: RE: Review of Disability HCSS 2021/22 Pricing

Hi there s 9(2)(a)
Apologies for the delay in responding. We are still in the sign out stages so hopefully we will have more information in the next week or so.
Warm regards

Amanda Bleckmann
Group Manager
Operational Performance
Disability Directorate
Ministry of Health

Mobile: s 9(2)(a)

<http://www.health.govt.nz>
mailto:Amanda_Bleckmann@moh.govt.nz

From: s 9(2)(a)
Sent: Wednesday, 14 July 2021 3:31 pm
To: Amanda Bleckmann <Amanda.Bleckmann@health.govt.nz>
Cc: Jeremy Kennerley <Jeremy.Kennerley@health.govt.nz>; Josephine Gagan
s 9(2)(a)
Subject: RE: Review of Disability HCSS 2021/22 Pricing

Hi Amanda
Hope things are going well. Any update on the timing of the funding communications??

Thanks

Regards

s 9(2)(a)

From: Amanda Bleckmann <Amanda.Bleckmann@health.govt.nz>
Sent: Tuesday, 6 July 2021 10:02 AM
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Thanks

Kind regards

Richard Williams
Director Contracts and Funding

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