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SA & NT Inc



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## Volume 11, Issue 5, May 2010

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Please note some of the articles provided have additional papers which can be downloaded or links to another website page. In some cases these documents are linked to the ACS Members Only section of this website and will require a Username and Password. All members have been issued with a Username and Password. If you have not received this please contact the Communications Officer with your contact details and you will be issued with your access details.

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## From the CEO's desk

### Reminder: ACS Committee Nominations 2010 - only two weeks left

There are only **two weeks left** for interested individuals to nominate for one of the five ACS committees:

- [Workforce](#)
- [Finance](#)
- [Residential Care](#)
- [Community Care](#)
- [Housing](#)

Committee **members will be selected** based on the individual's knowledge, expertise and skills relevant to the particular committee, rather than being selected as a representative of a particular organisation. Individuals nominating for committee positions must be an employee of an organisation which is a member of ACS SA & NT.

Appointments to the committees will commence on 1st July 2010 and will generally be for a three-year term, with the exception of committees which have additional vacancies replacing members who have resigned mid-term.

Please read the **Terms of Reference** (ToR) for the Committee you are nominating for, along with the Explanatory Memorandum, which provides general information relevant to all Committees.

- Workforce (ToR)
- Finance (ToR)
- Residential Care (ToR)
- Community Care (ToR)
- Housing (ToR)

### **The Nomination Process**

Nominations must be submitted by close of business **Friday 4 June 2010**. Please forward your completed nomination to Aged & Community Services SA & NT Inc, 246 Glen Osmond Road, Fullarton 5063 or email.

All individuals will be advised of the outcome of their nomination. If you do have any queries please email the Executive Officer.

### **ACS Awards Night Cocktail Party - Thursday 17 June, 5–7 pm**



ACS warmly invites all members to **celebrate excellence** in the aged care sector at the Starlight Ballroom, The Observatory Function Centre. Cocktails, canapés, and intergenerational entertainment will highlight the ACS SA & NT Awards for Excellence evening for 2010.

The **list of finalists in each category** will be released shortly to all members. So gather a group of colleagues, acknowledge the great achievements of your sector and show your support!

### **Barunga Village Choir to perform at the Awards Night!**

The Barunga Village Choir was formed 18 months ago and includes residents from Barunga Homes, Barunga Cottages and Barunga by



the Sea. During this time they have made a variety of public appearances and age is no barrier to participation with the oldest member being 99 years young!

Residents have choir practice weekly and enjoy the opportunity to sing and socialise.

The choir is ably led by staff member Carol Elliott, who was instrumental in the formation of the choir and is supported by choir pianist Joan Bampton.



## Randstad News

For over 20 years, Randstad has been supporting the needs of employers and the careers of jobseekers right across South Australia.

### Aged-care workers at the click of a button

The **face of recruitment** in the aged care industry is changing – and is set to change even more. Gone are the days when Saturday's paper held the answers to job seeking needs, and welcome is a time when candidates can be found at the click of a button.

A relatively conservative sector within the healthcare industry, **aged care has always concentrated** on print advertising in local and major newspapers as a means of finding the best person for the job. With the introduction of internet job boards, and now the age of social networking, aged care, like every other industry is realigning itself with the times – and getting in touch with technology so employers can choose from a wider variety of candidates from right around the globe.

In today's recruitment world, **job boards are key** to opening up the candidate market and giving both jobseekers and employers more options – and there is a lot to discover right at your finger tips. Whether you're searching on generalist job boards such as Seek or CareerOne, niche job boards for specialised skills or directly through the websites of recruitment service providers, such as that on at randstad.com.au, both employers and jobseekers are revelling in the greater ease of exploring the employment market.

"The introduction of technology into recruitment is definitely a positive," says Louisa Wilson, Marketing and Communications Director for global recruitment and HR services provider, Randstad. "The **effective combination of online and print** advertising can be very successful and open employers up to a market of potential candidates which they may not otherwise have had access to. Like everything, we need to be measured and careful in our approach – combining the different options so that we reach as many jobseekers as possible. Further combining this with the expertise of a recruitment provider who uniquely specialises in your sector, can also assist you to successfully navigate the growing online world of work and give you access to the best talent in the industry."

In addition to job boards and print advertising, employers also now have **access to another very significant tool**, both for headhunting and researching job applicants – social networking. Professional social networks, such as LinkedIn, are growing in popularity and offer employers on the hunt for talent a field of prospective new employees ripe for the picking. Profiles include details about the person’s working history, and may even include an attached resume, while also linking out to a network of colleagues – or other employee options. Employers can not only use sites like these, and personal networking sites like Facebook, to hunt for someone to build their business in an upcoming role, but quite often now, research the personal qualities and characteristics of a candidate through the material and comments that appear in their profile. But where does it stop?

“The use of social networking to find and screen candidates is something that the jury is still out on,” says Louisa. “While on one hand, networks like LinkedIn are set up specifically to communicate the professional attributes of a person and are open for the eyes of prospective employers, the likes of Facebook, are more personal and many people feel it isn’t ethical to research and determine a person’s suitability based on their social life, outside of work.”

**The best advice I can give** is to be careful in two ways. Don’t solely judge a prospective employee on what their Facebook wall might say, follow a full recruitment process from screening through to interviewing, testing and referencing to make the best judgement call for your business. Secondly, be very careful of what you are making public. Sites like Facebook have a variety of different security settings and it’s important to look into them and ensure only your friends can see your personal information, photos and wall comments – if that’s what you prefer. Of course, you may recognise the value of promoting a strong personal brand and setting up specific professional profiles on sites such as Facebook to take advantage of employers who are seeking someone with your skills.”

**To learn more** about recruitment opportunities online, please contact your local Randstad office on (08) 8461 4485

## General News

### ACSA National Report - Issue 230 Federal Budget edition

Please [click here to access a copy](#).

### Weekly Payment of income support to Centrelink's vulnerable customers

Changes to the social security law have been passed by Parliament in response to the Australian Government's White Paper – *The Road Home: a National Approach to Reducing Homelessness*. As part of the strategy for addressing homelessness, **weekly payments** of social security benefits can now be made for the most vulnerable recipients, including those who are homeless or at risk of homelessness. Receiving income support benefits on a weekly basis is voluntary. Centrelink will work with vulnerable people to assess their needs and offer weekly payments where this is the best option for the customer.

[Click here for further information](#).

## Support for Palliative Care

Minister for Ageing Justine Elliot recently announced \$14 million to support initiatives that improve palliative care support and services for patients, their families and carers. Palliative care is the specialised care of someone who has an advanced terminal illness. The funding is being provided through two palliative care programs:

- **The Local Palliative Care Grants Program** – \$11 million for 21 grants of up to \$600,000 for community groups, health and aged care providers and charitable organisations to provide better practice in palliative care for people with a mental illness, Alzheimer's Disease and other dementias; and
- **The Rural Palliative Care Project** – \$3 million to the Australian General Practice Network (AGPN) for 35 Divisions of General Practice, or consortia of Divisions, to continue to provide coordinated palliative care to patients and families in rural and regional areas.

Information on the successful recipients can be found at:

- [Local Palliative Care Grants Program](#)
- [The Rural Palliative Care Project](#)

## SA Public Health Facilities Now Smoke-Free

From 31 May 2010, "World No Tobacco Day", all South Australia public health facilities will be smoke free. Smoking will be prohibited in both indoor and outdoor public spaces of all South Australian hospitals, hospital grounds and health service buildings. The new SA Health Smoke-free policy **applies to all SA Health:**

- employees
- patients
- consumers
- visitors
- contractors
- any other person entering SA Health premises.

The introduction of this policy will bring South Australia in line with other Australian states and territories, most of which have, or are in the process of implementing or developing smoke-free health services policies.

The new policy will **also provide support** to hospital and health service staff and patients who want to quit smoking by ensuring referral to counselling, and if appropriate, offering nicotine replacement therapy at cost price. All inpatients assessed to be nicotine dependent will be offered nicotine replacement therapy to help them to manage the effects of nicotine withdrawal whilst they are in hospital.

Further information is available from the [SA Health website](#).

## Lynch Meyer Updates

[Commercial Update April 2010 – Unfair Contracts Regime](#)

[Property Update April 2010 – Unfair Contracts Regime](#)

### **Commonwealth Post Graduate Community Aged Care Nursing Scholarships through Royal College of Nursing Australia**

Round 6 opens on **26 June 2010** and applications close on 24 September. For further information [visit the website](#).

## **Coming Events**

### **Can we stop a ticking time bomb? Stakeholder briefing session for CEOs and Finance Managers**

**Tuesday 1 June, 8 am–9 am**

Presented by Anglicare at the ACS Offices: 246 Glen Osmond Road, Fullarton

Anglicare, with the support of Aged & Community Services SA & NT (ACS), plan to present a recycling resolution for all sanitary products to Zero Waste SA. Anglicare requires Aged Care facilities to partner with, and are seeking your input and support in the bid to obtain a grant to construct a waste composting facility in Adelaide. There is an ever growing non-recyclable mountain of sanitary waste that currently goes to landfill. It is unsustainable and expensive.

A stakeholder engagement briefing is being held at ACS on Tuesday 1 June 2010. **After the briefing** you will have a better understanding of:

- The Anglicare proposal for the construction and operation of composting facility
- Zero Waste SA 's support for an Anglicare project to compost all sanitary waste from Aged Care Facilities
- The method of collecting, composting and reusing this waste
- What we as an industry can do about the problem
- The cost to the industry – the new system versus doing nothing

Please **RSVP by Friday 30 May** to ACS on 8338 7111 or [email](#)

### **ACSA National Community Care Conference 2010, Gold Coast, 2-4 June**

Comedian, radio personality, television host and globe trotter **Richard Fidler of the Doug Anthony Allstars** fame is MC for this year's Community Care Conference.

Richard will lend his unique style and humour to hosting, facilitating and informing at the event for community care workers this year.

The Next Generation of Community Care – Rethinking, Reshaping and Rewarding – is an important event for everyone involved in community care.

The program has been designed to inform, inspire and encourage aged care professionals to meet the future needs of older Australians with innovative services and programs.

**General Peter Cosgrove AC MC** (Ret) a former Australian of the Year among his long list of impressive achievements is a keynote speaker guaranteed to spur everyone on to great things.

If you haven't registered for the conference to be held on the Gold Coast from June 2 -4 go to <http://www.acqi.org.au/acsa-2010> and sign up today and check out the full program including Richard's impressive profile and the exciting social schedule.

### **World Elder Abuse Awareness Day Conference 16 June 2010**

[Register now for this year's WEAAD conference](#) – “There's no Excuse for Abuse – Signs and Solutions”.

The sessions will be of great interest to residential and community care service providers as well as those in the health area.

Speakers will provide information on **a range of issues** associated with the prevention of abuse of older people.

### **First announcement and call for abstracts - SA Gerontology Conference**

The Australian Association of Gerontology (SA/NT) presents the

SA Gerontology Conference 2010

**Food for Thought! Recipes for Positive Ageing**

**Friday 10 September 2010**

Stamford Grand, Glenelg

This conference brings together a wide range of people with an interest in issues of ageing – aged care providers and professionals, policy makers and advocates, researchers and students, and older people themselves.

Abstract submission is now open, and the closing date is **Friday 11 June**. Details on the conference topics and the abstract submission process are available in the [SA Gerontology Conference](#) call for papers.

### Alone in a Crowd – Supporting Older Australians Managing Loneliness

This is the [final Bulletin](#) which provides an update on the Australian Research Council project titled *Alone in a Crowd – Supporting older Australians managing loneliness*. The **aim of the study** was to provide understandings of loneliness that can inform support and service providers targeting older Australians managing loneliness. Please note the website at the end of the document is live and will continue to be updated regarding project outcomes after the completion of the project.

### Older People Newsletter

Welcome to the [first newsletter](#) of the Statewide Older People Clinical Network.

The aim of this newsletter is to **keep you informed** of the activities of the Network and any service developments arising from the workgroups.

### PCA e-bulletin – May 2010

Articles in the May edition include:

- [National Palliative Care Week 2010](#)
- [If only I knew ... how to talk about dying](#)
- [NPCW 2010 campaign materials](#)
- [Consumer resources](#)
- [Palliative care resources in 21 languages](#)

### 2010 Falls Prevention Service Directory

The 2010 Falls Prevention Service Directory is now available for the:

- The [Southern Region](#) (South metro Adelaide)
- The [CNAHS Region](#) (North, West, East metro Adelaide)

This directory has been designed to **assist health professionals** to simplify the referral process to falls prevention services. It contains information, eligibility and referral forms for:

- Falls Assessment Clinics
- Day Therapy Centres
- Day Rehabilitation Centres
- Strength for Life Programs
- Councils
- Vestibular services
- Relevant falls related services

## News for Residential Providers



### Therapeutic Goods Administration (TGA) Safety Notice

The [Safety Notice](#) informs Health Services of **medical device recalls and product corrections** that have been issued by the Therapeutic Goods Administration (TGA)

### Better Oral Health in Residential Care – current list of dates, times and venues

In future, you will be able to access an up-to-date list of session dates, times and venues on the [RDNS website](#) (click on the toothbrushes then “View workshop training dates and locations”).

Alternatively, **go directly to the page**: [View workshop training dates and locations](#)

## News for Community Providers

### VHC 2010 Budget Initiative – Preventable Admissions and Improved Community Care Program

An initiative announced in the 2010 Federal Budget is the *Preventable Admissions and Improved Community Care* program which will increase community-based support for veterans and war widows who have chronic conditions and complex care needs and are at risk of hospitalisation. **This program builds** on the firm relationship that already exists between veterans and warwidows and their LMOs who will be coordinating care for program participants. An integral part of this new program will be a targeted expansion of the Veterans’ Home Care program to introduce a new service for older frailer veterans and war widows most at risk of unnecessary hospitalisation.

Further details on this measure will be available over the coming months.

### Consumer Directed Care (CDC)

The Australian Government recently announced it is funding Consumer Directed Care (CDC) in Australian Government community aged care programs. Information on the application process and a fact sheet was made available on the Department website and via ACS News Bites. A number of questions were raised by the ACSA Federation members and, subsequently, a [Q & A document](#) **has been developed**.

## Housing

### Submissions Requested for Not-For-Profit Housing Sector Paper

*(Information sourced from Community Housing Council of SA)*

The Federal Minister for Housing Tanya Plibersek has released a discussion paper entitled '*Regulation and Growth of the Not-For-Profit Housing Sector*', April 2010. [Read full article](#)

#### Other relevant papers:

*'Regulatory frameworks and their utility for the not-for-profit housing sector'*, AHURI, [www.ahuri.edu.au](http://www.ahuri.edu.au)

*'Benefits of Housing Cooperatives and the Present Barriers to Growth in Western Australia'*, Federation of Housing Collectives, Western Australian, [www.chcsa.org.au](http://www.chcsa.org.au)

*'Self-Regulation and the Not-For-Profit Sector'*, Dr Christine Parker, [www.ssa.vic.gov.au](http://www.ssa.vic.gov.au)

*'Regulating the Not-for-Profit Sector'*, Commissioner Susan Pascoe AM, [www.ssa.vic.gov.au](http://www.ssa.vic.gov.au)

### National Homelessness Research Projects

In November 2009 the department went to open tender seeking National Homelessness Research Projects. The research projects are an important bottom-up approach to give the capacity to respond to emerging priorities, encourage innovation and leverage external funding. On Tuesday 18 May 2010, [Minister Plibersek announced the successful applicants](#) for the National Homelessness Research Projects. Funding has been offered to 16 research projects for a total of \$1.5 million.

### Reverse mortgages and older people: growth factors and implications for retirement decisions - AHURI

Rapid population ageing in Australia should lead to a significant increase in the **demand for reverse mortgage products** over the next 25-years. This trend can yield significant benefits, especially if industry and government can work together to ensure a sustainable industry with a range of innovations and policy and industry safeguards in place.

See the [full AHURI report](#).

### Clearer pension rules for household solar energy panels

The [Australian Government](#) has taken steps to make feeding power into the grid simpler and fairer for pensioners.

The Government has clarified the way feed-in tariffs from household solar panels are assessed for the purposes of the pension income test **Feed-in tariffs** that are paid to pensioners as a credit on an electricity bill will not be assessed as income under the pension income test. The use of credits to reduce the total of a pensioner's electricity bill is the way most state and territory feed-in tariff schemes work. Power sold back to the grid in return for cash, cheque or a direct deposit is counted as income for social security purposes. **This is consistent** with the long standing pension rules where private income needs to be reported, whether income is derived from rent, superannuation or other sources.

### **Auditor-general to investigate indigenous housing waste**

The Australian Senate has requested the Auditor-General conduct an **urgent investigation of waste and mismanagement** in the \$672m Strategic Indigenous Housing and Infrastructure Program (SIHIP). Shadow Minister for Indigenous Affairs Nigel Scullion said he moved the notice of motion in the Senate because the Government had refused provide any substantial answers about SIHIP for months on end.

### **Government Welcomes State of Supply Report 2010**

Federal Minister for Housing, Tanya Plibersek, has welcomed the release of the National Housing Supply Council's State of Supply Report 2010. The Council was set up in May 2008 by the Rudd Government to **analyse the adequacy of housing** and land supply and to help plan for and meet future housing needs for the nation.

### **Reminder: Planning The Future Of Not-for-Profit Housing Providers**

The Australian Government has released its discussion paper on the community housing sector, Regulation and Growth of the not-for-profit housing sector. The paper marks the start of a public consultation process about **options for regulation and growth** of not-for-profit housing providers in Australia, looking at ways that can better support and sustain this growing sector.

### **Crisis Accommodation Program 2008-09 (internet only)**

The Australian Institute of Health and Welfare has released a new internet-only report. This **report presents data** for the 2008-09 Commonwealth State Housing Agreement (CSHA) Crisis Accommodation Program (CAP) data collection. Dwellings funded under the CSHA Crisis Accommodation Program are used by governments, churches and other welfare organisations to assist people in situations of actual or impending crisis or homelessness.

Click on the link to view the report.

## Northern Territory News

### Seniors to get new stamp duty concession in NT

The Minister for Public and Affordable Housing in the Northern Territory has announced a new stamp duty concession for senior Territorians, veterans, pensioners and carer concession card holders to help them buy a home or downsize.

Territory seniors have been offered an **\$8500 stamp duty discount** in light of the 2010 Budget. This new incentive is hoped to encourage and enable “empty nesters” who no longer want the upkeep of a four-bedroom house to downsize and allow younger families to move in.

The 2010 Budget also increased the stamp duty concession for first home buyers to \$540,000 – savings of up to \$26,730. As well, the Government increased the income cap and purchase limit for the HomeStart NT first home buyer scheme. The principal place of residence rebate was also expanded to \$3500.

**Other information** on a range of assistance or incentives for homebuyers are available from the [NT Government](#).

### BDO Fraud Update - Tuesday 25 May 5.30-7.30 pm

Lobby Bar, Holiday Inn Esplanade  
The Esplanade, Darwin

BDO publishes a biennial 'not for profit' fraud survey. The research and publication of the results provides insight into fraud risk factors in the not for profit sector.

Fraud is like any other business risk, if we do not understand why and how it happens, then we cannot effectively control it. During this workshop we will look at fraud in detail and discuss **strategies around identifying and controlling risk** in your organisation.

Please [click here for more details](#).

## Rural and Regional News

### ACS Combined Regional Forum 2010 - Friday 18 June, 8.45 am-4 pm (followed by drinks and nibbles)

Foley Room, The Monastery, 15 Cross Road, Glen Osmond

This Forum offers a wide variety of stimulating presentations and concurrent sessions on important issues affecting rural providers. It includes topics such as Commonwealth Government updates, Environmental Sustainability, Board Governance, Rural Training options, Community Care presentations, an Open Forum on current issues facing rural independent living units and much more.

The date for the Forum was scheduled **to allow rural members** to attend the ACS SA & NT Awards Night Cocktail Party the night before. ACS has also negotiated a **special room rate** with Stamford Hotels (see details below). We look forward to seeing you there!

**Don't forget the ACS SA & NT Awards Night Cocktail Party the night before!**

**Thursday 17 June 2010, 5–7pm**

Starlight Ballroom, Observatory Function Centre, 23 Hackney Rd, Hackney

ACS warmly invites all Regional Forum attendees to celebrate excellence in the aged care sector. Cocktails, canapés, and intergenerational entertainment will highlight the ACS SA & NT Awards for Excellence evening for 2010.

Please click here for further information.

### **ACCOMMODATION SPECIAL OFFER**

Stamford Hotels—ACS has negotiated a special members' rate starting at \$155 per room subject to availability. Special breakfast rate will be \$20 per person. For reservations call (08) 8461 1111— please quote Aged & Community Services (ACS) and ask for Corporate rate.

## **Workplace Issues**

### **Industrial updates from EMA Consulting**

EMA Note: Issue 8 - Sole-trader Faces Court for Alleged Underpayment of \$132,000

EMA Note: Issue 7 - LHMU “low-paid bargaining” Application – Aged Care Sector

## **Research, Publications & Grants**

## Ageing of the population identified as a “megatrend”

A new report from CSIRO, [Megatrends and megashocks: a new view of our future world](#), identified ageing of the population as one of five megatrends that are changing the world. Megatrends are collections of interlinked trends that will change the way people live and the science and technology products they demand. The CSIRO report indicated that global, national and local communities are heading towards divergent demographics. There is an ageing population in OECD countries while poorer countries are experiencing high fertility rates and food shortages. The report illustrates possible tensions faced by governments in trying to balance the needs of the old and the needs of the young.

The **other megatrends identified** were:

- More from less – highlighting the increasing demand for depleting natural resources.
- Personal touch – Growth of the service sector, which is now representing 70% of the Australian economy.
- On the move – people are changing jobs, moving house and travelling more often.
- i World – everything in the natural world will have a digital counterpart.

Input is being sought on the report which can be downloaded from the [CSIRO website](#).

## AIHW reports that people with dementia more likely to use respite care

The latest report from the Australian Institute of Health and Welfare (AIHW), [Dementia and the take-up of residential respite care](#), notes that people with dementia are more likely to use residential respite care (RRC) than those who don't have dementia.

A greater proportion of people with dementia (32%) took up approved RRC than those without dementia (25%). The report also demonstrated that over a quarter (27%) of people approved for RRC used it within 12 months of their approval. The study is based on 32,000 people in the Pathways in Aged Care (PIAC) cohort who had an approval for RRC use from an Aged Care Assessment Team in 2003–04.

**The report also detailed** the influence of carer status and English proficiency on the take-up of respite care. People who had a carer were more likely to take up RRC. And among those recommended to live in the community, a person with a co-resident carer was more likely to take up respite than someone with a non-resident carer. For people recommended to live in the community, those born in non-English speaking countries had a lower take-up rate (24%) than those born in Australia or other English-speaking countries (28%).

**Other factors** that influence taking up approved RRC included client demographics, other health conditions, care needs and assessment characteristics. These other factors varied according to whether people were recommended to live in the community or in residential care.

## The Way Forward: A new disability policy framework for Australia

The Disability Investment Group (DIG) has released its commissioned report, [The Way Forward: A new disability policy framework for Australia](#), outlining recommendations for a coordinated, across-government action for Australians with a disability.

**Key findings** in the DIG report demonstrated that the Australian Government commits around \$20 billion annually into the disability welfare system. Almost half (\$9 billion) goes into income support, around \$8 billion is paid into community care and support providers and \$3 billion to family and informal carers. However, the eligibility, assessment and access to disability services vary across services and across the States and Territories. From a user's perspective, the Federal Government's efforts can appear fragmented, uncertain and disconnected. A **key recommendation** of the report was to introduce a National Insurance Disability Scheme (NIDS). The NIDS is envisioned to provide support services that are person-centred with a whole-of-life focus and designed to maximise independence and participation.

The Government has already responded to this recommendation through a comprehensive feasibility study on the NIDS to be undertaken by the Productivity Commission.

The introduction of the NIDS was part of the **three-pillar policy** proposed by the DIG report. The other pillars included:

- A strong income support system for people with disability who cannot find employment to live with dignity.
- A range of measures to enable increased private contributions.

The report also made recommendations on employment, housing and research. These recommendations will inform the Government's policy consideration in developing equitable services for Australians with disability and ensure long-term sustainability of a national disability support system.

The full report can be accessed on the [FaHCSIA website](#).

### **The Move It! Making Communities Active Program Grant Application**

The next round of applications for funding through The Move It! Making Communities Active Program will commence on **29 May 2010**. The Move It! Making Communities Active Program provides financial assistance to sport and active recreation organisations to run projects that target inactive people in South Australia.

Projects should be geared towards groups with limited access and low participation rates in active recreation and sport and the general inactive community. Organisations should **consider the following criteria** when submitting an application:

- Project will increase participation in active recreation and sport
- Project will identify and address the barriers to participation in active recreation and sport
- Project will develop sustainable partnerships with other stakeholders, and
- Project is viable and sustainable

Applicants can apply for **up to \$50,000 per year**. Funding for a project can be approved for up to three years. Details of the application can be downloaded from the [Office for Recreation and Sport – South Australia website](#).

## Factors that influence entry into residential care

A study from the Ageing, Work and Health Research Unit in the Faculty of Health Sciences at the University of Sydney indicated that **lifestyle, social and health factors** are significant contributors that influence the entry of older people into residential care.

The study involved 1000 Australians aged 65 years and over living in the community over a course of 12 years. The study revealed that an underweight Body Mass Index (BMI), inadequate nutrition, low social activity, cognitive impairments, dependence in performing Instrumental Activities of Daily Living (IADL) and older age were significant factors to the entry of older people into residential care.

The study also revealed some **gender-specific factors**. For women, having never been married, dependence on IADL and low BMI were significant factors. For men, it was the number of medical conditions and inadequate nutrition.

Professor Hal Kendig, the principal author of the study, reported that these factors were easily preventable and programs aimed at treating or ameliorating medical conditions and promoting healthy lifestyles should be considered to enable older people to live in the community. The gender specific factors identified should also be considered.

The study was published in Age and Ageing, the journal of the British Geriatrics Society.

## The National Male Health Policy

The Commonwealth Government recently launched the **country's first ever National Male Health Policy**. The policy was developed through extensive consultations with health services, health professionals, and Australian men themselves in 26 public forums. The **key message** of the policy is to enable Australian men of all ages to take action to improve their own health.

The National Male Health Policy identified six priority areas where information, assistance and support were required. These included:

- **Optimal health outcomes for males** – Deliver initiatives and services that take into account the needs of Australian men and promote optimal health outcomes for all Australian men.
- **Health equity between population groups of males** – Recognising some groups of men have worse health outcomes than others, like those living in rural and remote communities and that different initiatives and services may be needed.
- **Improved health for males at different life stages** – Deliver initiatives and services that consider the health needs of Australian men in different age groups and at key transition points from youth to old age.
- **A focus on preventive health for males** – Deliver preventative-health initiatives that take into account the needs of Australian men.
- **Building a strong evidence base on male health** – Build the evidence base in Australian male health and use it to inform the development of policies, programs and initiatives.
- **Improved access to health care for males** – Tailor health care services and initiatives to facilitate access by men, particularly for population groups of men at risk of poor health.

In light of this new policy, the Federal Government is investing \$16.7 million to assist in **addressing male health challenges** in the following areas:

- \$3 million for the Australian Men's Sheds Association to help secure the future of men's sheds and support new sheds, especially in areas of high need.
- \$6.9 million to establish the first Australian longitudinal study into the social determinants of male health to understand and address all of the determining factors – social, economic and behavioural – that affect the length and quality of life of Australian men.
- \$6 million to promote the role of Aboriginal and Torres Strait Islander men, and encourage them to actively participate in their children's and families' lives, particularly during the antenatal period and in early childhood.
- \$400,000 for regular bulletins on male health to further build the evidence base in male health and inform health professionals, policy developers and consumers.
- \$350,000 to develop health promotion materials targeting males at key transition points in life, for distribution in men's sheds and more broadly.
- \$50,000 to support GPs to better engage and support Aboriginal and Torres Strait males through the Andrology Australia forum in June 2010.

### Women in America unprepared for old age

The Volunteers of America organisation recently released a report, [America's Caregiving and Aging Challenges](#), showing American women aged 45 to 65 years were frighteningly unprepared for old age – financially, legally or emotionally.

The report provided insight into how the global financial crisis has affected female caregivers with 48% of those surveyed stating that the economic downturn has made the role of caregiver more difficult. Many of these women also find themselves having to care for an aging parent.

A **majority of those interviewed** reported they were unable to make financial, career or family sacrifices to care for an older family member. More than 65% stated they would be unable to take time off work to care for an elderly loved one, and 86% of women interviewed and 81% of men agreed that better workplace policies are needed to meet family obligations to help aging family members.

Only about half of those interviewed have done any preparation for their own aging. In addition to not having financial stability, many have not entered into discussions with family members about how they should be cared for. Most have not talked to their doctor about aging issues and more than 50% do not have a power of attorney and/or will in place.

The report also showed that a majority (75%) of people polled wanted to **stay in their own homes** when they are elderly, regardless of the cost of their needs.

## ACS Education & Training Events

### ACS 2010 Training Program

The [2010 Training Program](#) is constantly updated. Registration forms for the events will be placed on the website as they are prepared, and also sent to members. Please mark this page as a bookmark and return to it regularly to view any changes and additions.

### **Accurate Comprehensive Clinical Assessment - Wednesday 26 May, 9.30 am–3.30 pm**

Who should attend? Registered and Enrolled Nurses, Senior Care Workers involved with the clinical assessment process

Contents:

- What is accurate clinical comprehensive assessment?
- How do we ensure our residents get the best outcome and ensure the funding instrument ACFI is well supported?
- Learn how to accurately execute and interpret the two ACFI tools—the PAS (Psychogeriatric Assessment Scale) and the modified CDS (Cornell Depression Scale).
- How to accurately assess continence, behaviour and chronic pain, and their relevance to the ACFI questions.

### **ACFI: Where are we now? Friday 11 June, 9.30 am-3.30 pm**

Who should attend? This session is a must for senior staff involved with ACFI.

The purpose of the day is to help people move forward and achieve their best ACFI outcomes. Topics include:

- Planning when to re ACFI
- Validation: what do we know now?
- What should the completed ACFI pack look like?
- How can I achieve the best ACFI outcome?
- Refresher on accurate completion of ACFI assessment tools and records
- Unlocking the CHC domain
- How to ensure my ACFIs will hold firm under validation

### **Beyond Bingo – an introduction to Art Therapy, Thursday 17 June, 9.30 am–12 pm**

Art therapy uses visual art materials and other forms to help people express themselves and communicate more effectively. Art therapy uses the creative process of making art as a safe way to represent inner experiences, develop awareness and support personal change.

This introductory session has been designed to provide an overview of Art Therapy, the benefits and applications in Aged Care.

Participants will learn:

- what Art therapy is
- the history and origins of Art therapy
- the benefits of Art therapy.

### **Financial Aspects of Resident Admission, Thursday 17 June, 1–4 pm**

Who should attend? CFOs, Managers, Admissions Managers

who should attend: CEOs, managers, admissions managers

This session will address updated specific issues relating to resident admissions including:

- Calculation and analysis of ongoing fees and accommodation charges including the legislative changes
- Strategies to maximise bonds
- Bonds and their impact on Centrelink and cash flow
- Concessional, Assisted Residents and Self-Funded Retirees
- Fully supported and partially supported Residents and Self-Funded Retirees
- Understanding the Centrelink asset and income assessment
- Understanding financial assets/products and their impact on aged care

## Industry Education & Training



### Building on the Basics – 5 & 6 June

Active Ageing Australia® is excited to announce that Sally Castell (Physiotherapist) will come to Adelaide to deliver some workshops. A series of 4 x 3 hour workshops for allied health and fitness professionals who have experience working with older adults and wish to acquire further knowledge and skills to undertake appropriate and varied exercise programs for their clients is offered.

Date: Saturday 5 & Sunday 6 June, 2010

Venue: Office for Recreation & Sport, Kidman Park

Cost: \$100 per workshop, but if you book more than one workshop the following prices apply: \$190 for 2 workshops \$275 for 3 workshops \$360 for all 4 workshops.

[The booking form and further information is available here](#)

### Bloomers: The Art of Selling Retirement Living - Monday 22 and Tuesday 23 June

9 am-5 pm

ACS Training Rooms - 246 Glen Osmond Rd, Fullarton

Bloomers is a unique, purpose-built, two-day training program created from the ground up for the retirement living industry and is the only specialised training of its type to be fully endorsed by the industry. Key topics covered:

- Understanding your product
- Contracts, Acts and Pricing
- Generating quality leads
- Converting these leads into sales
- Keeping sales through to settlements

[Click here to find out more.](#)

## Industry Supporters

### New Bronze Sponsor



ACS warmly welcomes Mundipharma Pty Limited as a new Bronze Sponsor of the Association. [Liz Watson](#) is the Aged Care Representative and contact for ACS members.

## Member Services



ACS SA&NT has entered into arrangements with a range of businesses to provide cost effective and quality services to its members. Please be advised that ACS SA&NT has entered into these arrangements with a financial benefit for the Association. Currently arrangements have been made with:

Access OCAR – Employment Assistance Program  
EMA Consulting – Industrial Advice Service

### Do you have an Employee Assistance Program?

As part of our ongoing commitment to strengthen services and opportunities for Members, ACS SA&NT is pleased to be able to provide members with access to an Employee Assistance Program (EAP). ACS SA&NT has entered into an agreement with Access OCAR Workplace Consulting to provide an EAP to members at a substantially reduced rate. (Payment is made on a quarterly basis)

An EAP is a confidential counselling service designed to offer an effective means of assisting employees with problems that may eventually affect job performance and personal well-being. Employees have access to qualified counsellors who are located outside of their workplace and are trained to help people identify and resolve their problems. It has been advised that the Unions are in favour of EAP in businesses and often quality and standards accreditation also favour EA programs.

Access OCAR Workplace Consulting will provide the services of the EAP to members who join this service. Click here to download an expression of interest form. Upon completion of this form Access OCAR will contact you to commence the service.

### Industrial Advice Service



Since 1 July 2006 EMA Consulting has been providing ACS Members with Industrial Relations Assistance. EMA consultants are highly qualified, trained, experienced and are contemporary leaders in their profession. As an ACS Member, you have access to EMA for the following services:

#### Telephone Advisory Service

- Unlimited access to discuss any Industrial Relations topic
- Deal with IR Consultants
- No charge per call ~ generally limited to 15 minutes per issue. If it does take longer than this, it generally means the issue is complex and you need to get specific advice.

#### Wage Rate Summary

- Nurses (ANF ~ SA Private Sector)
- Nurses SA
- Clerks SA
- Health Service Employees

### Consultant Service

EMA will provide consulting services for all ACS Members at a discounted hourly rate of \$230 per hour, which is a saving of \$50 per hour. This includes access to a full range of user pays services such as AWAs, training, workers compensation, disputes and collective agreements.

Telephone (VIP toll free number) 1800 632 812

Advisory Service (08) 8221 6565

Telephone (08) 8221 6665

Facsimile (08) 8221 6660

Website [www.emaconsulting.com.au](http://www.emaconsulting.com.au)

