



**Home &
Community
Health**
Association

Annual Report

**Including performance report and financial
statements for the year ended 30 June 2021**

Home and Community Health Association

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Chairperson's Report

I am pleased to present the Annual Report and financial statements for the Home and Community Health Association Incorporated for the financial year from 1 July 2020 to 30 June 2021.

This has been another year of special challenges for the sector. The emergence of COVID-19 has required many of the ongoing challenges for the sector being delayed while the immediacy of the pandemic has been responded to. The industry response has been outstanding with all being faced with challenges regarding changes to the mode of service delivery, personnel availability, PPE availability and increased costs that have been especially taxing. The response of the industry to COVID-19 has been outstanding and highlighted the contribution that the sector plays in the wider health sector.

The Government announcement as to changes in the health and disability sector, to be implemented on 1 July 2022, has focused our attention on this transition. The Association has long advocated for the need for whole of system stewardship in relation to home support. The proposed changes provides us with the opportunity to promote the integration of the recent work undertaken on a national HCSS framework and national service specifications that has been substantively completed. This will provide a framework for more nationally consistent and equitable funding of contracts.

The COVID-19 response had meant the government focus on actions to address the many other issues facing the sector have been continued to be delayed to some degree. This includes the consolidation of the changes arising from pay equity, guaranteed hours and increased training obligations. These three workforce initiatives are continuing to create stress on an already stretched sector. The difficulty in interpretation of guaranteed hours, together with the practical difficulties of implementing such a system within the contractual framework of HCSS has continued to cause tension between Providers and Unions.

The funding mechanisms for these initiatives has also continued to put substantial financial pressure on members and the financial status of members continues to worsen.

The joint work streams (with representation from providers, funders and unions) reviewing the employment model, guaranteed hours, service model and the funding model were suspended for a number of months, during the COVID-19 response, but have now been completed. It is recognised that the results of this work will take some time to implement and, given the current financial pressure, we will continue to advocate for an interim solution to assist in this regard.

You will note that the Association recorded a small surplus for the 20/21 year, and the Association continues to be in a healthy position with reserves in place and a surplus budgeted for in the coming financial year.

As always, I would like to acknowledge the elected and independent HCHA Board Members for their commitment and contribution to the association and the sector. These positions are voluntary, and all Board Members give generously of their time and expertise.

Murray Penman

HCHA Board Members 1 July 2020 - 30 June 2021

Appointed Independent Board members

Julie Haggie (appointed 28 Sept 2020)

Graeme Benny (re-appointed 1 June 2021)

Elected Board members

Andrea McLeod (re-elected 2021) (Note resigned as Chair 21 Jan 2021)

Donna Mitchell (re-elected 2021)

Shelley Cunningham (elected 2019)

Murray Penman (Chairperson) (re-elected 1 June 2020) (elected as Chair 28 Jan 2021)

Alison Van Wyk (Deputy Chairperson) (elected 1 June 2020)

Meng Cheong (re-elected 1 June 2021)

Board members who have left during the period

Josephine Gagan (resigned 4 Sept 2020)

Chief Executive Officer Report

The year to 30 June 2021 was dominated by the response to COVID-19. The requirement for a speedy and effective response by the Home and Community Support Sector saw negotiations at multiple levels to address the requirement for changes to delivery models to cater for the changing needs of clients and the unavailability of support workers due to risks associated with age and potentially compromised immune deficiencies. It was marked by rapid agreement between Funders, Providers and Unions in effecting change, both permanent and temporary, to cater for the changed environment. The difficulties around the provision of personal protective equipment and ensuring appropriate 'surety' payments was particularly challenging for Providers and the Association alike.

The COVID-19 response meant a delay in addressing the multiple issues facing the sector - the continuing implementation of pay equity hours for all staff, guaranteed hours and new training requirements. The working groups associated with addressing these issues, together with addressing the review of the HCSS framework, a commitment to a national service model and a review of the funding model were re-established late in the 2020 financial year and met intermittently through the 2020-21 year. This work is now complete.

HCHA Research and contribution to quality initiatives

During the 2019-20 year, HCHA completed (on commission) the report *Understanding the Contribution of the Home & Community Sector to New Zealand*, undertaken on our behalf by EY. This substantial piece of work, aimed at being utilised as a base for 'change' within the HCSS sector and for greater utilisation of the HCSS workforce in the wider health sector, was published in November 2019. This report forms the basis for advocacy in regard to the transition of the health and disability sector due for implementation on 1 July 2022.

As a result of the COVID-19 response and requirements for PPE the Association identified that there was no baseline best practice in relation for the use of PPE for the sector. We engaged Dr David Hartshorn, of Medicine at Work, to provide us with expert guidance in this regard and this was completed during the year. This report forms the basis for our ongoing advocacy for appropriate PPE in the 'new normal' arising from the COVID-19 pandemic.

Membership support

- Apart from the substantial advocacy and representation, HCHA also offered further support to members. With the limitation placed by the COVID-19 response, we have had to move away from the 'face to face' Leaders Forum to Webinars and more regular newsletters to members.
- HCHA continued its strong contribution to the Kaiāwhina workforce action plan.
- HCHA continues to be represented on multiple groups, including:
 - Joint HCSS Working Group
 - Disability Workforce Working Group
 - Disability Safer Industry Forum
 - Settlement Parties Action Group (including on each of the five workstreams associated with this work)
 - Disability Tripartite Group

- Quality Standards Review.
- HCHA was represented on a number of COVID-19 community health working and advisory groups during the 2020-21 year.
- HCHA worked closely with NZDSN and Platform on a range of common community health issues.
- HCHA has met with Government Ministers and with officials of the Health & Disability Transition Unit.

Graeme Titcombe

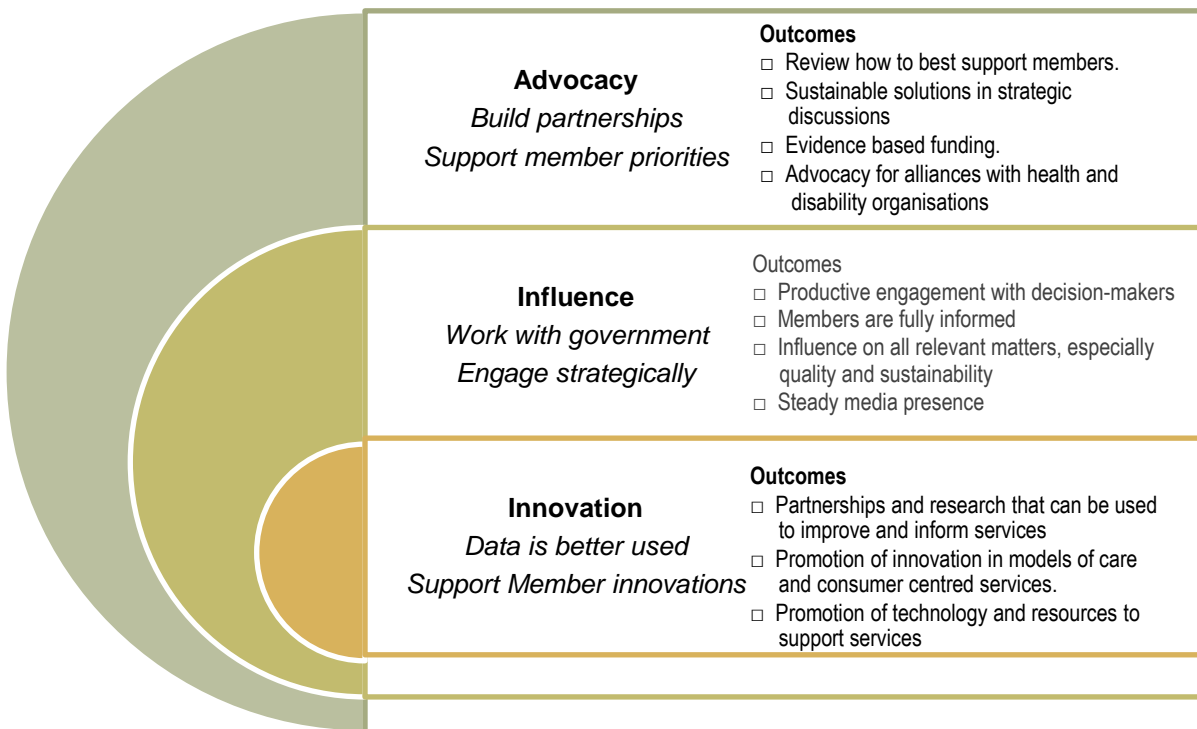
Strategic Plan 2017-2020



Vision: High quality, sustainable, home and community health services

Mission: Representation and support for members

Purpose: Advocacy, influence, innovation



Performance Report and Financial Statements, Auditor's report

Please see attached in *Appendix 1*.