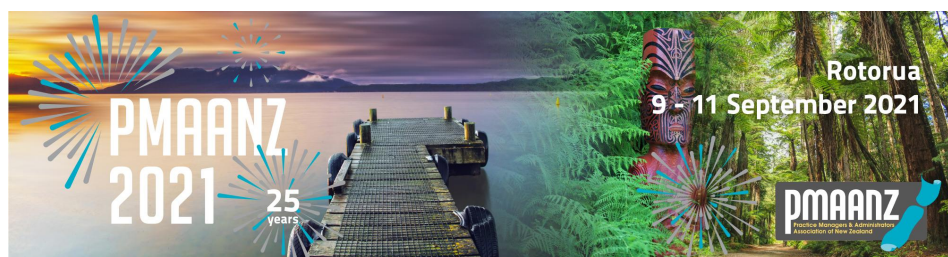




March 2021



Dear <<First Name>>,



Welcome to the March edition of the PMAANZ newsletter. It was great to see so many of you at the Education Symposium, what a wonderful 2 days that was!

Once again MAS and GP docs have supplied interesting and topical articles for you and don't miss the Chair report, Michelle has some interesting updates for you there.

We also have some book and Netflix reviews. I hope you are all keeping well 😊

Warmest regards

Executive National Secretary
Heidi Bubendorfer

In this article.....

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2. [Welcome to our newest members](#)
3. [How do the Firearms Act affect general practice?](#)
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5. [PMAANZ Education Symposium](#)
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9. [Practice Manager of the Year 2020/2021](#)

12. [Have your say](#)

A Word from the Chair



Tenā koutou katoa
Ko Hikurangi tōku maunga
Ko Waiapu tōku awa
Ko Ngati Porou Ko Ngati Pakeha tōku iwi
Kei Tāmaki Makarau tōku ināiane
Ko Michelle Te Kira tōku ingoa

Nō reira, tēnā koutou, tēnā koutou, tenā tātou katoa

Hello 2021, I hope everyone has had a chance to reboot the batteries over the summer holidays 😊 I was fortunate enough to have a 7-week holiday with amazing whanau and friends in sunny Gisborne. But alas all good things must come to an end and I am now back in Auckland working for several Practices amongst other responsibilities.

Well, this year has started off with a BANG especially for us in Auckland with two lockdowns already and the roll out of the COVID vaccination program. 2021 is not going to be boring that is for sure and will no doubt test our reserves once again, but we are troopers and “resilient”

In February PMAANZ was proud to host our Education Symposium in Palmerston North. The hard work and effort put in by the conference committee paid off. We would like to thank again all our Sponsors, Exhibitors and members who made it a huge success. It was awesome and we are privileged to be able to meet face to face with old friends, many of us made new connections and we all had a bit of fun as well. I look forward to seeing you ALL again in Rotorua where we will finally be able to Celebrate our 25 years. We promise to make it spectacular!

If you could not make the Symposium or would like copies that were made available go to our website and you will find copies of the presentations of some of the speakers.

<https://www.pmaan.org.nz/conference/>

Many of you would have received an email as one of the hot topics at the Symposium was for PMAANZ to provide our new members access to Mentors. We have reattached the expression of interest forms in this newsletter and hope to have this all up on our website early April 2021. For those who have not put your names forward expect an email from me 😊 Seriously it is something our members have wanted and asked for an exceptionally long time so please if you are interested email admin@pmaan.org.nz I also ask if all Branch Chairs could table this as an agenda item at your next branch meetings as well.

Our website is still in the process of being fully upgraded and it really is a lot better than before, it is still a work in progress and Carole, Jen and myself will be spending some face-to-face time together at the end of March to get this fully functional as soon as possible.

The CPD page is working well, and we would like to remind everyone to please start up-loading as much as possible as this will help us finalise the PMAANZ CPD Program at Conference this year.

For those who would like to access the UNEP presentation from the Education Symposium it is available here:
<https://www.pmaan.org.nz/assets/2021-Education-Symposium/Margaret-Kirby-Colleen-Sullivan.pdf>

We have also added a shop page where you can pay directly online. This will shortly include access to the new Education page which will include UNE Partnerships education courses. So, watch this space.

COVID – The MOH has started a weekly update group for anyone who would like to hear from the COVID Vaccine and Immunisation team. The format is an hour-long session with presentations/discussion and Q&As. They also aim to provide answers to questions unable to be answered at previous week's session

If you have not received an email and would like to be able to participate in these online weekly updates you can email Olivia Boniface olivia.boniface@health.govt.nz to receive the details and access to the meetings.

That is all for now, the Executive Team is meeting face to face on the 26th of March in Auckland fingers and toes crossed and we have a huge agenda to get through which we will report back to all our members in the newsletter. Branch Chairs will be joining us on the 27th via ZOOM for a two-hour meeting.

Final note the Salary Survey is finally nearly ready to send to all our members, we apologise for the delay it was circumstances beyond our control however should be ready for distribution in a couple of weeks.

Thank you to my amazing Executive Team, Conference Committee and the amazing Carole Unkovich for your continued hard work and support. It is a pleasure to be part of such passionate, dedicated people. I feel truly blessed. To all of our members, whanau and friends I hope you all stay safe out there 😊 and look forward to seeing you all in Rotorua 😊

"He aha te kai o te rangatira?" "He Korero, he korero, he korero"
What is the food of the leader? It is knowledge. It is communication."

Naku noa na
Michelle Te Kira
Chair PMAANZ

Welcome to our newest members

The Executive would like to warmly welcome the following new PMAANZ members. We look forward to meeting you in person, and hope that you engage fully and benefit greatly from your membership.

Emma Jailliet-Godin
Destiny Pahuru
Soana Taake
Ashley Hulme
Jamie Litt
Deanna Dryden
Adrianne Giesen
Gina Galbreath
Ariana Duthie
Cushla Snelling
Arihia Peakman
Mike Keyworth
Rebekah Billingham
Alison Dempster



How do the changes to the Firearms Act affect general practice?

In 2020, the Arms Act was significantly amended in response to the Christchurch Mosque shootings. Some of the changes that came into effect in December 2020 have implications for general practice:

- Police will notify health practitioners when their patient has been issued with a firearms licence.
- Health practitioners must consider notifying Police of health concerns related to their patients's firearms access.
- The patient's firearms licence status should be clearly recorded in the PMS.

Firearms license applicants will need to supply Police with the name and contact details of their health practitioner from 24 December 2020. Police are then required to notify the nominated GP via email or letter that their patient has been granted a firearms licence.

What does the nominated GP need to do?

The GP must *consider* notifying police if they have concerns that the patient's condition makes them unsuitable to hold a firearms licence. This will come down to professional judgement.

New Zealand Police give the following examples of conditions that may cause the GP to have concerns: acute stress, mental or physical trauma, suicidal thoughts or feelings, depression or anxiety, drug or alcohol abuse, or neurological/physical conditions that make handling a firearm unsafe.

What will the practice need to do?

You'll need to develop a procedure for dealing with firearms licence notifications when they are received. Key things to consider:

- What will happen to the notification when it is received at the practice?
- Who will record the status in the PMS, and how will it be recorded?
- What will you do if you receive a notification for someone who *isn't* a patient?
- What will happen if the patient's GP is away when a notification comes in?
- What happens if the patient sees a different GP at the practice and that person is concerned?
- If a patient transfers to another practice, how will we ensure this information is sent to them?
- What will you put in place to make sure this process is followed?

When a notification comes in, it's a good idea to set up a task and advise the relevant clinician.

Consider whether the patient's licence status should be recorded as a classification in the PMS. If it is set up as an alert, this information won't be transferred if the patient moves to another practice.

Discuss the new legislation with your team and be clear that there is a team obligation to act if a patient becomes unstable. All team members need to understand the process to follow if they are concerned about a patient. They should alert the patient's nominated GP, but if necessary any team member can notify Police.

If a health practitioner has concerns about a patient's firearms status:

1. **Immediate or imminent danger of self-harm or harm to others:** Phone 111 and ask for Police.
2. **Moderately urgent:** Phone the non-emergency Police number 105.
3. **Not urgent:** Complete the [online form](#)

For more information, see [New Zealand Police: Arms Act 1983 Information for Health Practitioners \(November 2020\)](#)

Employment issues around the Covid-19 vaccination

The past few months have been an uncertain times for New Zealanders, as community cases of COVID-19 have been detected in Auckland, and short lockdowns have been reintroduced.

Fortunately, there is light at the end of the tunnel as the Covid vaccination programme has begun. Many employers are beginning to think about what the vaccinations might mean from an employment perspective.

The first point to note is that vaccination is a form of medical treatment, and the recipient of the vaccine needs to give informed consent to the procedure under the New Zealand Bill of Rights Act. This means that employers can't make vaccinations mandatory for their employees, unless there is a change in the law.

Complicating matters, employers also need to do everything that is reasonably practicable to provide a safe and healthy working environment for their employees. In certain sectors, non-vaccination creates a genuine and significant health and safety risk that you may not be able to reasonably manage.

Problems arise if an employee refuses to get vaccinated or has not yet been vaccinated. One way around this impasse between their rights and your duties under health and safety legislation is to make changes to the employee's duties for health and safety reasons. In consultation with your employee, you would need to investigate other options for them to carry out their duties, for example by asking them to work from home; to work in another area of the practice; or to find them alternative duties for a defined period.

For new employees in health practices, you may be able to make vaccination or proof of vaccination a pre-requisite of being employed, except when doing so would breach discrimination rules under the Human Rights Act. Exceptions would include where an employee's religious beliefs or a medical condition prevented them from being vaccinated.

This is not an option for current employees, since being vaccinated is presumably not a condition of their employment. For these employees, you would need to negotiate with them about the vaccination in good faith.

Employers would need to show why the employee needs to be vaccinated, rather than simply requiring them to use personal protection equipment (PPE) or take alternative measures. After all, these measures have been very successful in preventing the spread of the virus over the past 12 months, so it would be arguable that a vaccination was not necessary.

The requirement to be vaccinated may be seen as a 'fair and reasonable' direction for front line staff and if an employee declines, you would need to look a redeployment or other management options. In most health settings, there will be policies that require employees to be vaccinated for Hepatitis B, MMR and Flu, so it would be reasonable to expect that the policy could be extended to include the Covid-19 after consultation with staff.

Fiona Mines
Healthy Practice Adviser, MAS

This article is of a general nature and is not a substitute for professional and individually tailored business or legal advice.

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PMAANZ Education Symposium

The education symposium held 12th and 13th February in Palmerston North really hit the mark! The symposium did not disappoint, with a stream of magnificent speakers, plenty of opportunity to catch up with colleagues, hang around the exhibition stands and eat great food and enjoy the happy buzz of being there. Being united again with PMAANZ members felt like such a treat.

Having not visited Palmy for a number of years I was pleasantly surprised with the number of great coffee shops and small boutique shops, street art and general character of the place, I just wish I had allowed more time to look around.

So well done to the organising committee, you did a splendid job and I am so looking forward to the anticipated awesomeness of the PMAANZ Conference in Rotorua in September 2021!



PMAANZ Executive



Jo Bennett - Conference

As a new member on the Executive, I must admit I am still “finding my feet” but am fortunate to have an experienced, passionate team to work alongside.

I think we can all agree, those who us who were able to get down to the latest Education Symposium last month, that it was well worth it! Palmerston North did not disappoint, and it provided a well needed opportunity to catch up with old friends and create new ones. Plus, the bonus of coming back to the office re-inspired and ready to attack 2021 after such a tough year last year. (A special thanks goes to Mark and his amazing conference committee members, as the whole event was brilliant).

Conference, and it is the 25th Anniversary this year, so it will be an extra special event, which I hope you can all make. I can confirm the dates are 9-11th September 2021 and will take place in the magnificent Rotorua, so make sure that you put it in the diary now and get cover organised, because you will not want to miss this celebration!

In the meantime, if you have any ideas of things that you would like to see in this or future conferences, be sure to let me know ☺ conference@pmaanzt.org.nz

Jo Bennett

PMAANZ Conference Convenor

PMAANZ Branches



The Wellington Branch held a successful member's event entitled 'Axe the Fax' on the 10th of March. Thank you to Chris Wills, Fiona Mines and the team from Healthy Practice and MAS for hosting the event at their offices in the PWC building on Waterloo Quay. Ryan Lawrence, Matt Leahy and Rithy Meck from Primary IT <https://primaryit.co.nz/> gave us an overview of the options available to practices as faxes are phased out and also discussed the security implications of alternative services such as cloud fax. At a practice level, ensuring that devices used to communicate across a network, such as MFDs or email, have TLS 1.2 encryption enabled is crucial.

Members also shared activities and roles that have made a positive difference in their medical practices. These included GP phone consultations (from Canada!), off site Nurse phone triage and a very successful Nurse Practitioner service. Our next meeting will be on sustainability and reducing waste in general practice.

PMAANZ Wellington Branch Chair

Lyn

NZ Doctor Reads

From good to great in 2021: For practice managers looking to lift their game



It's a new year and a new opportunity for practice managers to rethink their work approach

In general practice, many will be looking for ways to act on their New Year's resolution: to become a better practice manager. Simon Maude asks where they should start

Pandemic or no pandemic, running a general practice is increasingly complex, and responsibility for administration, finances, technology and people, lands with the practice manager.

Presenting for duty in 2021, practice managers must get the job done while also upping their game.

The key to the job is people, practice managers tell *New Zealand Doctor*|*Rata Aotearoa*.

To read the complete article, [click here](#).

In community we trust: reviewing ownership



Practice acquisitions by corporates slowed in 2020

Our latest general practice ownership map records a steady trickle of practices sold to corporates. Fiona Cassie reports on the year that was, and on New Zealand's 100- plus charitable trust-owned practices – largely serving Māori, Pacific and rural communities

The vast majority of the country's approximately 1000 general practices are still independent businesses.

New Zealand Doctor|*Rata Aotearoa* first published our ownership map in 2014 to reflect the movement away from the once-universal ownership model of GPs as owners, a trend that was increasingly seeing practice nurses, nurse practitioners, practice managers and spouses as practice owners.

To read the complete article, [click here](#).

Talking straight with the money man: GPNZ's home truths for Mr Robertson



Finance minister and Wellington Central MP Grant Robertson says the discussion with General Practice NZ was useful

A deft manoeuvre by General Practice NZ's Jeff Lowe and Liz Stockley saw them get a word in finance minister Grant Robertson's ear about general practice's woes.

As a resident of Karori, Dr Lowe is a constituent of Mr Robertson, who is Wellington Central electorate MP.

Contacting Mr Robertson through his electorate office sidestepped ministerial diary keepers and promptly got the pair a 30-minute meeting on 12 February.

Dr Lowe says they had a good conversation with the minister, who expressed interest in general practice. The minister was that afternoon attending a meeting on the transition unit's work towards implementing the Health and Disability System Review Panel's recommendations.

To read the complete article, [click here](#).

Vaxing question – why did DHB refuse GPs spare COVID-19 shots?



South Auckland GPs missing out on leftover COVID-19 shots causes furore

out, have caused a furore.

As Auckland's latest Alert Level 3 lockdown hit on the weekend, Counties Manukau DHB put out the word to health workers it had leftover vaccines available.

But several GPs told news media outlet RNZ that, when they turned up to be vaccinated, DHB staff refused them because they weren't DHB employees.

The GPs said non-high-risk DHB staff were given the spare Pfizer–BioNTech vaccine, which has a limited shelf life outside of minus-70 degrees Celsius storage.

To date, one frontline health worker has died from COVID-19 – revered Auckland GP Joe Williams, 82, who died in Auckland Hospital on 4 September.

To read the complete article, [click here](#).

Maori Health Review

Tēnā koutou katoa

Nau mai, haere mai ki a Māori Health Review. We aim to bring you top Māori and Indigenous health research from Aotearoa and internationally. Ngā mihi nui ki Manatu Hauora Māori for sponsoring this review, which comes to you every two months. Ko te manu e kai i te miro nōna te ngahere, Ko te manu kai i te mātauranga, nōna te ao. Welcome to the 89th issue of Māori Health Review.

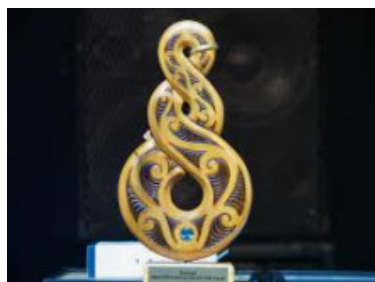
Happy New Year. Inequity and disparities in the care of Māori with diabetes feature in several papers reviewed in this issue. Hopefully the decision by PHARMAC to fund two new medications for type 2 diabetes with criteria specifically targeting Māori patients will help to reduce the gap.

We hope you find this issue informative and of value in your daily practice. We welcome your comments and feedback. Nga mihi

To read the complete review, [click here](#).

Dr Matire Harwood
matireharwood@researchreview.co.nz

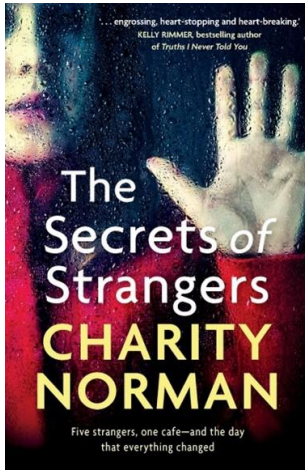
Practice Manager of the Year 2020/2021



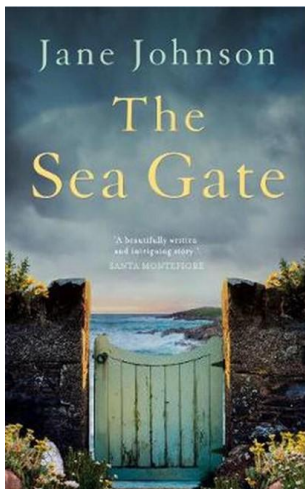
The Executive would like to ask for nominations for the Practice Manager of the year to be announced at our National Conference in Rotorua. Please find below the form attached and get nominating. It is a privilege to honour one of our members especially with the changes, workloads and new challenges we have all faced - in our eyes you are all amazing but there can only be one 😊

Nomination Form for Practice Manager of the Year, [click here](#).

BOOK REVIEWS



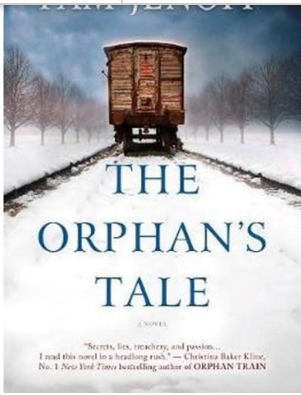
A gunshot rings out in a London café and the lives of five strangers will never be the same again. The only thing that's certain is that nothing is as it seems. A great portrayal of human relationships woven into a great story



A novel about the lives of two women, seventy years apart, and the secrets that bind them together. A beautifully written and intriguing story. After the death of her mother, Rebecca begins the sad task of sorting through her empty flat. Starting with the letters piling up on the doormat, she finds an envelope post-marked from Cornwall. In it is a letter that will change her life forever. A desperate plea from her mother's elderly cousin, Olivia, to help save her beloved home. Rebecca arrives at Chynalls to find the house crumbling into the ground and Olivia stuck in hospital with no hope of being discharged until her home is made habitable. Though slightly daunted, Rebecca sets to work. But as she peels back the layers of paint, plaster and grime, she uncovers secrets buried for more than seventy years. Secrets from a time when Olivia was young, the Second World War was raging, and danger and romance lurked round every corner...

The Nightingale meets Water for Elephants in this powerful novel of friendship and sacrifice, set in a traveling circus during World War II, by international bestselling author Pam Jenoff. Seventeen-year-old Noa has been cast out in disgrace after becoming pregnant by a Nazi soldier during the occupation of her native Holland. Heartbroken over the loss of the baby she was forced to give up for adoption, she lives above a small German rail station, which she cleans in order to earn her keep.

When Noa discovers a boxcar containing dozens of Jewish infants, unknown children ripped from their parents and headed for a concentration camp, she is reminded of the baby that was taken from her. In a moment that will change the course of her life, she steals one of the babies and flees into the snowy night, where she is rescued by a German circus. The circus owner offers to teach Noa the flying trapeze act so she can blend in undetected, spurning the resentment of the lead aerialist, Astrid.



friendship is enough to save one another -- or if the secrets that burn between them will destroy everything.

Netflix Review



This true story was beautifully shot with an engaging and authentic story line. It is set just before the second world war and tells the story of an excavator/archaeologist Basil Brown who was hired to dig up the huge mounds of earth in Suffolk and struck gold (literally). The artifacts were gifted to the British Museum, where they sit to this day, known as the "Sutton Hoo

find." But it was the human storyline that I found equally compelling.

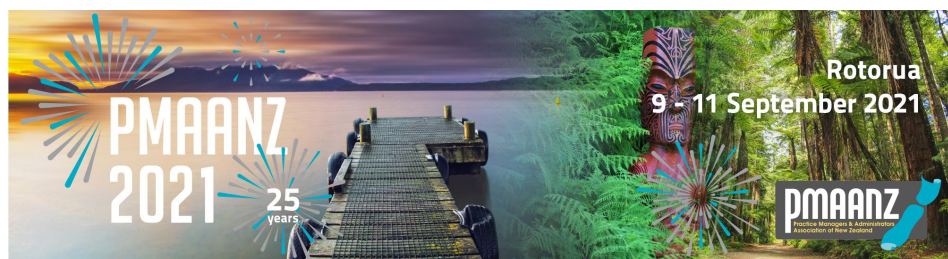


This Netflix series is an adaptation of the best-selling 2017 novel by Sarah Pinborough. I loved it, it was suspenseful with great acting and had me guessing with its unpredictable twists – right to the very end! About midway through “Behind Her Eyes,” the show you thought you were watching becomes something else entirely—and if you are willing to follow those twists, a deliciously unpredictable finale awaits you.



Questions for your Colleagues & Letters to the Editor

Your contribution is welcomed – please get in touch with secretary@pmaanzt.org.nz

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