



How well are we doing?

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We have come a long way over the last few of years when we compare ourselves with other DHBs around the country.

Staff turnover in the Wairarapa in 2004 stood at 4.29% (the number of staff who resigned/total number of employees) which ranked the DHB 14 out of the 21 DHBs. At the end of 2005, staff turnover was 2.1% which ranked 6 out of 21 DHBs. Capital and Coast for the same period stood at 6.2%, Tairāwhiti 5% and Hutt 2.8%.

In 2004, the percentage of staff resigning within two years of their employment stood at 40% (staff resignations less than 2 years/total resignations). This compared with the sector average of 44% and Wairarapa ranked 9 out of 21 DHBs. By the end 2005, this figure had dropped to 11.1% which was the lowest in New Zealand. Interestingly the sector average was still 44%.

Sick leave in 2004 was 2.72 (proportion of employees contracted hours that are lost to sick leave). By the end 2005, this figure was 2.01% which was the lowest of any DHB.

Weighted patient satisfaction in 2004 was 90% which had the DHB ranked 6 out of 21 DHBs. At the end of 2005, patient satisfaction was 89% with the Wairarapa District Health Board still ranked 6th.

For triage 1,2 and 3 presentations in ED, the Wairarapa District Health Board has continued to be ranked number one in both 2004 and 2005.

Resource utilization (the value of outputs – work done – against the costs associated with producing those outputs) in 2004 varied between 81 and 85% compared with the sector average of 95%. At the end of 2005, the Wairarapa's resource utilization had increased to 95%.

Wairarapa's performance to contract was 97% in 2004. At the end of 2005 performance to contract had increased to 98%.

Comparison of average length of stay results

Group	Cases	ALOS (Days)	Expected ALOS (Days)
Surgical	1,505	2.55	2.80
Medical	4,743	2.35	2.43
Total	6,380	2.41	2.53

Day Case Procedures

Wairarapa recorded one of the higher results for completion of potential daycase procedures as day case. Its result for surgical DRGs was higher than the expected rate, while a lower percentage of potential daycases in its medical DRGs were undertaken on a daycase basis than would have been expected when applying the sector average to the DHBs casemix.

Achieved / Expected

Group	Cases	%Cases achieved Daycase	Expected Daycase %	Result (%)
Surgical	1,177	49	43	113.3
Medical	1,044	24	27	92.1
Total	2,247	38	36	105.7

Measure	Wairarapa	Rank	NZ Average
Staff Turnover – total number of resignations	2.1%	6	3.35%
Staff Resigning within 2 years of appointment	11.1%	1	44%
Sick Leave	2.01%	1	2.8%
Work related Injury	11	16	8
Patient Satisfaction	89	7	88
Triage	100%	1	
Resource Utilisation	95%	13	92%
Performance to Contract	98%	19	100%
Average LOS	3.1	12	3.2
Day Case Procedures – eligible procedures / all eligible procedures %	69%	13	69%
Return on Net Funds Employed	11.1	4	5.5
Operating Margin to Revenue	5.73	1	1.9
Revenue to Net Funds Employed	1.94	13	1.8

Thank you

Many thanks to all the staff who went the extra mile during the junior doctors strike.

ED attendances were down by around 20-25%, except on Saturday, and our average occupancy was 75-80%. At last count, 47 elective operations were post-poned, and 136 outpatients appointments were rescheduled.

Anne McLean, General Manager, Wairarapa Hospital

Birthing stool donated.....

....and used!



A new birthing stool and gym mat have been presented to the Wairarapa Hospital Maternity Unit by Wairarapa Parents Centre in memory of midwife Jane Sykes. Jane Sykes was one

of the first independent midwives in Wairarapa and she was a trailblazer for women's choice in childbirth. The last baby Jane delivered in April 2003, Georgia Petrie, was at the presentation with other children from Parentcentre. The birthing stool, funded by the Jane Sykes Memorial Trust Fund, will give Wairarapa women another choice of birthing position.

From left: Tiana Whitehead, Maggie White, Jessica Long and Georgia Petrie.

Midwife Michelle Thomas came to work last Sunday - and ended the shift with her own baby in her arms. She'd chosen Team Leader Donna Purivs as her Lead Maternity Carer, and Donna came in at 10am when Michelle's waters broke. Both midwives had trained



with Jane Sykes as one of their mentors, and were delighted to use the recently acquired birthing stool - 'A must for every mum' joked Michelle. Baby Eloise arrived at 2.23pm - 'a lovely normal birth' according to Donna.

'The continuity of care is just wonderful', says Michelle!

Orthopaedic Clinical Nurse Specialist joins the team

Doreen McLaren-Salter, the new orthopaedic clinical nurse specialist at Wairarapa Hospital has had 24 years nursing experience in the UK and Middle East. She worked in London hospitals specialising in orthopaedics and in a specialist hospital in Baghdad for 18 months during the Iraq/Iran war where she saw many gunshot injuries and dealt with the associated trauma. For the last five years she was orthopaedic nurse practitioner in the Luton & Dunstable Hospital, a large tertiary hospital with 800 beds. There she did pre and post operation assessments, set up traction and plasters in wards, ran patient education sessions preparing those coming in for hip and knee surgery and taught nurses and senior house officers about plastering and traction. In Wairarapa her job is to improve the service to the patient ensuring continuity of care, from first specialist appointment to discharge. Currently she is actively reviewing people on the orthopaedic waiting list, preassessing, evaluating and monitoring their condition, and regularly checking the booking list for specialist assessments and surgery. It is a new role for the hospital



determined to manage the waiting list and achieve Ministry of Health targets. Doreen loves orthopaedics."It's very rewarding -I love getting people up and going again and allowing them to return to their lives in comfort. Orthopaedic nursing is about helping patients help themselves and improving their quality of life." During her first month in New Zealand she has been impressed by people's hardiness. Doreen was amazed to see a child in a plaster cast up in a tree when she was walking through the park, another riding a bike at speed with a leg cast on, and a shearer who was determined to continue

shearing despite having a leg in plaster. "You'd never see that in Britain," she says. Doreen and husband Alex wanted to escape the 'rat race' by coming to a rural town where their children (aged 11 and 7) would have room to breathe and space to run. They are trampers and campers and are loving the opportunity 'to walk in the hills and enjoy the stunning scenery'.

HR team takes on new shape

The HR team has undergone significant changes this year, and is now in the process of redefining its role for Wairarapa DHB.

HR Manager Bruce McGregor says "Workplace environments are increasingly important in recruitment and retention of staff, and good HR practices make a huge difference in employee's perception of their workplace. Our team has a wealth of experience and expertise that can add real value by streamlining processes and avoiding pitfalls in employee relations."

From left: Barbara McGhie (new to Payroll), Suanne McGlashan(HR), Bruce McGregor (new HR Manager), Michelle Wills (reception), Roy Challis (just retired form Payroll), Selena McKay (HR), Carol Mooney (recruitment), Jim McIntyre (payroll)

