Helping Hand Annual Report 2014–2015



Everyone has a passion. We'll help you keep it.



At Helping Hand it's all about you. That's why we're recognised as one of the most progressive organisations in Australia in demonstrating how innovative services can maintain people's wellbeing and independence.

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Message from the Chairman and CEO

It has been an interesting year in the aged care sector and one thing I can guarantee is that our future will not look like our past.

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Helping Hand has had a successful year receiving significant new funding for the maintenance and growth of our services. The Federal Government allocated 26 new care packages, worth approximately \$889,000 per annum, to our Country Community Care service and in our Metro area, the State Government re-funded our highly valued mental health rehabilitation and support service to the tune of \$555,000 per annum.

The Department of Social Services also announced that Helping Hand has been awarded a grant of \$2.76 million, and five more licenses, to go towards extending our residential care facility at Halliday Street, Port Pirie.

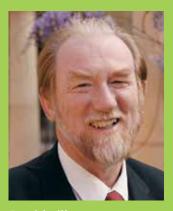
Additionally, we were pleased to receive an allocation of one new license at Belalie Lodge, Jamestown, and 26 new home care packages for the Division.

Funded through Health Workforce Australia, Helping Hand also implemented a teamwork model of care delivery during the year, specifically for aged care workers. The program was piloted at North Adelaide and will be rolled out progressively across all our sites. A team care training video was produced as part of this program, in conjunction with the Media Resource Centre, and it went on to win a prestigious Stevie award. The Stevie Awards are international business awards.

designed to honour and recognise the achievements of organisations and professionals around the world.

During the year we were invited to attend a Ministerial Forum in Melbourne, convened by Minister Mitch Fifield, on the Government's future dementia policies.

Helping Hand was also one of ten providers selected to participate in the new Aged Care "Innovation Hub" which was launched by Minister Kevin Andrew. In return for demonstrating better consumer involvement, service standards and new ideas in service design and delivery we will be freed up from some of the aged care "red tape" regulation. The Hub is exclusively SA-based and reflects the Federal Government's acknowledgement of the high standard of aged care services and innovation in this State.



David Filby Chairman, Helping Hand



Ian Hardy AM Chief Executive Officer, Helping Hand

At an operational level the Helping Hand Board endorsed our transition to a smoke free organisation by 31 May 2016 and as part of our journey towards Self Insurance, WorkCover visited us to ensure we provide a safe and healthy environment for everyone.

As we move towards a more market driven future, that empowers older Australians, people will be encouraged to stay in their homes longer and will have more ability to choose who provides their services, what services they want and where they wish to receive them.

With more choice, opportunities exist for us to offer competitive, high-quality and innovative services and packages. With the support of our valuable team, we hope to focus on these opportunities in the year to come. We thank our partners, residents, clients and their families, staff and volunteers for their continued support.



Our Mission

To provide an innovative and broad range of residential and community based services to older people, which enable them to have the best feasible quality of life.

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We will assist older people to achieve:

- Independence and wellness
- / Dignity of living
- / Optimum feasible quality of life
- / Choice of services

Helping Hand's mission and objectives reflect our commitment to choice for older people. We support choice by providing a broad range of innovative services to meet the needs of individuals within the community.

We believe that excellence in care means adapting the way we deliver our services, as much as we can, to suit the needs of the individual. We continue to expand our services and facilities so that clients can choose to remain in their own home or join us in our home environment.

We acknowledge the important role that families, carers and friends play in the care of older people. For this reason we are committed to being as inclusive as possible in decision making and planning for care.



Our Principles of Care

The Helping Hand Principles of Care underpin everything we do and form the foundation of how we provide our services to meet the needs of our clients.

Our Principles recognise and reflect the diversity of our business as well as the changing nature of our services and workforce.

Choice and flexibility

 We are committed to older people choosing what care they receive and how it is delivered.

Independence and contribution

 / We believe in older people having a sense of purpose and contribution, wherever they choose to live.

Our people

- / We believe our workforce is the valuable foundation of excellence in service delivery.
- / We believe volunteers are a valuable resource and enhance the work we do.

Relationships and collaboration

/ Consumer participation will be fundamental to service development and delivery, including collaboration with other aged care stakeholders and non-traditional partners.

Growth and innovation

 We will explore opportunities to provide new services in new ways to older people.

Quality and excellence

 / Our operations and service delivery will reflect best practice in the industry based on research and other available evidence.

Sustainability

- / We will ensure long term sustainability and viability by making the best use of our funds while meeting our contractual obligations.
- / We will strive to achieve a positive environmental impact.

Our Goals and Aspirations

Best time I can have We will:

- / Work with consumers to identify key areas for action, including the internal environment and connections with community, which will enrich their lives and connect them to those intangible elements which add meaning to their lives.
- Support consumers to have choices and control over the way they live.
- Build a workforce which understands and supports 'the best time' for each consumer.

Flexibility and responsiveness

We will:

- Have business operations which can respond quickly to change.
- Grow our existing systems and practices to predict rather than react.
- / Make decisions which are informed and timely.
- / Establish best practice models around emerging priority areas and groups.

Listening and responding

We will:

- / Facilitate environments and situations where people can feel free to tell us what they want and what they think.
- / Find ways to hear the most vulnerable voices.
- Respond to what we hear and act together to improve what we do.
- / Let our community know our progress and results.

New ways of resourcing innovation We will:

- / Expand the opportunities we have to provide services to our community.
- / Seek diversified income from different new sources.
- / Explore products and expertise which we can commercialise.
- / Establish business processes to capture, develop and protect our good ideas and good services.

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Staff and volunteers for the future

We will:

- Research the needs and aspirations of the current and future workforce.
- / Design staffing models which match our service principles and consumer need.
- Invest in targeted strategies for both a rural and emerging migrant workforce.
- / Design a contemporary volunteer model which best matches the expectations and motivations of volunteers with the needs of the organisation.
- Provide transitional experiences for students into employment.

Using technology

We will:

- / Build on our current achievements to ensure robust business systems and environments.
- / Build workforce capacity to engage and utilise technology.
- / Investigate new technologies to enhance consumers' lifestyle and environment.

Our Board



lan Hardy AM – CEO Appointed 1991



Chris Stewart Member since 2009



Reverend Gayle McClimont Member since 2002 Coordinating Chaplain



Sylvia Caricasole Member since 2014 Finance and Property sub-committee



Erica Benn Member since 2015 Community Relations sub-committee Chair



Priya Chadhar Member since 2015



Dr David Filby PSM – Chair Appointed chair 2010 Member since 2007 Finance and Property sub-committee Community Relations sub-committee



Dr Craig Whitehead Member since 2008 Client Care sub-committee Chair



Rosalie Pace Member since 2014 Client Care sub-committee



Jason Cattonar Member since 2015 Finance and Property sub-committee Chair

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Our Executive Team

Members of the Executive Management Team in 2014–2015 were:

lan Hardy Chief Executive Officer

Adrian Ware Chief Financial Officer

Angela Littleford General Manager Metro Division

Julie Goods Manager Corporate Support Services

Meg Phythian Director Care Governance

Megan Corlis Director Research and Development

Susan Emerson Director Care Environments and Service Strategy

Syd Farrell General Manager Country Division



Our Achievements

Helping Hand is a South Australian not-for-profit organisation that was established over sixty years ago. We provide home care services, residential care homes, independent living units, and supported residential facilities to over 7,000 clients in metropolitan and regional South Australia. Our various divisions, including Corporate Services, are supported by more than 1,300 staff and 400 volunteers. Helping Hand is committed to providing innovative solutions that maintain people's wellbeing and independence. We believe that choice of service, independence and dignity are the right of all older Australians and essential in meeting the challenges of the future. Our achievements are testament to this commitment.

Achievements in the community;

- / We expanded our services in Port Lincoln, providing a greater level of choice and services to the community in this region and enabling people to remain at home whilst receiving care and access to support in a timely basis;
- / We significantly expanded our physiotherapy services across some residential sites and day therapy centres.
 This has resulted in an expansion of services to residents and clients, while

being able to increase levels of rehabilitation services. As part of this process four new physiotherapy graduates commenced with Helping Hand;

- / All existing and new home care package clients were transitioned to a Consumer Directed Care (CDC) model;
- / Implementation of the Digital Community Visitors Scheme (DCVS) commenced in collaboration with the Nundah Activity Centre in Queensland (read more on next page).



DCVS Relieves Loneliness and Isolation

The Digital Community Visitors Scheme is an extension of the traditional Community Visitors Scheme (CVS) which sees volunteers visit the residences of aged care clients on home care packages to help relieve loneliness and isolation.

The scheme aims to extend the positive effects of this service to seniors living independently in regional areas, in particular, who have been identified by their aged care service provider as experiencing social isolation.

The DCVS enriches personal communication between aged care clients, their family, friends and the volunteers, by breaking down the barriers of distance, time and cost that limit face to face contact.

15 Android tablets were delivered as part of DCVS – ten for the Mid North and five for the Eyre Peninsula. The service also includes data allowance and a simple to use application (DCVS Connect) that facilitates easy access to video calling, internet, email, and games. The application even links to Radio NAC, a 24/7 radio broadcast for easy listening music.

These shared virtual experiences have proven to have positive impacts on the health and happiness of those participating in the scheme. Page 10

Our Achievements

Achievements in our homes:

 / Metropolitan and country retirement living welcomed 32 new residents during the year in a range of properties;

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- / We successfully applied for registration with the National Regulatory System for Community Housing. This body aims to ensure a well governed, well managed and viable national community housing sector that meets the housing needs of tenants and provides assurance for government and investors. Our strong relationship with government agencies in this sector have ensured we can provide successful and stable tenancies for frail aged homeless persons in our properties;
- / Through our participation in the Aged Care Innovation Hub our North Adelaide, Parafield Gardens, Jamestown, Port Pirie and Clare homes achieved a five-year accreditation status, instead of the standard three years. Helping Hand is one of ten South Australian providers selected to participate in the Innovation Hub. due to our exemplary performance, meaning we can be exempt from some of the red tape regulation hindering other providers;
- / Both the Clare and Jamestown homes participated in the INSPIRED project in collaboration with the Flinders University to survey care and quality of life of people living with dementia in residential care (read more on next page);
- / Our Port Pirie home was awarded a grant of \$2.76 million towards extending our residential care facility at Halliday Street. We can now consolidate our two Port Pirie homes (Senate

Road and Halliday Street) into one residential facility at Halliday Street, which will accommodate 99 people. The capital project will also include purpose built facilities for the support of residents with special needs such as dementia care. We hope to commence building by the middle of next year;

/ A falls prevention project, initiated at Northgate, identified improving strength and balance in a targeted group of residents, reducing their risk of falling by 70%. An additional six strategies, relating to staff response to residents and residents' urgency to use the bathroom, were developed to create a culture focused on falls prevention.

INSPIRED by Flinders University

Conducted by researchers from Flinders University and the Repatriation General Hospital, in partnership with major aged care facilities, including Helping Hand, the INSPIRED project is a unique study actively seeking to capture the opinions and choices of people with dementia.

The Investigating Services Provided in the Residential Care Environment for Dementia in Australia (INSPIRED) brings together researchers, consumers and aged care providers to provide evidence-based information for innovative new models of care and funding.

Through one-on-one interviews with consumers the study is examining the variation in current aged care services, differences in resource use, quality of care, choice of care, and quality of life associated with different models of care.

Residents from Helping Hand's Clare and Jamestown homes, who have a wide range of cognitive abilities, and even those with moderate cognitive decline, were able to participate in the data collection for the study with the assistance of a family member or carer. They were interviewed about their quality of life and quality of care, and the aspects of residential care they value most. Information about the model of care provided at Clare and Jamestown, and the cost of providing this care, was also collected.

The researchers are now planning to undertake the same research with other partners outside of South Australia. When this is complete, the INSPIRED team will conduct comparisons of these differing care models and costs, resulting in a robust economic evaluation of dementia care in residential aged care facilities.

Currently, there is very little accurate information about the cost of providing quality care for people with dementia or related cognitive decline. With an ageing Australian population, and increased pressures on aged care services, it is critical to get a better understanding of these costs in order to assist in future care planning efforts of service providers and government policy makers.

Our Achievements

Achievements in research and innovation

/ Helping Hand won the Aged Care Services SA and NT Awards for Excellence – Organisational Award in June 2015 for its consumer and carer engagement approach 'Turn Up Your Voice'. This key project was a collaborative effort between the Consumer Carer reference group and staff who aimed to increase participation in the consultation process by engaging local volunteers to personally hand out questionnaires and engage one on one with residents and carers. Events such as morning teas and resident and carer meetings were also held at each site to encourage involvement. 75% of residents participated in the survey with total responses increasing by 273% from 2011 when the survey was last undertaken. The feedback was very positive with 85% rating Helping Hand as good or excellent and 87.6% stating they would recommend

Helping Hand to others. Most importantly we gained valuable feedback about what residents and carers liked about our services and what we could do better;

- / Recently a delegation from aged care training facility Keishin-Gakuen Educational Group in Tokyo, Japan, undertook a research tour to learn how we train people to work in aged care in Australia. Following the visit, Helen Loffler, Helping Hand's Clinical Facilitator, was chosen from a group of eight applicants to travel to Japan (read more on next page);
- / The Sidney Myer Fund and Gay and Lesbian Foundation of Australia (GALFA) awarded Helping Hand as the inaugural joint grant recipient of the Sidney Myer Fund Poverty and Disadvantage Small Grants Program to the value of \$15,000. Out of a strong field of 25 applicants, the selection panel unanimously agreed on Helping Hand as the recipient

for our LGBTI consumer and carer engagement in aged care project. The project aims to achieve full engagement of LGBTI aged care consumers, and their carers, in the services provided by Helping Hand. This will be a demonstration project that can be used as an example for other Australian aged care organisations to achieve LGBTI engagement.



Helping Hand collaborates with Japanese training facility

Helping Hand was asked to send a representative to advise and consult on the development of an aged care training module in Japan which compares the Australians Standards Certificate 3 in Aged Care with its Japanese equivalent.

Ian Hardy Chief Executive said, "We were approached by Japan based aged care training facility Keishin-Gakuen Educational Group for a tour of our award winning Northgate facility. The Group were conducting international research into how Australia trains its aged care workers."

"Following the tour, we were contacted to see if we were interested in sending a representative to Japan to assist with the development of qualifications suitable for the Japanese aged care industry" he said. "We work in partnership with a wide range of education providers to train and support students to become aged care workers. Our student placement program enables students to both train and work in an aged care setting meaning they are job ready and have a diverse range of skills."

Helen Loffler, Interprofessional Clinical Facilitator at Helping Hand's Student Placement Program, was selected to travel to Tokyo in January 2015.

Mr Ron Mazzachi, National President of the Australian Organisation for Quality, who facilitated the visit said "Helen will bring a high level of experience to the partnership due to her broad knowledge of the industry, vocational and higher education sectors."

Ian Hardy agreed and commented, "This is a wonderful opportunity for Helen and we are pleased to see Helping Hand's student engagement experience having an impact at the international level."

Our Achievements

Achievements in our workforce

/ Helping Hand is moving towards a Self-Insurance model as the Board and Executive's goal is to be leaders in protecting staff from injury and having effective systems for safety and injury management in place. As part of our journey towards Self Insurance, WorkCover visited Helping Hand in March to review our systems of safety. The visit was similar to accreditation with Helping Hand needing to demonstrate that we provide a safe and healthy environment for everyone (employees, residents, contractors and visitors), that we have resources for safety and injury management, and that we support injured employees to remain at work or to return at the earliest possible time;

- / We participated in a successful, collaborative workforce training project through Regional Development Australia Yorke and Mid North, called the Caring Careers project, which focused on Certificate 3 in Aged Care. The project won an SA Training Award for 'Industry Collaboration' by impressing the judges with the potential to tailor the collaborative program to cover the needs of the aged care and community services sector across regional South Australia. The Caring Careers Project collaborates with regional employers, registered training organisations, community leaders and government to support and develop the aged care workforce across the Yorke and Mid North region;
- / As part of Helping Hand's Health Workforce Australia grant, a team care training video, George's Story', was produced with the Media Resource Centre. The program was piloted at North Adelaide and will be rolled out progressively across all our sites. This program won a Stevie award for training and the video also won the Best Shorts Awards-award of merit in the Health/ Medicine/Science category, as well as special mentions for Animation, Direction and Original Score categories award from the internationally judged competition for short films:
- / We introduced the 'Learning Shifts Project' at Parafield Gardens allowing an additional care worker to be rostered to allow employees on the learning shift to move in and out of the workplace to undertake short bursts of training.



Financial Statements

For the year ended 30 June 2015

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Statement of profit and loss and other comprehensive income

For the year ended 30 June 2015

	2015	2014
	\$'000	\$'000
OPERATING INCOME		
Government subsidies	46,482	40,711
Client fees	14,998	13,982
Grants	8,674	8,174
Interest and dividends received	464	298
Non operating income	7,346	6,640
Other income	2,902	3,793
Total operating income	80,866	73,598
OPERATING EXPENDITURE		
Employee expenses	60,152	58,184
Finance costs	260	688
Administration expenses	1,845	1,796
Depreciation and amortisation	3,751	4,760
Repairs and maintenance	1,706	1,382
Other expenses	10,564	10,179
Total operating expenditure	78,278	76,989
Share of net profit from investment accounted for using the equity method	-	-
Net surplus/(deficit) from operations	2,588	(3,391)
Other comprehensive income		
Items that will not be reclassified subsequently to Profit and Loss		
Revaluation of land and buildings	-	58,073
Total comprehensive income for the year	2,588	54,682

Statement of financial position

For the year ended 30 June 2015

	2015	2014
	\$'000	\$'000
ASSETS		
CURRENT ASSETS		
Inventory	15	25
Cash and cash equivalents	1,659	1,552
Trade and other receivables	2,532	9,013
Financial assets	14,902	1,780
TOTAL CURRENT ASSETS	19,108	12,370
NON-CURRENT ASSETS		
Investments	2,197	2,155
Investments accounted for using the equity method	807	807
Resident funded unit licences	15,897	16,317
Plant and equipment	9,784	9,173
Property (L&B)	160,362	161,933
TOTAL NON-CURRENT ASSETS	189,047	190,385
TOTAL ASSETS	208,155	202,755
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	4,527	4,949
Subsidies received in advance	2,736	1,614
Borrowings	1,312	690
Provisions	6,883	6,023
Refundable accommodation deposits	84,143	80,500
TOTAL CURRENT LIABILITIES	99,601	93,776
NON-CURRENT LIABILITIES		
Borrowings	1,948	5,108
Provisions	3,066	2,794
RFU licenses	11,523	11,648
TOTAL NON-CURRENT LIABILITIES	16,537	19,550
TOTAL LIABILITIES	116,138	113,326
NET ASSETS	92,017	89,429
Accumulated funds	17,145	14,557
Capital grants reserve	13,651	13,651
Revaluation reserve	58,781	58,781
Trust funds	2,440	2,440
TOTAL EQUITY	92,017	89,429

For the year ended 30 June 2015

	Reserve			A construction of a	
	Accumulated - funds	Asset revaluation	Trust and ID funds	Capital grants reserve	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
Balance at 30 June 2013	17,948	708	2,440	13,651	34,747
(Loss)/Surplus for the year	(3,391)	-	-	-	(3,391)
Other Comprehensive Income	-	58,073	-	-	58,073
Total Comprehensive Income for the year	(3,391)	58,073	-	-	54,682
Balance at 30 June 2014	14,557	58,781	2,440	13,651	89,429
(Loss)/Surplus for the year	2,588	-	-	-	2,588
Other Comprehensive Income	-	-	-	-	-
Total Comprehensive Income for the year	2,588	-	-	-	2,588
Balance at 30 June 2015	17,145	58,781	2,440	13,651	92,017

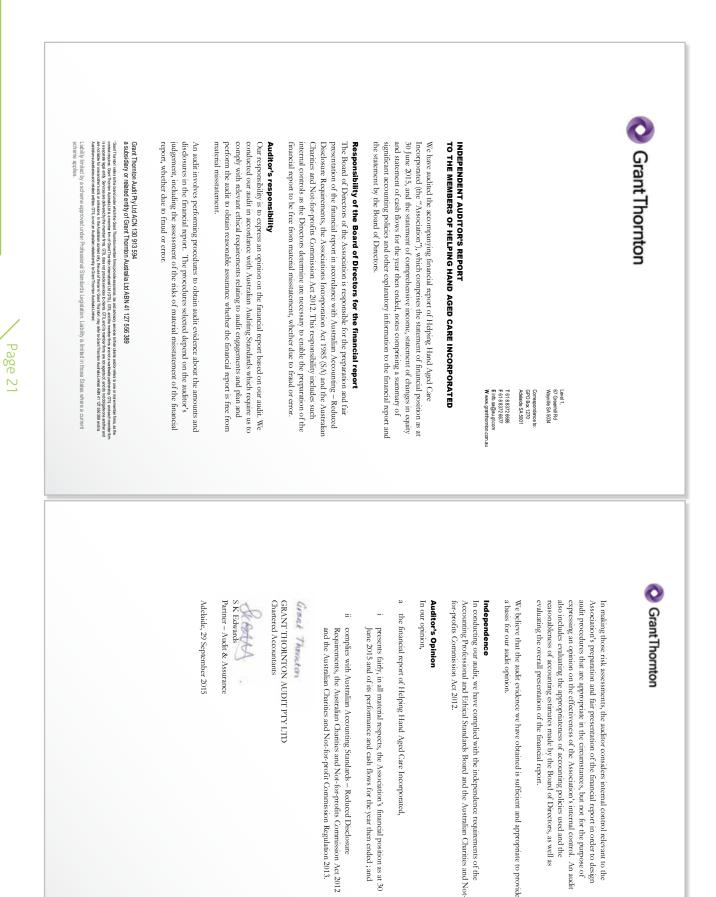
Statement of changes in equity

For the year ended 30 June 2015

	2015	2014
	\$'000	\$'000
CASH FLOW FROM OPERATING ACTIVITIES		
Receipts from operating activities	79,193	72,615
Interest and dividends received	464	303
Bequests, donations and fundraising	180	132
Payments to suppliers	(72,600)	(68,811)
Interest paid	(260)	(688)
Net cash provided by/(used in) operating activities	6,977	3,551
CASH FLOW FROM INVESTING ACTIVITIES		
Net payments for purchases of property, plant and equipment	(2,966)	(7,321)
Proceeds from sale of property, plant and equipment	350	698
Proceeds from sale of shares	208	1,276
Payments for purchase of shares	(639)	(159)
Net cash (used in)/provided by investing activities	(3,047)	(5,506)
CASH FLOW FROM FINANCING ACTIVITIES		
Increase/(decrease) in refundable accommodation deposits	11,065	13,252
Increase/(decrease) in RFU licenses and liabilities	772	1,756
Payments for borrowings	(2,538)	(13,885)
Net cash provided by/(used in) financing activities	9,299	1,123
Net increase/(decrease) in cash held	13,229	(832)
Cash and cash equivalents at the beginning of the year	3,332	4,164
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR	16,561	3,332

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Auditor's Report







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