

# Rita Angus Retirement Village Limited - Rita Angus Retirement Village

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## Introduction

This report records the results of a Surveillance Audit of a provider of aged residential care services against the Ngā paerewa Health and disability services standard (NZS8134:2021).

The audit has been conducted by BSI Group New Zealand Ltd, an auditing agency designated under section 32 of the Health and Disability Services (Safety) Act 2001, for submission to Manatū Hauora (the Ministry of Health).

The abbreviations used in this report are the same as those specified in section 0.4 of the Ngā paerewa Health and disability services standard (NZS8134:2021).

You can view a full copy of the standard on the Manatū Hauora website by clicking [here](#).

The specifics of this audit included:

<b>Legal entity:</b>	Rita Angus Retirement Village Limited
<b>Premises audited:</b>	Rita Angus Retirement Village
<b>Services audited:</b>	Hospital services - Medical services; Hospital services - Geriatric services (excl. psychogeriatric); Rest home care (excluding dementia care)
<b>Dates of audit:</b>	Start date: 15 January 2026      End date: 16 January 2026
<b>Proposed changes to current services (if any):</b>	One room that was previously decommissioned in January 2022 and used as a storeroom has been reinstated and refurbished as a dual purpose room. This reinstatement has resulted in an increase in overall rooms from 69 to 70.

**Total beds occupied across all premises included in the audit on the first day of the audit: 72**

# Executive summary of the audit

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## Introduction

This section contains a summary of the auditors' findings for this audit. The information is grouped into the six sections contained within the Ngā paerewa Health and disability services standard:

- ō tātou motika | our rights
- hunga mahi me te hanganga | workforce and structure
- ngā huarahi ki te oranga | pathways to wellbeing
- te aro ki te tangata me te taiao haumarū | person-centred and safe environment
- te kaupare pokenga me te kaitiakitanga patu huakita | infection prevention and antimicrobial stewardship
- here taratahi | restraint and seclusion.

As well as auditors' written summary, indicators are included that highlight the provider's attainment against the subsection in each of the sections. The following table provides a key to how the indicators are arrived at.

### Key to the indicators

Indicator	Description	Definition
	Includes commendable elements above the required levels of performance	All subsections applicable to this service fully attained with some subsections exceeded
	No short falls	Subsections applicable to this service fully attained
	Some minor shortfalls but no major deficiencies and required levels of performance seem achievable without extensive extra activity	Some subsections applicable to this service partially attained and of low risk

Indicator	Description	Definition
	A number of shortfalls that require specific action to address	Some subsections applicable to this service partially attained and of medium or high risk and/or unattained and of low risk
	Major shortfalls, significant action is needed to achieve the required levels of performance	Some subsections applicable to this service unattained and of moderate or high risk

## General overview of the audit

Rita Angus Retirement Village provides rest home and hospital (medical and geriatric) level care for up to 90 residents across the care centre and the serviced apartments. On the day of the audit, there were 72 residents including three residents in the serviced apartments.

There has been a change in village manager and clinical manager since the last audit. The service is managed by the village manager, supported by the resident services manager, clinical manager, and unit coordinators. They are further supported by the regional operations manager and the Ryman Board. The residents and relatives interviewed spoke positively about the care and support provided. Consumer survey results show high level of satisfaction with the services provided.

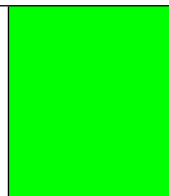
This surveillance audit was conducted against a sub-section of Ngā Paerewa Health and Disability Services Standard 2021 and funding agreements with Health New Zealand Te Whatu Ora. The audit processes included observations; a review of organisational documents and records, including staff records and the files of residents; interviews with residents and family/whānau; and interviews with staff, management, and the general practitioner.

There were no shortfalls from the previous audit to be addressed.

This audit identified a shortfall related to care planning.

## Ō tātou motika | Our rights

Includes 10 subsections that support an outcome where people receive safe services of an appropriate standard that comply with consumer rights legislation. Services are provided in a manner that is respectful of people's rights, facilitates informed choice, minimises harm, and upholds cultural and individual values and beliefs.



Subsections applicable to this service fully attained.

Rita Angus Retirement Village has a Māori and Pacific people's health policy and other relevant documents to fulfil their obligations and responsibilities under Te Tiriti o Waitangi. Individualised care is delivered with a specific emphasis on acknowledging and respecting the beliefs, values, and cultural backgrounds of each person. The Pacific People's policy includes the Pacific health plan. Training on abuse and neglect is provided to staff. It was evidenced that the Health and Disability Commissioner's Code of Health and Disability Services Consumers' Rights has been effectively implemented. Observations and evaluations during the audit underscore a commitment to upholding the rights and dignity of all residents. Informed consent processes are implemented. The complaints management process is implemented.

## Hunga mahi me te hanganga | Workforce and structure

Includes five subsections that support an outcome where people receive quality services through effective governance and a supported workforce.



Subsections applicable to this service fully attained.

Rita Angus Retirement Village is implementing their quality and risk management programme. There is a comprehensive health and safety system in place with identified health and safety goals. There is a clinical governance structure in place with terms of reference that is appropriate to the size and complexity of the service provision. The Board monitors performance of the company, with reports written quarterly. The senior leadership and wider leadership team meet regularly to discuss key performance indicators, including quality and risk. A significant number of staff maintain current first aid certificates, so that there is always a first aider on site. Staff employed are provided with orientation and ongoing support through training. There is an extensive training

programme within the service, with comprehensive records retained and a high rate of participation. Staff coverage is maintained for all shifts.

## Ngā huarahi ki te oranga | Pathways to wellbeing

Includes eight subsections that support an outcome where people participate in the development of their pathway to wellbeing, and receive timely assessment, followed by services that are planned, coordinated, and delivered in a manner that is tailored to their needs.		Some subsections applicable to this service partially attained and of low risk.
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The registered nurses assess, plan and review residents' needs, outcomes, and goals with the resident and/or family/whānau input. Care plans demonstrate service integration. Resident files included medical notes by the contracted general practitioner and visiting allied health professionals.

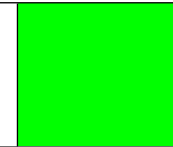
Medication policies reflect legislative requirements and guidelines. All staff responsible for the administration of medication complete education and medication competencies. The electronic medicine charts reviewed met prescribing requirements and were reviewed at least three-monthly by the general and nurse practitioners.

The service has a current food control plan. There are snacks available for residents if required. Cultural needs are catered for.

All residents' transfers and referrals are coordinated with residents and family/whānau.

## Te aro ki te tangata me te taiao haumaruru | Person-centred and safe environment

Includes two subsections that support an outcome where Health and disability services are provided in a safe environment appropriate to the age and needs of the people receiving services that facilitates independence and meets the needs of people with disabilities.

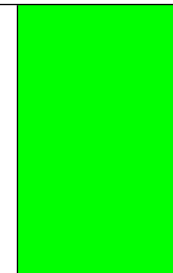


Subsections applicable to this service fully attained.

The building holds a current building warrant of fitness. Electrical equipment has been tested and tagged. All medical equipment has been serviced and calibrated. Hot water temperatures are checked six-monthly and were within normal range.

## Te kaupare pokenga me te kaitiakitanga patu huakita | Infection prevention and antimicrobial stewardship

Includes five subsections that support an outcome where Health and disability service providers' infection prevention (IP) and antimicrobial stewardship (AMS) strategies define a clear vision and purpose, with quality of care, welfare, and safety at the centre. The IP and AMS programmes are up to date and informed by evidence and are an expression of a strategy that seeks to maximise quality of care and minimise infection risk and adverse effects from antibiotic use, such as antimicrobial resistance.



Subsections applicable to this service fully attained.

The infection prevention and control programme is appropriate for the size and complexity of the service. The programme is linked to the quality improvement programme and approved by the governing body. Staff completed training around infection prevention and control.

The infection surveillance programme is implemented. Surveillance of all infections is reported on a monthly infection summary, and action plans are implemented. This data is monitored and analysed for trends, monthly, six-monthly and annually.

## Here taratahi | Restraint and seclusion

Includes four subsections that support outcomes where Services shall aim for a restraint and seclusion free environment, in which people's dignity and mana are maintained.

Subsections applicable to this service fully attained.

The service aims for a restraint-free environment. This is supported by the governing body and policies and procedures. The restraint coordinator is the hospital unit coordinator. There were no residents requiring restraint at the time of audit. Staff demonstrated a sound knowledge and understanding of providing the least restrictive practice, de-escalation techniques, and alternative interventions.

### Summary of attainment

The following table summarises the number of subsections and criteria audited and the ratings they were awarded.

Attainment Rating	Continuous Improvement (CI)	Fully Attained (FA)	Partially Attained Negligible Risk (PA Negligible)	Partially Attained Low Risk (PA Low)	Partially Attained Moderate Risk (PA Moderate)	Partially Attained High Risk (PA High)	Partially Attained Critical Risk (PA Critical)
Subsection	0	17	0	1	0	0	0
Criteria	0	48	0	1	0	0	0

Attainment Rating	Unattained Negligible Risk (UA Negligible)	Unattained Low Risk (UA Low)	Unattained Moderate Risk (UA Moderate)	Unattained High Risk (UA High)	Unattained Critical Risk (UA Critical)
Subsection	0	0	0	0	0
Criteria	0	0	0	0	0

# Attainment against the Ngā paerewa Health and disability services standard

The following table contains the results of all the subsections assessed by the auditors at this audit. Depending on the services they provide, not all subsections are relevant to all providers and not all subsections are assessed at every audit.

For more information on the standard, please click [here](#).

For more information on the different types of audits and what they cover please click [here](#).

Subsection with desired outcome	Attainment Rating	Audit Evidence
<p>Subsection 1.1: Pae ora healthy futures</p> <p>Te Tiriti: Māori flourish and thrive in an environment that enables good health and wellbeing.</p> <p>As service providers: We work collaboratively to embrace, support, and encourage a Māori worldview of health and provide high-quality, equitable, and effective services for Māori framed by Te Tiriti o Waitangi.</p>	FA	<p>Rita Angus Retirement Village has a Māori health policy, Māori health plan, and a Māori engagement framework, which collectively outlines how the facility responds to the cultural needs of Māori residents, and how it fulfils its obligations and responsibilities under Te Tiriti o Waitangi. At the time of the audit there were no residents who identified as Māori; however, there were current Māori staff members. A review of the cultural aspect of the care plan showed that the care was provided equitably and based on Te Tiriti o Waitangi principles with recognition of mana motuhake.</p> <p>Twelve staff interviews (one unit coordinator, two registered nurses (RN), seven caregivers, one maintenance lead and one chef lead), and three manager interviews (one village manager, one resident services manager and one clinical manager) confirmed that the staff have completed cultural safety training and are proficient in discussing principles of Treaty of Waitangi and applications within their roles.</p>
<p>Subsection 1.2: Ola manuia of Pacific peoples in Aotearoa</p> <p>The people: Pacific peoples in Aotearoa are entitled to live and enjoy good health and wellbeing.</p> <p>Te Tiriti: Pacific peoples acknowledge the mana whenua of</p>	FA	<p>The service has a current Pacific People’s policy which includes the Pacific health plan. These documents guide staff on how Pacific people who engage with the service are supported. At the time of the audit there were Pacific residents and staff members at the facility. Staff when interviewed,</p>

<p>Aotearoa as tuakana and commit to supporting them to achieve tino rangatiratanga. As service providers: We provide comprehensive and equitable health and disability services underpinned by Pacific worldviews and developed in collaboration with Pacific peoples for improved health outcomes.</p>		<p>demonstrated an understanding of Pacific culture, its relevance to their policies, and were knowledgeable about how to access community support for Pacific individuals.</p>
<p>Subsection 1.3: My rights during service delivery The People: My rights have meaningful effect through the actions and behaviours of others. Te Tiriti: Service providers recognise Māori mana motuhake (self-determination). As service providers: We provide services and support to people in a way that upholds their rights and complies with legal requirements.</p>	<p>FA</p>	<p>A welcome package is provided that contains details about the Health and Disability Commissioner's (HDC) Code of Health and Disability Services Consumers' Rights (the Code) and there is an opportunity for residents and their family/whānau to discuss aspects of the Code during the admission process. Interviews with four family/whānau (two rest home and two hospital) and four residents (two rest home [one was in a serviced apartment], and two hospital) revealed that they received information at admission which included the Code.</p> <p>Posters in large print featuring the Code and information on advocacy are prominently displayed across the facility in both English and te reo Māori. Both residents and family/whānau are briefed on the extent of services provided and any financial responsibilities for services not covered under the scope, all of which are detailed in the service agreement. Staff interviewed were knowledgeable about the Code and reported that they supported residents to know and understand their rights.</p>
<p>Subsection 1.5: I am protected from abuse The People: I feel safe and protected from abuse. Te Tiriti: Service providers provide culturally and clinically safe services for Māori, so they feel safe and are protected from abuse. As service providers: We ensure the people using our services are safe and protected from abuse.</p>	<p>FA</p>	<p>Rita Angus Retirement Village has an implemented comprehensive training programme for all staff, focusing on sensitivity, ethics, and the importance of maintaining professional boundaries. This training is updated regularly to address emerging issues and reinforce the facility's zero-tolerance policy towards any form of abuse or discrimination. The effectiveness of this training is evident in the consistently positive feedback from resident and family/whānau satisfaction surveys, which highlight the respectful, compassionate care provided by the staff. Bi-monthly resident meetings provide a platform for voicing concerns and suggestions directly to management.</p> <p>Resident meetings have been instrumental in promoting a culture of</p>

		openness and mutual respect, further ensuring that the rights and dignity of all residents are upheld. These measures, alongside the policies and procedures already in place, demonstrate the facility's ongoing commitment to creating a safe, inclusive environment that respects the dignity and rights of all individuals in its care. Systems are established to oversee the personal finances of residents. Interviews with residents and family/whānau indicate that resident's financial and property rights are upheld, and professional boundaries are consistently observed.
<p>Subsection 1.7: I am informed and able to make choices</p> <p>The people: I know I will be asked for my views. My choices will be respected when making decisions about my wellbeing. If my choices cannot be upheld, I will be provided with information that supports me to understand why.</p> <p>Te Tiriti: High-quality services are provided that are easy to access and navigate. Providers give clear and relevant messages so that individuals and whānau can effectively manage their own health, keep well, and live well.</p> <p>As service providers: We provide people using our services or their legal representatives with the information necessary to make informed decisions in accordance with their rights and their ability to exercise independence, choice, and control.</p>	FA	<p>Informed consent processes are discussed with residents and families/whānau on admission. Five resident files sampled included written consents signed by the resident. Consent forms for vaccinations were also on file where appropriate. Residents and family/whānau interviewed could describe what informed consent was and their rights around choice. Admission agreements had been signed and sighted for all the files seen. Copies of enduring power of attorneys (EPOAs) and court appointed welfare guardians were on resident files where applicable.</p>
<p>Subsection 1.8: I have the right to complain</p> <p>The people: I feel it is easy to make a complaint. When I complain I am taken seriously and receive a timely response.</p> <p>Te Tiriti: Māori and whānau are at the centre of the health and disability system, as active partners in improving the system and their care and support.</p> <p>As service providers: We have a fair, transparent, and equitable system in place to easily receive and resolve or</p>	FA	<p>The complaints procedure is an equitable process that is provided to all residents and relatives on entry to the service. The village manager has overall responsibility for ensuring all complaints (verbal or written) are fully documented and investigated. Rita Angus Retirement Village has an up-to-date complaint register. Concerns and complaints are discussed at relevant meetings. There have been seven complaints made in 2024, one received in 2025, and none made in 2026 year to date. Review of the complaint register showed that all complaints were managed in accordance with the HDC Code. All concerns were addressed promptly and resolution was</p>

<p>escalate complaints in a manner that leads to quality improvement.</p>		<p>documented.</p> <p>There have been no external complaints received since the last audit in December 2023. Residents and families/whānau stated that they have a variety of avenues they can choose from to make a complaint or express a concern, including the bi-monthly resident meetings and six-monthly family/whānau meetings. Interviews with the management team confirmed their understanding of the complaints process. Document review and staff interviews confirmed that the complaints process works equitably for Māori and support is available. There is an understanding that face to face meetings with whānau are preferred in resolving any issues for Māori.</p>
<p><b>Subsection 2.1: Governance</b></p> <p>The people: I trust the people governing the service to have the knowledge, integrity, and ability to empower the communities they serve.</p> <p>Te Tiriti: Honouring Te Tiriti, Māori participate in governance in partnership, experiencing meaningful inclusion on all governance bodies and having substantive input into organisational operational policies.</p> <p>As service providers: Our governance body is accountable for delivering a highquality service that is responsive, inclusive, and sensitive to the cultural diversity of communities we serve.</p>	<p>FA</p>	<p>Rita Angus Retirement Village is a Ryman Healthcare facility located in Kilbirnie, Wellington. This 70-bed care centre is located on the second level of the building, with the lower two levels (first and ground) comprising reception, service area, and serviced apartments. Of the 49 serviced apartment beds, 20 are certified for rest home level of care. There are 19 beds in the rest home and 51 beds in the hospital, with all 70 beds certified as dual purpose.</p> <p>Occupancy at the time of the audit was 72 residents in total: 48 hospital level residents, including one resident on respite care, one on a younger persons with a disability (YPD) contract (also on respite care), and two residents on an interim care contract; and 24 rest home level residents, including three residents at rest home level of care in the serviced apartments. All other residents were under the age-related residential care (ARRC) agreement.</p> <p>Rita Angus Retirement Village is managed by a village manager, who has been in the role since July 2024. He is supported by a clinical manager, who has been in the role since April 2025, and a resident services manager, who has worked at Rita Angus Retirement Village since 2022, and at Ryman for five years. The management team are also supported by two-unit coordinators and a general manager, who was present at the time of the audit.</p> <p>The Ryman Board oversees all aspects of the organisation's operations. Under the Board, the clinical governance committee is focused on supporting and enhancing the quality of Ryman's clinical performance and care and exploring new service provisions. The clinical governance</p>

		<p>committee review and monitor audit results, complaints, consumer survey results, mandatory reporting requirements, and clinical indicators for all villages, including Rita Angus Retirement Village. Reporting of risk is another key report communicated to the Board by the senior leadership team. The Board monitors performance of the company, with reports written quarterly. The senior leadership team for Ryman and the wider leadership team meet regularly to discuss key performance indicators, including quality and risk.</p> <p>Board members are given orientation to their role and the company operations, including culture and diversity requirements. All board members are already skilled and trained in their role as board members.</p> <p>The General Manager Clinical and Resident Services chairs the Clinical Council. It comprises leaders from the clinical, quality, and risk teams as well as members of the senior leadership team, village manager and clinical manager from different villages. The Board's charter and the Terms of Reference for the clinical governance committee, outlining the aims and responsibilities of the Board and this committee.</p> <p>The Māori health plan is developed in partnership with local iwi and community groups. This ensures that policy and procedure within the company and the governance body represents Te Tiriti partnership and equality. The Ryman quality auditor who has a Taha Māori focus, liaises with other teams within the business to assist in identifying barriers for Māori, and to improve policy and processes so that they are equitable and inclusive. Reports are sent to the Board and senior executive leadership team to address inequity as appropriate. A culture and equity resource, and a SharePoint page are being developed. Feedback has been sought from team members and kaumātua.</p>
<p>Subsection 2.2: Quality and risk</p> <p>The people: I trust there are systems in place that keep me safe, are responsive, and are focused on improving my experience and outcomes of care.</p> <p>Te Tiriti: Service providers allocate appropriate resources to specifically address continuous quality improvement with a focus on achieving Māori health equity.</p>	<p>FA</p>	<p>Rita Angus Retirement Village is implementing the organisational quality and risk management programme. The quality and risk management systems include performance monitoring through internal audits and through the collection of clinical indicator data. Clinical indicator data is entered into the electronic resident management system and analysed at the head office, where the data is benchmarked within the organisation, and results are shared in staff meetings. A range of meetings are held monthly, including full</p>

<p>As service providers: We have effective and organisation-wide governance systems in place relating to continuous quality improvement that take a risk-based approach, and these systems meet the needs of people using the services and our health care and support workers.</p>	<p>facility meetings, health and safety, infection control, and RN meetings. Discussion with staff and review of records demonstrated that all subsequent learnings from audits and accidents/incidents that occurred were reviewed through the head office in a meaningful way, to identify trends and learnings that could be used to affect change or influence practice.</p> <p>There are monthly teamRyman (quality/management) meetings and weekly manager meetings. Discussions include (but are not limited to) quality data, health and safety, infection control/pandemic strategies, complaints received (if any), staffing, and education. Internal audits were completed as scheduled, and outcomes show a high level of compliance with the Ryman policies and procedures. Any areas that required improvements were followed up, and the audit was repeated, ensuring that the quality loop was closed.</p> <p>Rita Angus Retirement Village has village specific objectives that include enhanced resident and relative experience through communication, positive team culture, and reduction in clinical indicators, such as skin tears, skin infections, falls, and pressure injuries. Progress towards achieving these goals is monitored monthly, six-monthly and annually. Residents and relatives' surveys are undertaken annually (March 2025). Results were analysed, and a summary report was shared with staff, residents and family/whānau.</p> <p>There is a comprehensive health and safety system in place with identified health and safety goals. The health and safety committee meets monthly with a wide range of topics covered, including work related risks, opportunities for improvements, and topics related to staff, residents, and visitors' wellbeing. The hazard registers detail the risk and how each risk is mitigated and controlled. These are reviewed annually and were up to date with risks currently in the service. All resident incidents and accidents are recorded on the electronic system. Eleven accident/incident forms reviewed evidenced immediate action noted and any follow-up action(s) required. Incident and accident data is collated monthly and analysed. Results are discussed in the quality and staff meetings and at handovers. Each event involving a resident reflected a clinical assessment and follow up by a RN.</p> <p>Discussions with the clinical manager evidenced awareness of their requirement to notify relevant authorities in relation to essential notifications. There have been no Section 31 notifications for 2024 or 2025; however, one</p>
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		<p>Section 31 was being completed at the time of the audit retrospectively for a Covid-19 outbreak in April 2025; no other events were identified that required reporting. Three Severity Assessment Code (SAC) notifications have been completed for one pressure injury and two resident falls resulting in a fracture since the previous audit. An influenza outbreak was appropriately notified to Public Health in July 2025.</p>
<p>Subsection 2.3: Service management</p> <p>The people: Skilled, caring health care and support workers listen to me, provide personalised care, and treat me as a whole person.</p> <p>Te Tiriti: The delivery of high-quality health care that is culturally responsive to the needs and aspirations of Māori is achieved through the use of health equity and quality improvement tools.</p> <p>As service providers: We ensure our day-to-day operation is managed to deliver effective person-centred and whānau-centred services.</p>	<p>FA</p>	<p>There is a staffing and rostering policy and procedure in place for determining staffing levels and skills mix for safe service delivery. This defines staffing ratios to residents. Rosters implement the staffing rationale. Rita Angus Retirement Village employs a total of 102 staff in various roles. Staffing rosters were sighted, and there are staff on duty to meet the resident's needs. The village manager and clinical manager both work full time from Monday to Friday. There is support from two unit coordinators (hospital and serviced apartments) who share oversight across a seven-day schedule/roster. The clinical manager and unit coordinators share on call after hours for all clinical issues. The village manager is on call for any operational related matters. Staff on the floor on the days of the audit were visible and were attending to call bells in a timely manner. Staff interviewed stated the staffing levels are satisfactory, and that the management team provide good support. There is 24/7 RN cover.</p> <p>A significant number of staff maintain current first aid certificates, so there is always a first aider on site. There is an extensive training programme within the service characterised by comprehensive records and a high rate of participation. This reflects a significant dedication to fostering staff development and enhancing competencies. The training programme included clinical trainings on different subjects, and training around the Code; infection control; restraint elimination; staff wellbeing; aging promotion and dementia related subjects; safe medication management; te reo Māori; tikanga Māori; Te Tiriti o Waitangi; infection prevention and control; and outbreak management.</p> <p>Training also included residents' wellbeing, promotion of health, and managing valuables and cash. Staff interviews and documentation review confirmed high participation and attendance. Rita Angus Retirement Village supports all staff to transition through the New Zealand Qualification Authority (NZQA) Certificate for Health and Wellbeing. Staff completed</p>

		related competencies and were assessed as per policy requirements. There are 44 caregivers in total, 34 have achieved NZQA level 3 or above. There are thirteen RNs, with four being interRAI trained. Registered nurses have access to clinical training sessions and maintain syringe driver competencies.
<p>Subsection 2.4: Health care and support workers</p> <p>The people: People providing my support have knowledge, skills, values, and attitudes that align with my needs. A diverse mix of people in adequate numbers meet my needs.</p> <p>Te Tiriti: Service providers actively recruit and retain a Māori health workforce and invest in building and maintaining their capacity and capability to deliver health care that meets the needs of Māori.</p> <p>As service providers: We have sufficient health care and support workers who are skilled and qualified to provide clinically and culturally safe, respectful, quality care and services.</p>	FA	<p>There are human resources policies in place, including recruitment, selection, orientation and staff training and development. Seven staff files reviewed (one clinical manager, one hospital unit coordinator, one resident services manager and four caregivers) evidenced implementation of the recruitment process, employment contracts, police vetting checks, and completed orientation. An orientation/induction programme provides new staff with relevant information for safe work practice. It is tailored specifically to each position and monitored from the e-learning platform. Employment records included signed code of conduct and house rules. A register of practising certificates is maintained for all health professionals. The appraisal policy is implemented, and all staff files reviewed have an annual appraisal completed.</p>
<p>Subsection 3.2: My pathway to wellbeing</p> <p>The people: I work together with my service providers so they know what matters to me, and we can decide what best supports my wellbeing.</p> <p>Te Tiriti: Service providers work in partnership with Māori and whānau, and support their aspirations, mana motuhake, and whānau rangatiratanga.</p> <p>As service providers: We work in partnership with people and whānau to support wellbeing.</p>	PA Low	<p>Five resident files were reviewed: three hospital resident files (including one on a short-term interim contract and one younger person with disability on a disability (YPD) respite care contract) and two rest home resident files. The registered nurses (RNs) are responsible for all residents' assessments, care planning and evaluation of care. Care plans are based on data collected during the initial nursing assessments and interRAI assessments. All residents excluding the short-term residents had an interRAI assessment completed.</p> <p>Initial assessments and myRyman long-term care plans were completed for all residents, detailing needs, and preferences within 24 hours of admission. The individualised myRyman long-term care plans (LTCPs) are developed with information gathered during the initial assessments and the interRAI assessment. All LTCP and interRAI sampled had been completed within three weeks of the residents' admission to the facility. Residents who were admitted within the last six weeks or who had health changes during this</p>

	<p>time, did not always have the appropriate interventions documented in the care plan updated to reflect the changes.</p> <p>Short-term care plans are developed for acute problems, for example infections, wounds, and weight loss and interventions are integrated into the long-term plans. Resident care is evaluated on each shift and reported at handover and in the electronic progress notes. Long-term care plans are formally evaluated every six months in conjunction with the interRAI re-assessments. Evaluations are documented by RNs and include the degree of achievement towards meeting desired goals and outcomes. Residents and family/whānau interviewed confirmed assessments are completed according to residents needs and in the privacy of their bedrooms. There was evidence of family/ whānau involvement in care planning and documented ongoing communication of health status updates. Family/ whānau interviews and resident records evidenced that family/ whānau are informed when there is a change in health status.</p> <p>The initial medical assessment is undertaken by the general practitioner (GP) within the required timeframe following admission. Residents have ongoing reviews by the GP within required timeframes and when their health status changes. There are GP visits three times a week. The GP practice provides after-hours care. Medical documentation and records reviewed were current. The GP interviewed stated that they were very satisfied with the service, they are informed of concerns in a timely manner, and the RNs provided the information the GP required. There is a contracted physiotherapist who works 24 hours a fortnight, and a physiotherapist assistant who provides support 15 hours a week. There is access to a continence specialist, wound care nurse specialist, medical specialists and a dietitian as required.</p> <p>The facility has an adequate supply of wound care products available. A review of the wound care plans evidenced that wounds were assessed in a timely manner and reviewed at appropriate intervals. There are photos of all wounds. Where wounds required additional specialist input, this was initiated, and a referral made to the wound care nurse specialist. At the time of the audit, there was one facility acquired unstageable pressure injury which was slowly improving. The pressure injury has been seen by the specialist wound care nurse and Ryman wound champion. A SAC 2 form has been documented and reported. There is adequate pressure injury equipment available, and staff have had pressure injury prevention</p>
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		<p>education.</p> <p>The progress notes are recorded and maintained in the integrated electronic records. Neurological observations are recorded following un-witnessed falls and head knocks as per policy. A range of electronic monitoring charts are available for the care staff to utilise. These include (but are not limited to) monthly blood pressure and weight monitoring, bowel records, intentional rounding and repositioning records. Staff interviews confirmed that they are familiar with the needs of all residents in the facility and have access to the necessary supplies and products to meet those needs. Staff receive handover at the beginning of their shift.</p>
<p>Subsection 3.4: My medication</p> <p>The people: I receive my medication and blood products in a safe and timely manner.</p> <p>Te Tiriti: Service providers shall support and advocate for Māori to access appropriate medication and blood products.</p> <p>As service providers: We ensure people receive their medication and blood products in a safe and timely manner that complies with current legislative requirements and safe practice guidelines.</p>	<p>FA</p>	<p>There are policies and procedures available for safe medicine management that meet legislative requirements. All staff who administer medications have been assessed for competency on an annual basis. Education around safe medication administration has been provided as part of the competency process. Registered nurses have completed syringe driver training.</p> <p>Staff were observed to be safely administering medications. The registered nurses and medication competent caregivers interviewed could describe their role regarding medication administration. The service uses an electronic medication system. All medications are checked on delivery against the medication chart, and any discrepancies are fed back to the supplying pharmacy.</p> <p>Medications were appropriately stored in all the facility medication rooms. The medication fridge and medication room temperatures are monitored daily. All stored medications are checked weekly. Eyedrops are dated on opening.</p> <p>Ten electronic medication charts were reviewed. The medication charts reviewed identified that the GP had reviewed all resident medication charts three-monthly, and each drug chart has photo identification and allergy status identified. Indications for use were noted for pro re nata (prn) medications. The effectiveness of prn medications were consistently documented in the electronic medication management system and progress notes. There were two residents partially self-administering medications at time of audit. A competency was completed and has been reviewed, safe storage of medications was maintained, and the care plans reflect the fact</p>

		<p>that the residents were self-administering medications. The facility had policy and procedures in place, including completing three-monthly self-administration competency assessments for residents. No vaccines are kept on site, and no standing orders are used.</p> <p>There was documented evidence in the clinical files that residents and relatives are updated around medication changes, including the reason for changing medications and side effects. When medication related incidents occurred, these were investigated and followed up.</p>
<p>Subsection 3.5: Nutrition to support wellbeing</p> <p>The people: Service providers meet my nutritional needs and consider my food preferences.</p> <p>Te Tiriti: Menu development respects and supports cultural beliefs, values, and protocols around food and access to traditional foods.</p> <p>As service providers: We ensure people's nutrition and hydration needs are met to promote and maintain their health and wellbeing.</p>	FA	<p>The chef lead interviewed stated the food preferences and cultural preferences are encompassed into the menu (sighted). The kitchen receives resident dietary information and is notified of any dietary changes for residents. Dislikes/food allergies and special dietary requirements are documented for each resident. Residents and family/whānau interviewed confirmed the kitchen team accommodate residents' requests. There is a verified food control plan, which expires 9 May 2026.</p>
<p>Subsection 3.6: Transition, transfer, and discharge</p> <p>The people: I work together with my service provider so they know what matters to me, and we can decide what best supports my wellbeing when I leave the service.</p> <p>Te Tiriti: Service providers advocate for Māori to ensure they and whānau receive the necessary support during their transition, transfer, and discharge.</p> <p>As service providers: We ensure the people using our service experience consistency and continuity when leaving our services. We work alongside each person and whānau to provide and coordinate a supported transition of care or support.</p>	FA	<p>Planned discharges or transfers are coordinated in collaboration with residents and family/whānau to ensure continuity of care. There are policies and procedures to ensure that the discharge and transfer of residents are undertaken in a timely and safe manner. Family/whānau are involved for all discharges and transfers from the service. The registered nurses explained the transfer between services includes a comprehensive verbal handover and the completion of specific transfer documentation.</p>

<p>Subsection 4.1: The facility</p> <p>The people: I feel the environment is designed in a way that is safe and is sensitive to my needs. I am able to enter, exit, and move around the environment freely and safely.</p> <p>Te Tiriti: The environment and setting are designed to be Māori-centred and culturally safe for Māori and whānau.</p> <p>As service providers: Our physical environment is safe, well maintained, tidy, and comfortable and accessible, and the people we deliver services to can move independently and freely throughout. The physical environment optimises people's sense of belonging, independence, interaction, and function.</p>	<p>FA</p>	<p>There is a current building warrants of fitness. The 70-bed care centre is located on the second level, with 49 serviced apartments across two levels (ground and first level); 20 of the serviced apartments are certified as rest home level of care. There were several refurbishment projects completed since the previous audit in December 2023, which included a refurbishment of the ground floor reception, the recreation facilities for the serviced apartments on the first floor, and the installation of a new call bell system.</p> <p>The room (369) that was decommissioned in June 2022 to provide for a storage room has been refurbished and added to the hospital area to increase the hospital rooms from 50 to 51. The room is spacious with an ensuite and kitchenette (no stove hob) and suitable for dual purpose use.</p> <p>The building is well maintained. The maintenance lead stated the maintenance requests are completed online. The maintenance person checks online several times a day and signs off when repairs are completed. There is an annual maintenance plan that includes electrical testing and tagging of equipment, call bell checks, calibration of medical equipment, and monthly testing of hot water temperatures. Hot water temperature records reviewed evidenced acceptable temperatures. Essential contractors/tradespeople are available as required. Medical equipment including (but not limited to) hoists and scales were checked and calibrated annually as scheduled. Electrical tagging was completed annually. The RNs and caregivers interviewed stated they have adequate equipment to safely deliver care for rest home and hospital level care residents. Residents interviewed stated that the environment was warm and comfortable.</p>
<p>Subsection 5.2: The infection prevention programme and implementation</p> <p>The people: I trust my provider is committed to implementing policies, systems, and processes to manage my risk of infection.</p> <p>Te Tiriti: The infection prevention programme is culturally safe. Communication about the programme is easy to access and navigate and messages are clear and relevant.</p> <p>As service providers: We develop and implement an infection prevention programme that is appropriate to the</p>	<p>FA</p>	<p>The infection prevention and control programme is appropriate for the size and complexity of the service. The programme is linked to the quality improvement programme and approved by the governing body. The infection control policies were developed with input from infection control specialists, and these comply with relevant legislation and accepted best practice. The clinical manager is the infection control officer. Along with the expertise from the Ryman head office, the clinical manager advises staff on the management of infection control issues and the completion of audits. Staff interviews confirmed that infections are managed appropriately, reflecting adherence to established protocols.</p>

<p>needs, size, and scope of our services.</p>		<p>A review of staff training records evidenced that staff mandatory infection control and prevention training was up to date, with a high number of staff attending. Staff have received education in infection control at orientation and through ongoing annual online education sessions. Additional staff education around the prevention and management of infectious outbreaks is ongoing. This includes reminders about handwashing and advice about remaining in their room if they are unwell. Staff who were interviewed demonstrated a good understanding of infection control and prevention measures.</p>
<p>Subsection 5.4: Surveillance of health care-associated infection (HAI)</p> <p>The people: My health and progress are monitored as part of the surveillance programme.</p> <p>Te Tiriti: Surveillance is culturally safe and monitored by ethnicity.</p> <p>As service providers: We carry out surveillance of HAIs and multi-drug-resistant organisms in accordance with national and regional surveillance programmes, agreed objectives, priorities, and methods specified in the infection prevention programme, and with an equity focus.</p>	<p>FA</p>	<p>The infection surveillance programme is tailored to the facility's size and service complexity, with thorough monitoring and management of infections. An infection control manual provided by an external provider is used as reference for best practice around infection control. Advice around infection control matters is also sought from Ryman head office, local infection control specialist in Regional Public Health, and by liaising with the GP.</p> <p>Monthly data on various infections, including those affecting the urinary tract, skin, eyes, respiratory system, and wounds is meticulously collected, based on signs, symptoms, and infection definitions. This information is logged into an electronic infection register and detailed in a monthly infection summary, where infections, including specific organisms, are reviewed. Subsequently, action plans are formulated and executed, which is also analysed monthly and annually for trend identification. Additionally, the infection control data captures information on ethnicity.</p> <p>To support infection prevention, audits are regularly conducted, covering areas such as cleaning, laundry, use of personal protective equipment (PPE), and the procedures for donning and doffing PPE, as well as hand hygiene practices. Where necessary, corrective measures are taken. Staff are kept up to date on infection rates and outcomes of regular audits during staff meetings, with evidence documented in the meeting minutes.</p> <p>The facility has had two outbreaks since the last audit (Covid-19 in April 2025 and influenza in July 2025). Staff could accurately describe effective management and containment protocols. Training and debriefing sessions were conducted after the events, and effective communication maintained with all stakeholders.</p>

<p>Subsection 6.1: A process of restraint</p> <p>The people: I trust the service provider is committed to improving policies, systems, and processes to ensure I am free from restrictions.</p> <p>Te Tiriti: Service providers work in partnership with Māori to ensure services are mana enhancing and use least restrictive practices.</p> <p>As service providers: We demonstrate the rationale for the use of restraint in the context of aiming for elimination.</p>	<p>FA</p>	<p>The restraint policy confirms that restraint consideration and application must be done in partnership with family/whānau, and the choice of device must be the least restrictive possible. The restraint coordinator is the hospital unit coordinator. The restraint coordinator described the facility's focus as being on restraint elimination, and this is also the focus of the organisation. There were no restraints in use at the time of the audit. There is a restraint register in place. Restraint is discussed at staff, RN and quality meetings and is included in the monthly report to head office. An annual review of restraint is completed by head office. All staff have annual restraint training and restraint competencies. Maintaining a restraint-free environment and de-escalation techniques are included as part of the orientation programme.</p>

## Specific results for criterion where corrective actions are required

Where a subsection is rated partially attained (PA) or unattained (UA) specific corrective actions are recorded under the relevant criteria for the subsection. The following table contains the criterion where corrective actions have been recorded.

Criterion can be linked to the relevant subsection by looking at the code. For example, Criterion 1.1.1 My service provider shall embed and enact Te Tiriti o Waitangi within all its work, recognising Māori, and supporting Māori in their aspirations, whatever they are (that is, recognising mana motuhake) relates to subsection 1.1: Pae ora healthy futures in Section 1 Our rights.

If there is a message “no data to display” instead of a table, then no corrective actions were required as a result of this audit.

Criterion with desired outcome	Attainment Rating	Audit Evidence	Audit Finding	Corrective action required and timeframe for completion (days)
<p>Criterion 3.2.3</p> <p>Fundamental to the development of a care or support plan shall be that:</p> <p>(a) Informed choice is an underpinning principle;</p> <p>(b) A suitably qualified, skilled, and experienced health care or support worker undertakes the development of the care or support plan;</p> <p>(c) Comprehensive assessment includes consideration of people’s lived experience;</p> <p>(d) Cultural needs, values, and beliefs are considered;</p>	PA Low	The RNs are responsible for the care planning process. All residents who require an interRAI assessment has one completed. Long-term care plans are developed and updated to reflect the interRAI assessments; however, where the resident’s health care needs have changed in the last six weeks, the care plans were not always updated to reflect the changes, capture the risk, and plan for the resident. Interviews with the RNs and caregivers evidence their knowledge in the needs of the residents, and caregivers completed the required tasks and monitoring with appropriate task guidance. The progress notes evidence the residents receive the appropriate care and this finding relates	<p>The current long-term care plan for three (hospital level residents) of five files reviewed were not updated to reflect their current healthcare status, risk and needs:</p> <p>(i). One short-term hospital level care resident admitted within the last six weeks has a very high pressure injury risk and has a management plan related to a pressure injury on the foot, is immobile and cannot turn themselves. However, the frequency of the repositioning documented does not reflect the policy requirements of a minimum of two hours repositioning. The pressure relieving mattress and the guard perimeter use and its management thereof are not documented. The same resident has no clear management plan of the</p>	<p>(i)-(iii). Ensure the care plans reflect the current health care status, risks and needs of each resident.</p> <p>90 days</p>

<p>(e) Cultural assessments are completed by culturally competent workers and are accessible in all settings and circumstances. This includes traditional healing practitioners as well as rākau rongoā, mirimiri, and karakia;</p> <p>(f) Strengths, goals, and aspirations are described and align with people’s values and beliefs. The support required to achieve these is clearly documented and communicated;</p> <p>(g) Early warning signs and risks that may adversely affect a person’s wellbeing are recorded, with a focus on prevention or escalation for appropriate intervention;</p> <p>(h) People’s care or support plan identifies wider service integration as required.</p>		<p>to a documentation issue.</p> <p>The continuum of service delivery internal audits (March and September 2025) evidence compliance with care plan documentation, with results of 99 percent and 94 percent, respectively.</p>	<p>indwelling catheter (IDC) in the management plan.</p> <p>(ii). One hospital level resident pressure relieving/skin care plan does not reflect the current status of the pressure injury. The same resident does not have a comprehensive IDC management plan as part of the continence section in the care plan.</p> <p>(iii). One short-term hospital level resident discharged from hospital with heart failure does not have a plan documented for their cardiac/respiratory issues, including management of potential fluid overload.</p>	
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## Specific results for criterion where a continuous improvement has been recorded

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As well as whole subsections, individual criterion within a subsection can also be rated as having a continuous improvement. A continuous improvement means that the provider can demonstrate achievement beyond the level required for full attainment. The following table contains the criterion where the provider has been rated as having made corrective actions have been recorded.

As above, criterion can be linked to the relevant subsection by looking at the code. For example, Criterion 1.1.1 relates to subsection 1.1: Pae ora healthy futures in Section 1: Our rights.

If, instead of a table, there is a message “no data to display” then no continuous improvements were recorded as part of this audit.

No data to display
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End of the report.