

Dear Colleagues,

Well what a year! We would like to acknowledge all that has happened and the tremendous effort we have all made as well as challenges faced.

One such (albeit small) challenge for APEX was the postponement of our delegates conference which has now been rescheduled to 3 & 4 February 2021. The cartoon featured in this calendar reflected the theme for that training, and whilst the main focus is on health, resonates for our colleagues in other sectors such as education also.

And we wish to celebrate not just the year past but allied scientific and technical practitioners in particular, as we look to the year ahead. And what better way than a calendar? This one is a little special however as we have included significant dates

for APEX itself, the days on which we celebrate your roles, as well as noting the expiry dates of our collective agreements that occur during the year (as at date of publication) to remind ourselves of colleagues entering the bargaining process throughout 2021.

We wish you all a great holiday season and hopefully a bit of a break. For those of you working through, we hope it will be quiet! APEX offices close on 24 December and reopen on 11 January however we will have skeleton staffing available between 10am and 3pm on the non stat days during this period and as always someone is on call for urgent or emergency issues that may arise on 021 614040.

From all your Executive and the staff at CNS, we look forward to 2021 and all it may hold.



APEX IN WONDERLAND

BEWARE
THE LOW WAGES
JABBERWOCK!

CURIOUSER
AND
CURIOUSER!

APEX!

I
WASN'T
ASLEEP!
YAWN

OH NO!
I'M LATE TO
RESTRUCTURE
THE WHOLE
HEALTH SYSTEM.

SENTENCE
FIRST, VERDICT
AFTERWARDS!

HEALTH
&
SAFETY

QUEEN OF
CONSULTATION

FOR
MAGICAL
SOLUTIONS
WE HAVE
MAGICAL
THINKING!

UH-OH
UNSAFE
STAFFING
LEVELS-
BYE!

LESS
FUNDING!

MORE
PATIENTS!

HEALTH

BUDGET

SIMPSON
REVIEW

DHB
MANAGERS

SLANE



JANUARY 2021

M	T	W	T	F	S	S
				1 <small>New Year's Day</small>	2	3
4 <small>Day After New Year's Day</small>	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25 <small>Wellington Anniversary Day</small>	26	27	28	29	30	31

Holidays: You applied in January to take two weeks annual leave in April. This was approved but two weeks before you were due to take it your employer tells you they are cancelling your leave because they are understaffed. What do you do?

- Rearrange your holiday plans for a later agreed date.
- Thank you employer but explain that you do not agree to cancelling your leave.
- Arrange with colleagues to cover your work and go back to your employer with this proposal.
- Given how short staffed your department normally is, accept 2 consecutive weeks was always going to be a hard ask but ask your employer to at least reimburse you for costs incurred.

Detailed answers for each question will be added to www.apex.org.nz/calendar each month!

FEBRUARY 2021

M	T	W	T	F	S	S
1 Auckland, Northland, Buller & Nelson Anniversary Day	2	3	4	5	6	7 Waikato Biomedical Engineers' Collective Expires
8 Waitangi Day	9 National Divisional Council & National Executive	10 Annual Delegates Training	11 Annual Delegates Training	12	13	14
15	16 Auckland Perfusionists' Collective Expires	17	18	19	20	21
22	23	24	25	26 Ministry of Education Psychologists' Collective Expires	27	28

Bullying: Bullying is repeated, unreasonable and directed behaviour towards you or a group of people. Which of the below may not be an example of bullying?

- Your colleague has demeaned you on a few occasions during weekly work meetings by stating that your ideas are rubbish. They roll their eyes when you speak at meetings, and they tell your colleagues that you're bad at your job. They do not act this way towards anyone else.
- Your manager has a bad day and explodes at you during a staff meeting one day and storms out. This has never happened before however you do feel upset by their behaviour especially as it was in front of colleagues.
- You are new to a department that has had a stable workforce for many years. The staff have traditionally had a social function once a month but understandably you are not invited to attend as you are not a member of the "old team". After a few months you are feeling a bit uncomfortable being the only one who doesn't get included and have heard they talk about you when they are together.

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MARCH 2021

M	T	W	T	F	S	S
1 Psychologists' National MECA Expires	2	3	4	5	6 International Speech & Language Therapists' Day	7
8 Taranaki Anniversary Day	9	10	11 International Dietitians' Day	12	13	14
15	16	17	18	19 International Social Workers' Day Pathlab Whakatane Collective Expires	20 International Dental Therapists' Day	21
22 Otago Anniversary Day	23	24	25	26	27	28
29	30	31				

Sexual Harassment: Sexual harassment is unwelcome or offensive sexual behaviour that is repeated, or is serious enough to have a harmful effect, or which contains an implied or overt promise of preferential treatment or an implied or overt threat of detrimental treatment. Which of the following examples would be considered sexual harassment?

- A manager constantly asks employees if they 'scored over the weekend'
- Your team leader is very experienced, a great teacher and always happy to go out of their way to teach new approaches. They see you are struggling with a technique which requires direct patient contact and suggests that they give you some pointers. You are keen to learn and accept the offer. You join them in a clinic room to go through the process, which involves them touching you so you can understand better how to clinically approach a patient. You feel uncomfortable and embarrassed but accept that it is a clinical teaching environment.
- Your manager cuddles female colleagues in an overly familiar way and refuses to stop because he says it is just part of his generation.

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APRIL 2021

M	T	W	T	F	S	S
			1	2 Good Friday	3	4
5 Easter Monday International Hospital Administrative Staff Day	6 Southland Anniversary Day	7 World Health Day	8	9	10	11 Bay Radiology Collective Expires
12	13	14	15 International Medical Laboratory Workers' Day	16	17	18
19	20	21	22	23	24	25 International Psychologists' Day
26 ANZAC Day	27	28 Waikato Physiotherapy Collective Expires	29 International Perfusionists' Week	30 Northland Pharmacy Collective Expires		

Sick leave: Sick leave can be taken if you are sick or injured, your spouse is sick or injured, or a person who depends on you for care is sick or injured. Under what circumstances do you need to provide your employer with a Sickness Certificate? (Hint: The Holidays Act, your employment agreement, and employer policies are all part of the answer.)

- If they ask for one.
- If you are absent for 3 days or more.
- If the employer states that they will pay for any costs of getting the sickness certificate.
- Only if it is a mental health issue, not a physical health issue.

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MAY 2021

M	T	W	T	F	S	S
					1 International Perfusionists' Week	2 International Perfusionists' Week
3 International Perfusionists' Week	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19 International Family Doctors' Day	20	21	22	23
24	25 National Executive	26	27	28	29	30
31						

Parental leave: You want to go on parental leave. How much notice do you have to give your employer?

- a. No notice.
- b. 1 month.
- c. 3 months.
- d. 6 months.

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JUNE 2021

M	T	W	T	F	S	S
	1	2	3	4	5	6
7 <small>Queen's Birthday</small>	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30 <small>Waikato Perfusionists' Collective Expires Grace Hospital Anaesthetic Technicians' Collective Expires</small>				

Disciplinary meeting: You receive a letter from your employer inviting you to attend a disciplinary meeting the next day. What should you do?

- Respond stating that you are contacting your union and get in touch with APEX.
- Go to the meeting and tell APEX about it afterwards.
- Shred the letter and pretend you never received it.
- Respond to the concerns raised, then get in touch with APEX.

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JULY 2021

M	T	W	T	F	S	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26 Bay of Plenty Physiotherapists' Collective Expires	27	28	29	30	31 Acurity Anaesthetic Technicians' Collective Expires Hawkes Bay Anaesthetic Technicians' Collective Expires	

Rostering: You and your colleagues are working a new roster and are finding it fatiguing. Which of the following actions should you take?

- Recognise that we all adjust differently to rosters and that maybe more coffee would help.
- Notify your employer that the roster is fatiguing and may be unsafe.
- Draft an alternative roster and present it to your manager for consideration and discussion.
- Draft a roster between you and your colleagues and start working it without telling your employer.
- Go on annual leave so you can get some sleep.

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AUGUST 2021

M	T	W	T	F	S	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31 Canterbury Pharmacy Collective Expires Northland Pathology Collective Expires Medical Physicists' National MECA Expires					

Merit: When can you apply for merit?

- At your annual performance review.
- Once you have reached the top of the automatic steps.
- Your manager has to approach you before you can apply.
- You can apply for merit at any point.

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SEPTEMBER 2021

M	T	W	T	F	S	S
		1	2	3	4	5
6	7	8 International Physiotherapists' Day	9	10	11	12
13	14	15	16	17 International Tradespersons' Day	18	19
20	21 International IT Professionals' Day	22 APEX AGM, National Divisional Council & National Executive Meeting	23	24	25 International Pharmacists' & Pharmacy Technicians' Day	26
27 Canterbury (South) Anniversary Day	28	29	30			

Public Holidays: You're rostered on the night shift where the first two hours fall on a public holiday and the rest of the shift falls on the following normal day. Are you entitled to a day in lieu?

- a. Yes.
- b. No.

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OCTOBER 2021

M	T	W	T	F	S	S
				1	2	3
4	5	6	7	8	9	10 International Audiologists' Day
11	12	13	14	15	16 International Anaesthetic Technicians' Day	17
18	19	20	21	22 Hawke's Bay Anniversary Day	23	24
25 Labour Day	26	27 International Occupational Therapists' Day	28	29	30	31

Pay Equity: What does the term “closing the pay equity gap” mean?

- That you are paid the same as your male co-workers.
- That female dominated professions are paid the same as comparable male dominated professions.
- That all workers have equal opportunities at career progression, regardless of gender.

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NOVEMBER 2021

M	T	W	T	F	S	S
1 Marlborough Anniversary Day	2	3	4	5	6	7 International Medical Physicists' Day
8 International Medical Imaging Technicians' Day International Radiation Therapists' Day	9	10 International Scientific Officers' Day	11	12 Canterbury Anniversary Day	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29 Westland & Chatham Islands Anniversary Day	30					

Health & Safety: There's a ceiling drip in the corridor of your workplace. You slip, fall and hurt your shoulder while walking in the corridor and now you are having trouble moving your arm. What should you do?

- You know that the building is old and a new one is coming; no benefit gained by revisiting that the building is sub standard. Carry on.
- Take action by putting out as wet floor sign.
- Go to your GP and tell them you hurt it while mowing the lawn.
- Notify your employer, make sure the ceiling drip is noted as a hazard, and go to your GP and tell them you slipped at work.

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DECEMBER 2021

M	T	W	T	F	S	S
		1	2	3	4	5
6	7	8	9	10	11	12 Southern Pharmacy Collective Expires
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27 Christmas Day	28 Boxing Day	29	30	31 Waikato Pharmacy Collective Expires West Coast Pharmacy Collective Expires Bay of Plenty Pharmacy Collective Expires		

Te Tiriti: You have submitted a personal grievance and your employer has asked to meet. You would feel more comfortable speaking in Te reo Māori at the meeting, can you?

- a. Yes.
- b. No.

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