

Magic that Matters

May 2022

Dear Employees, Families and Friends of Ability Works,

This month I would like to mention how we can support you with NDIS Plans and the new NDIS funding model. We have had some instances since the introduction of the new NDIS funding model where our employees have had a reduction in funding around their employment.



Our support team are here to advocate on your behalf and provide NDIS planners, support coordinators and local area coordinators with any information and evidence they may require.

The new NDIS pricing is based on an hourly rate. This is higher than the previous weekly rate. If a Plan has not been reviewed for a couple of years, it is possible that you will run out of "Supports in Employment" funding before the end of your Plan. This is because your approved Plan would have been developed with the old weekly rate. If you are not sure or have any concerns about your funding for Supported Employment, please contact us on 9853 7080 and ask for either Anna or Lynne.

Over a week ago, there was coverage in the media on Activ, Western Australia's largest disability service provider having to close worksites due to funding changes to the NDIS, with more than 700 people with a disability losing their jobs. Our understanding is that the new funding model does not support certain business models and makes them unviable. I wanted you to know that this does not apply to Ability Works. We remain in a strong financial position.

Our Employee Representative Committee recently requested Deaf Awareness Training. We have been running this training over the last few weeks for everyone. I attended one of these Auslan sessions and am thrilled to say, I now know the alphabet, can count to 10 and have familiarity with some greetings.

Finally, a big thanks for taking the time to provide us with feedback on our survey. Summary results are provided later in this newsletter. They indicate that overall, you believe we are meeting our social mission, and that gives us immense pride and satisfaction.

Till next time. Sue Boyce, CEO

Forms

Please return your **EMERGENCY CONTACT & MEDICAL REFERRAL** forms ASAP.

OHS ELECTIONS

OHS Committee Nominations first week of June forms in dining room.

UPCOMING EVENTS

ERC Meeting - Thursday 9th June
Queen's Birthday - Monday 13th June
ERC Meeting - Thursday 23rd June
RDO - Thursday 30th June

In the News!

PLEASE NOTE: Changes to upcoming ERC dates/times:

Thurs 9th June @ 1pm
(Replaces 26th May meeting)
Thurs 23rd June @ 2.30pm
(Same date but time rescheduled)

OHS COMMITTEE *Nominations are Open*

Have a think about who you want to represent you for the Health and Safety Committee. Ask the relevant person if they are happy to be nominated then complete the form. You can nominate yourself. Forms are in the kitchen. Support can help you fill them out if you need help.

SPEED LIMIT ROYAL TALBOT

Please observe the speed limit when driving through the site.



UPDATE ON COVID RESTRICTIONS FOR DISABILITY SERVICES

- All staff must wear facemasks, we ask all visitors to wear them too.
- We recommend employees wear facemasks however this is not compulsory
- We are no longer taking temperatures at the door but we will be requesting that everyone sanitises before entry.
- AWA staff and employees need to be fully vaccinated or have an acceptable exemption.
- AWA staff will continue to ask questions at the door - so don't come to work if you have fever chills or sweats, shortness of breath, runny nose or loss of sense of taste or smell.
 - **IF YOU HAVE TESTED POSITIVE FOR COVID** you must stay home and isolate for 7 days.
 - If someone in your house has COVID and you do not have symptoms you must perform 5 RATs in 7 days (at least one on DAY 3 and one on DAY 7), you can come to work but must wear a facemask.
 - If someone in your house has COVID and you have symptoms, you must stay home.



YOU MUST STAY HOME IF AT ANY TIME YOU TEST POSITIVE

AWA FOOTY TIPPING LEADERBOARD after Round 11

David Whitrod	69	Hanan Mouchaileh	61	Chris Spittel	55
Jeannette Quinn	68	Cheryl Hendy	59	Ruby Gray	54
Ken Hallet	67	Jared Rogers	58	Phillip Munroe	54
George Kourabas	66	Paul Filardo	58	Philip Knight	48
Gavin Brooker	66	Rae Bonney	58	Mark Golotta	46
Ben Robinson	65	Anne Hangan	57	Jan Erick McNamara	44
Neil Kiernan	64	Diane Bartlett	57	Dinishi Kapuge	31
Jodie Mitchell	64	John Quinn	57		
James Pirrie	63	Anne Fox	56		
Max Valahis	63	Mark Delaney	56		
Luke Bovo	62	Kathryn Doyle	55		
Laura Robinson	61	Benito Talarico	55		



Welcome to Ability Works Tony Balchan.

We are pleased to announce the appointment of Tony Balchan to the position of Group Manager, Production and Engineering. Tony has a background in engineering, quality and design for manufacture - as well as sales. Tony has a passion for workplace health and safety and will be taking an active role in WHS at AWA. In his spare time he enjoys Classic Cars, Fly Fishing and Gardening. Tony has joined us as Craig is keen to progressively retire and has dropped down to 3 days a week.



PRIVACY AND OUR EMPLOYEES

Only you and AWA Support Team have access to your personal files. You can check what is in your personal file at any time.

Sometimes it may be necessary to share information about you with another person or agency. This could be about your work or training. In such a case we will talk to you and if you agree you will be asked to sign a form called 'Release of Information'.

You will also have a private locker, receive private letters and get urgent personal calls. These should come through the office (not your mobile). AWA will provide a private area for personal or work related discussions. This applies to IEP meetings and reviews and for any occasions that you wish to have a private talk.

WANT TO WORK AT AWA?

We are recruiting for a **B2B SALES AND RELATIONSHIP MANAGER**. Click on the above link to apply! We are also looking for a new member of the Support Team so contact us if you are interested in applying.

Support News

BOOKING TAXI'S FOR EMPLOYEES

You are responsible for arranging your own Taxi to and from work. We only book Taxi's when regular transport does not turn up or in case of emergency. We prefer Silver Top Taxi 131 008.



SPARE CLOTHES

Just a reminder to keep a spare set of clothes in your locker. Anyone who has borrowed clothes from AWA can they please wash and return them.

LOCKERS

Please clean out your lockers regularly. If your locker is broken or the lock needs fixing see the support team who will organise to fix it.

ATTENDANCE

If you are unable to come to work for any reason please call us on 9853 7080 or email support@abilityworks.com.au

INDIVIDUAL EMPLOYMENT PLANS

IEP's are coming up for review in June, please have a think about what you would like to include in yours.



Here's Helen brightening up the support team with her beautiful big smile! You are welcome to pop in any time Helen!



Excellence in Innovation Award

Ability Works won the "Excellence in Innovation" AtWork Australia award for providing employment to people with barriers to employment. Well done Wendy and Anu for your amazing work.



Box Hill Institute Excursion

Dean's Tuesday Cert I in Transition Education class went on an excursion to Oasis Café in Fairfield on the 3rd May. This was part of an assessment for the units [Participate in Travel Activities](#) and [Participate in the Community](#).

We caught the 609 bus from outside Ability Works and we used our MYKIs to travel. We got off at Station Street in Fairfield and were the only ones on the bus.

Everyone ordered and paid for their lunch at the counter at Oasis. A table was booked upstairs which we got to by the stairs or a lift.

Everyone got a buzzer for their orders, and when the meals were ready we went downstairs and collected them. It was a great lunch and we would recommend Oasis for the nice food which was also well priced.

The bus trip back only took 5 minutes and we were the only ones on it again and had the same driver. It felt like we had our own private limo and driver!
- Dean Champ



Compu-Stor offsite work. On Friday 29th of April, James, Ruby and Carolyn visited Compu-Stor in Altona with Shannon and Anu. Compu-Stor specialises in digitisation. They undertook some work on site – learning how to prepare documents that had been scanned, as well as reassembling the documents after scanning. The team was able to utilise skills that they learnt in the Ability Works Department of Defence area. It was an exciting day and the experience was enjoyed by all!



ANNUAL EMPLOYEE AND CARER SURVEY RESULTS MARCH 2022

Thank you to everyone who completed our feedback survey. This was our very first survey focusing on you providing us feedback on whether we are achieving our mission. If you have not yet completed the survey, we would still like to receive your feedback. We will be using this data to monitor our improvements over the years to come.

Our Social Mission is to provide the people we employ with "Purpose, pride and belonging".

EMPLOYEES & CARERS - combined results

Purpose	4.3
Belonging	4.3
Pride	4.2
Self esteem	4.2
Self confidence	4.1
More time for self	4.0
Social isolation	4.0
Mental Health	4.0
Relationships	4.0
Skill Improvement	4.0
Physical Health	3.7
No interest in move to mainstream	3.7
Support workload	3.5
Helped to feel ready to move to mainstream employment	3.0

Strongly Agree = 5 Agree = 4 Neutral = 3 Disagree = 2 Strongly Disagree = 1

Over 90% of EMPLOYEES responded with **Strongly Agree** or **Agree** that Ability Works helped further their: **Skills Improvement & Pride in Self**

Over 90% of CARERS responded with **Strongly Agree** or **Agree** that Ability Works helped with their loved ones: **Purpose; Belonging; Increase in Self-confidence; Improved friendships; Reduced feelings of isolation; Improved self esteem; Improved mental health; Skills Improvement**



If you would like to be on our mailing list for the newsletter please email support@abilityworks.com.au

EXPRESSIONS OF INTEREST

Employees who want to be trained on the manual and electric hand trucks OR pallet wrapping, please let a member of the support team know.

Goodbye and Good Luck!



Farewell Diane

We bid a sad goodbye to Diane this week. We will miss Di's incredible contribution to the organisation, with her beginnings as an integral part of the COVID safety team. It wasn't long before she was recognised for her many other skills and attributes which made her such a valued and much loved member of the support team. The genuine manner with which Di advocates and cares for the wellbeing of employees is something she should be very proud of and will be well missed. Good luck with your next job Di

Farewell Zoe

It is with sadness that we farewelled our resident artist and all round great gal, Zoe Bell. Zoe has been with us for over 20 years and has decided that it's time for a change. We wish Zoe good luck at her new job and know that she will keep in touch with her Ability Works colleagues. Good luck Zoe!

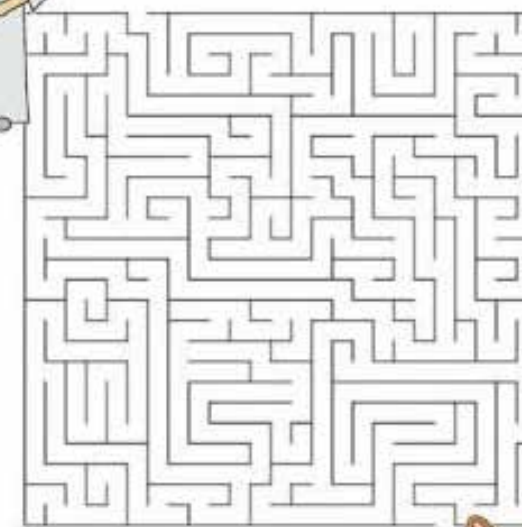


Queen's Birthday Fun!

Hunt the Corgi!



The Queen has lost her favourite Corgi! Can you help her find him?



Q. What did the barista call her face mask?
A. A coughy filter



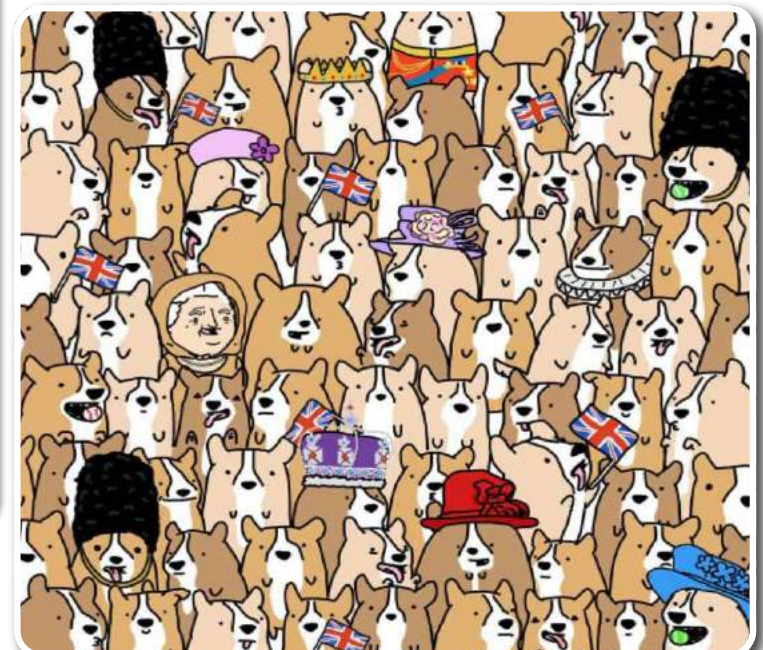
Can you find Queen Elizabeth in this sea of Corgis?



Thanks for the jokes Richard!
John Travolta tested negative for Coronavirus last night. Turns out it was just Saturday Night Fever...



Monday 13th June



a	g	y	c	n	o	d	n	o	l
h	q	p	a	l	a	c	e	y	n
c	f	u	e	d	i	b	h	m	w
r	a	i	e	s	h	g	j	r	o
a	d	s	e	e	r	t	r	a	r
n	o	i	t	a	n	o	r	o	c
o	g	g	a	l	f	k	h	i	c
m	s	d	l	r	e	i	g	n	b

Queen's Birthday WORD SEARCH

Try and find all of the hidden Queen's Birthday words in the word search puzzle. Words can be spelled forwards, backwards, diagonally up or down.

palace
castle
horse
coronation
corgi
army
dogs

queen
crown
reign
monarch
birthday
london
flag

Records Management



Kani had a chance to train Ebony (below) on the Kodak scanner. Ebony was a fast learner and picked up the scanning skill quickly. Ebony was very meticulous with keeping the documents in order.

Ebony enjoyed the scanning so much that the following day she said to Kani that “wherever she goes, she thinks about scanning - even when shopping or waiting for transport”. Great work Ebony!



This month in Logistics we’ve been upskilling the Employees. We have had Gordana (above) and Philip (below left) doing some further training to learn new processes to further their current skills set. This was done with the help of the support staff to continuously improve & maintain their skills alongside the continuous training of the retag operators learning the Keypresses to speed up process.



Just another month in Logistics... Byron and Phil testing etags, Robbie sorting the RTS mail, Rabinder working on the Robot. It is great to see Philip learning some new skills!



We have been spending time going through a lot of our old AWA files and archiving them. A big job with the help of John, Byron, Diane, and Ed.

Inclusive Design

Employees provide input into proposed Harkness Memorial Park



Ability Works’ inclusive design relationship with engineering design firm, Aurecon continues with five employees providing input into proposed designs for a memorial park in Harkness a new suburb near Melton.

Amanda, Mark, Robbie, Diane and Rory were asked how they might get to the park, what information they would need when they arrived and the type of amenities they would like to see when visiting. They reviewed initial designs, sharing how the proposed buildings and park made them feel.

- Amanda highlighted the importance of having a café to rest, relax and have something to eat.
- Mark shared his preference for a circular glass building because it had lots of natural light.
- Robbie thought the environment should allow people with animals to walk through as well as spaces for native animals to flourish.
- Diane thought the use of fountains and the sound of water would have a calming effect on people.
- Rory wanted to make sure there were ample places to sit and reflect. He also requested there be a carousel and it operate from dawn to dusk to accommodate school children & families.



All great insights! I am also working to establish more of this work with employees. Some future projects include the Department of Transport, who are reviewing their payment and ticketing system. Our employees will be involved in sharing their experiences using different forms of public transport through interviews and actual public transport trips. We are also working with regional disability agencies to find people to use regional public transport. This is really important work, helping Department of Transport to make the next generation of Myki more accessible and inclusive. Keep up the great work! - Natalie Collins

Wire & Metal Fabrication

Warrick's first day of training and he got it straight away. Very impressed with his efforts and dedication to get such a tricky job right. He even taught me a new Auslan sign "practice" (two index fingers sliding as if to say "keep moving forward") As Warrick expressed "It takes time and practice to get it right, I'll get it right with practice" So very proud of his hard working nature. His patience and perseverance is always a pleasure to work with. - Helen Cross



Above is Mark with his very tidy work station at the jelly ferrules.



Dridan working on Stage 2 bender, hiding his smile behind his mask!



Erik extremely proud of his counting and boxing coils from the coil welder



Phenomenal effort to the mighty Snake Mesh Crew. All hands on deck from welding, assisting, bending, bundling and repair to reach 1000 Snake meshes completed in one day! Well done Brian, Doug, Dridan, Eddie, Greg, Kenny, Masooma, Michael T, Michael W, Richard, Warrick, Stephen and Stacy. Personally I think it's not only an amazing crew to work with but also Stacy's "one sock look" that helped make the crew laugh and achieve remarkable results! Congratulations everyone, great teamwork! Well deserved applaud (clap clap clap) - Helen Cross

Packing & Reworking



Ed working to finish off an order for Pacific Ventilation. Here he is demonstrating the process.



We have produced over half a million FLP's for Plastic Solutions Australia (PSA). We do multiple jobs for PSA including snake mesh. PSA brings innovation, performance and unrivaled service to Australia's precast concrete industry. Above, we have Ken and Wendy enjoying themselves.



To the right we have the Norman G Clark clutch kit job - Michael lubing the gear, Ben wrapping parts together and Jared doing end of line



SLEEP ROUGH FOR THE HOMELESS!

We received the pillows and had to put the pillow protectors over them. We then repacked into boxes of 5 and dispatched. This was a one-off job provided by National Print, with the pillows going to Vinnies to be dispersed out to those sleeping rough.



May Birthdays!



Brett Farmer
21/05

Rory Burnside
02/05



Patrick O'Loughlin
02/05



Ken Hallett
08/05



Ruby Gray
11/05



Suzanne Picone
15/05



Mario Scalzo
16/05



Sam Yung
20/05



Ebony Watson
25/05



Michael Yurcina
27/05

Follow us on Social Media!



Ability Works Australia acknowledges the traditional custodians of the land on which we operate, the Wurundjeri people of the Kulin Nation. We pay our deep respects to the elders, past, present and emerging.

Ability Works Australia is a LGBTQI friendly service



PURPOSE THROUGH EMPLOYMENT

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AUSTRALIA