

Magic that Matters

July 2022

Dear Employees, Families and Friends of Ability Works,

Despite our cold and wet winter which has meant many of us have developed either Covid or the flu we are making progress on many fronts.

Three weeks ago, one of our employee's Mark, together with Natalie, who heads up our Inclusive Design business, were interviewed live by ABC TV news breakfast at a tram stop in Kew on a very cold, wet morning.



Mark who uses a wheelchair, discussed the practicalities of travel for people with a disability. "90% of the time you need to allow for significantly extra travel time" he said. Natalie discussed how our public transport system is siloed. There is no entity that considers people's end to end journeys. When public transport is designed, little consideration is given to the fact that people, especially those with a disability, often travel on multiple modes of transport (eg. bus, train and tram) on a single journey. This is one of the major contributors to inaccessible public transport.



Our transport infrastructure is old and the investment to make it inclusive and accessible is significant. In 2020, the estimated cost of upgrading tram stops alone was around \$2 billion. Luckily there is investment going into accessibility with the new trains, trams and buses that are being introduced.

Mark made a great plug for our Inclusive Design business and Natalie pointed out that ensuring people with a disability are engaged during the design and testing process of all public transport, is vital to design a better system for the entire community. The ABC TV clip can be [viewed on our website](#).

Our goal is that our advocacy around Inclusive Design will ultimately enable people with a disability to use the public transport network, get to work independently and be less isolated.

Further good news is that we were a key social provider to a joint bid by Aurecon Jacobs Mott MacDonald for their role as technical and engineering services advisor on the Suburban Rail Loop (SRL). We have been advised the bid has been successful. SRL is the biggest transport project to be built in the State of Victoria involving a new 90-kilometre rail line that will link every major rail line from the Frankston to the Werribee line. We are yet to discover what work opportunities this will provide.

We farewelled Wendy, Head of Corporate Services after 17.5 years of service to Ability Works. Wendy decided to retire, and it was bittersweet. We are delighted for Wendy that she can now pursue her many interests but sad to lose someone so dedicated, loyal and hardworking.

We also farewelled Jodie, Manager Training & Communications this month, although we have not completely lost her. She will work with myself a couple of days a week, in a Communications role and continue to produce the wonderful newsletters and social media that she has been over the last few months.

Till next time,
Sue Boyce, CEO

Upcoming Events

OHS Meeting -
Thursday 4th of August at 1:30pm
ERC Meeting -
Thursday 25th August at 1.00pm
Employee RDO - **Wed 24th August**

In the News!

Update to the National Disability Insurance Scheme (NDIS) Pricing Arrangements and Price Limits 2022-23, with respect to the TTP rate. For more details, please refer to Version 1.0 (Released 22nd June 2022 on the NDIS portal Pricing arrangements | NDIS).



2022 NDIS Rate effective from 1/07/2022:

- \$64.04 per hour for Support in employment – weekday daytime - TTP 04_801_0133_5_1_T
- \$2.28 per hour for Central Capital Cost line item 04_599_0133_5_1
- \$621.70 once off Establishment Fee for participant 04_049_0133_5_1

No action is required, please contact the Support Team if you have questions.



Welcome Rudina (Rudi)

Hello! I'm 39 years old my Birthday is June 3 1983.

I have two kids, a son 10 and a daughter 7 years old.

I love walking and listening to music.

I started working as casual at Ability Works in Department of Defence 2 years ago, and I am so happy to be part of the training and support team.

SHOP-A-DOCKET PROMO

WE DELIVER INVENTIVE, DESIGN-LED SOLUTIONS AS A CERTIFIED SOCIAL ENTERPRISE

Supporting people with significant barriers to employment

abilityworks AUSTRALIA
abilityworks.com.au 9853 7080

Scan QR code for more information

We have an upcoming promotion featuring Ruby (pictured) designed to attract more employees to Ability Works. It is commencing 1 September through to 6 October 2022, in the following locations: Chemist Warehouse Hawthorn, Camberwell, Glenferrie Rd and Kew. This offer will also appear online at the Shop A Docket website for the same period.

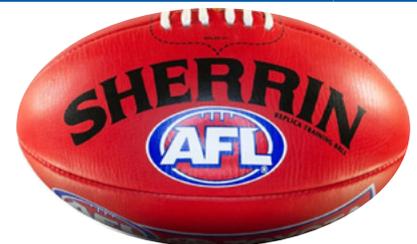
AWA 2022 Tipping Update



We are heading into the home straight now and the fight for the top is thinning out. Ken and Ben got 9/9 tips this round which has helped them establish their positions at the top, and David hot on Ken's heels. With four more rounds to go until the end of the home and away season our leaderboard is as close as the AFL Ladder!

AWA FOOTY TIPPING LEADERBOARD after Round 19

Ken Hallet	116	Paul Filardo	102	John Quinn	93
David Whitrod	115	Jodie Mitchell	102	Ruby Gray	92
Ben Robinson	113	Mark Delaney	101	Kathryn Doyle	90
Neil Kiernan	109	George Kourabas	100	Philip Knight	89
Laura Robinson	108	Diane Bartlett	100	Mark Golotta	81
Max Valahis	107	Chris Spittel	100	Jan Erick McNamara	78
James Pirrie	106	Rae Bonney	99	Dinishi Kapuge	52
Hanan Mouchaileh	105	Luke Bovo	96		
Jeannette Quinn	105	Phillip Munroe	95		
Cheryl Hendy	104	Jared Rogers	95		
Gavin Brooker	103	Anne Fox	95		
Anne Hangan	102	Benito Talarico	93		



ROYAL TALBOT SITE

Please observe the speed limit when driving through this site.



**SPEED
LIMIT**

NDIS CODE OF CONDUCT

AWA has the highest expectation of our staff and we measure ourselves against the following. Anyone providing supports and services to people with disability must:

- **Respect the rights of the person**
 - **Deliver services competently**
- **Prevent violence, neglect, abuse and exploitation**
 - **Respect privacy**
 - **Act with integrity**
- **Take action on quality and safety**
 - **Prevent sexual misconduct**

Staff receive relevant training and the organisation is committed to meeting the NDIS practise standards.



Thankyou to my wonderful support team, colleagues and all employees

(like Graeme in the photo with me) who have supported and guided me these past nine months. I started at AWA in the role of Head Trainer and in no time became the Manager of Training & Communications. It has been an absolute pleasure! I will keep in touch as I am working part time from home, focussing on the Communications & Marketing side of the business.
- Jodie Mitchell



FEELING UNWELL?

With flu season here and Coronavirus still around we ask if you are feeling unwell please stay home. If you have symptoms perform a RAT **BEFORE COMING TO WORK.**

UPDATED ADVICE ON REINFECTION PERIODS

The COVID-19 reinfection period has been reduced from 12 weeks to 28 days.

People who have had COVID-19 more than 28 days ago and have new symptoms should stay home, test and isolate if positive.

Protect yourself by staying up to date with COVID-19 vaccines, practising good hygiene, wearing a face mask and staying home if unwell.



SNEAK PEEK!

Big things are happening... We can't say much but here is Luke and our Trainer Nia taking part in a photoshoot.



WANT TO WORK AT AWA? VACANCY

To meet the growing needs of our business we are recruiting a **Workplace Training and Support** person. If you are interested in building the skills and capacity of our employees please contact me, Jon Adams by phone 9853 7080 or email jadams@abilityworks.com.au



**BOX HILL
INSTITUTE**

Class of 2021



Our Box Hill Institute **Certificate I in Transition Education** classes are going strong. They are held every Monday and Tuesday in the dining room. Above are Billy, Hanan and Susan, honing in their budgeting skills studies.



Certificate I&II in Work Education 2021

Michael, Ben, Daniel, Jared, Susan, Kenny, Jan-Erick, Mark, Julie, Stephen, George and John received certificates for their completion in last year's classes. Unfortunately they could not attend the formal graduation. What an achievement. Well done!

Farewell Wendy, Happy Retirement!



We had a wonderful send off for Wendy with beautiful flowers and a speech from Sue. It was not only Wendy crying, everybody wanted a photo and hug :-)

Left: Phillip, Sue, Cheryl, Paul, Wendy, Luke, Jimmy and Anu. Bottom L-R: The two Phillip's, Sue, Anu, Phillip, Graeme, Cheryl, Paul and Luke.



Wendy's farewell dinner at The Peacock Hotel in Northcote was a lot of fun. Wendy was very surprised when we had an impromptu sing-a-long thanks to Stacy and Stacy's mum, Vicky!



It was one of Wendy's favourite songs, Engelbert Humperdinck's *Ten Guitars*, and a fabulous surprise. More tears, laughs and a lot of dancing!

Jodie's farewell dinner was a quiet night, held at the Skinny Dog in Kew. I will miss you all!



Jimmy Baker's Cooking

HYBRID AFRICAN CHICKEN CURRY



Make Citrus Yoghurt

- 200g yoghurt
- 1/4 tspn red chilli powder
- crushed or grated garlic clove
- zest of 1 lime and half its juice
- add salt to taste
- adjust citrus and salt levels to taste

Make Paste:

- 2 long red chillies roughly chopped
 - stems and roots from one bunch of coriander roughly chopped
 - zest and juice of one lemon (no seeds)
 - 20g peeled ginger grated
 - 8 cloves of peeled garlic
 - 30ml (1.5 tblsn) canola oil
 - 1 tblsn garam masala
 - 2 tspn smoke paprika
 - 1 tspn ground allspice
 - 2 tspn ground tumeric
 - 1 tspn seasalt flakes
 - 5 whole peeled shallots
- Add above to a blender or mortar and pestle. Make it a slightly coarse paste.

Ingredients and Method:

- 1.2kg chicken thigh fillet
- 2 cups of liquid chicken stock
- 2 cans or 800 grams diced tomatoes
- Seasalt flakes

Put 1.2kg chicken thigh fillet into bowl, cover chicken with curry paste by massaging. Let chicken sit in fridge for 30 min (or up to 48 hours) to marinate.

In high sides cooking pot, sear each chicken piece 2 min per side then put aside. Add all remaining curry paste cook briefly for 2 min. then deglase with 2 cups of liquid chicken stock, stir and push bits stuck on bottom off and bring it to a simmer. Add 2 cans or 800 grams diced tomatoes, add seasalt flakes. Stir occasionally, carefully and slowly, when it starts mildly bubbling at edge, put the seared chicken back in. Spread the chicken out. Bring heat up to high and boil. Once boiled, reduce heat to simmer and put lid on. Let simmer for 1 hour. Take lid off mildly stir your tender chicken about. Ensure heat low, let simmer for another 20 min with lid off to reduce the fluid (sauceyness). Taste fluid, season to taste

Cook the Rice: In the 20 min while that reduces, cook basmati rice (ratio below), in saucepan high heat add: 1 cup washed rice; 2 cups water; pinch of salt. *For optional aroma add:* 1 star anise; 4 cloves; 4 green cardamon pods; 3 Bay leaves; half a cinnamon stick. Bring to boil, reduce heat to low, cook for 14 min undisturbed. Turn heat off, take lid off, let sit for 5 min, remove spices, fluff cooked rice with fork.

Your curry will be ready now, it can be stirred, turn heat off. Place cooked rice to cover bottom of eating bowl, then chicken with its awesome gravy, garnish with coriander and add some of the yoghurt on side. Yum!



Dear Ability Works staff and fellow coworkers,
I, Jimmy Baker suffered a head injury 20 years ago and around 10 years ago I was introduced to a support group known as **Heads Together for ABI** a subgroup of this larger group formed known as **ABILiTy** (a coincidence in name to a word in title of our work place :)) and especially

during covid lockdowns this group was so interested in engaging more with the members within it doing something creative, necessary and positive while we were stuck inside our homes – we formed a group all related to cooking called **cook.chat.eat (CCE)**

I have loved cooking since I was a child and as CCE was forming I was helpful in suggesting recipes we could cook as a group but do so virtually via internet group chat.

Before and during CCE running i was occupying myself by watching cooking shows on YouTube and cooking shows that seemed to show a delicious meal that I wished to cook for myself and my family I would watch then write a clear recipe for making sure that I list the producer of video, the original chef, and list their URL for the video I write the recipe from in my own words. The cooking tutor in CCE is Pete Hein.

Being part of **Heads Together for ABI** has given me so much direction and purpose also helped me feel not alone, like the direction and purpose I feel being a worker for Ability Works. Being a member of CCE has further excited my love of cooking.



Anne and Cheryl with Magic That Matters. If you would like to be on our mailing list for the newsletter please email

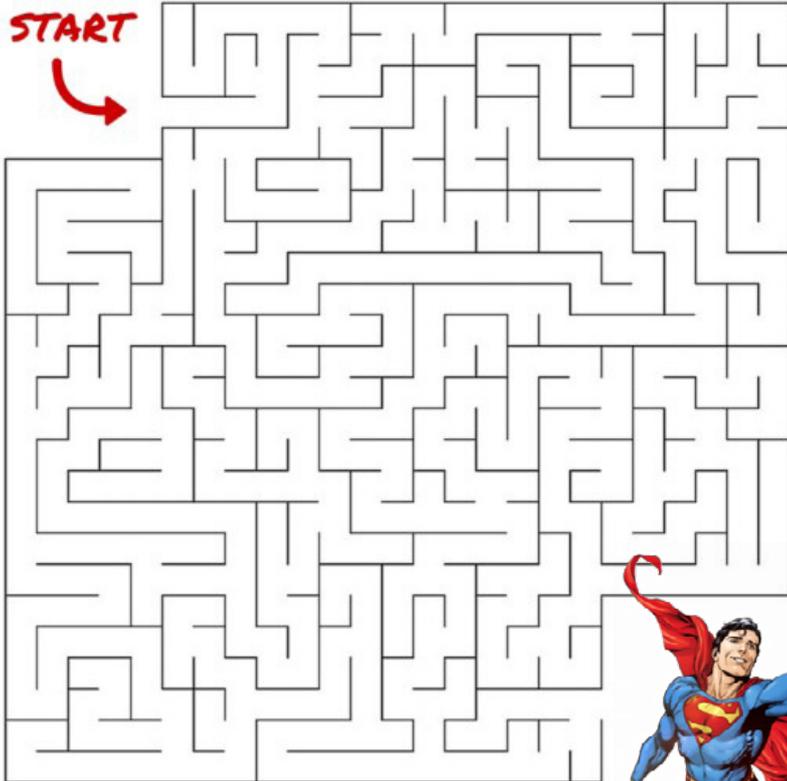
support@abilityworks.com.au

Superhero Games!

SUPERMAN MAZE

Can you find the right route to get to Superman?

START



Colour in Wonder Woman

SUDOKU!

			9	3				5
9	6			8	5			
		3						2
					6	4		2
	9	5	8	7	2	3		1
2	1	6	4	9		5		7
					8			9
3	2		7				5	
	4	9					7	6

Batman invited all the superheroes to an evening discussing bitcoin investments. Superman didn't go because it was a crypto-night.

E	G	A	V	A	S	C	O	D	L
K	C	H	R	Z	K	Y	N	F	T
L	A	E	A	R	W	I	H	S	A
R	T	L	S	W	B	I	I	S	B
I	W	L	W	O	K	F	T	A	V
G	O	B	R	V	N	E	T	R	X
T	M	O	F	O	R	M	Y	H	L
A	A	Y	R	I	A	T	B	E	Y
B	N	I	X	N	A	M	T	N	A
N	A	M	O	W	T	A	B	A	

ANTMAN
 ASTERIX
 BATGIRL
 BATMAN
 BATWOMAN
 CATWOMAN
 DOCSAVAGE
 HAWKEYE
 HELLBOY
 IRONFIST
 ROBIN

SUPERHERO WORD SEARCH

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

ERC PRESIDENTS REPORT - by Ben Robinson

Good afternoon everyone and welcome to our ERC meeting. It was awesome having the AWA Chairman at our last ERC meeting where we talked about many things, including the new Tram Wrap which my wife, Laura was involved in. Watch out for Melbourne's Number 48 Tram from 25 August to see it in all its glory. Production is going well at AWA with the Vitaco job very busy and they are very happy with our work – people have already seen the results of our work on the shelves at Costco. Logistics was a bit quiet because systems have been down, due to Transurban doing a software update and they are now up and running again. Department of Defence is going well and we are doing a lot of scanning and prepping. Thanks to the ERC and OH&S committee, windows in the kitchen have been fixed and we are now looking at other health and safety improvements. Jon Adams, our new Group Manager, Employee Support has been doing a great job in his new role - managing everything in the support area. Thank you very much to Jodie Mitchell, for producing the monthly newsletter it always has very interesting articles in it!! The next ERC meeting will be held on Thursday 25th of August.



Inclusive Design

Developing a way to measure inclusive design with Aurecon



Helping to make public transport payments and ticketing more accessible

In the Inclusive Design area, we continue to be busy with work relating to public transport.

A huge 'thank you' to Chris, Robbie, Stacey and Neil (top) who helped by sharing their experiences travelling on public transport for the Department of Transport payments and ticketing project. This took them away from the office for a few hours as a video team followed them.

In the next week we will be doing some volunteer insights to help develop a way to measure how Inclusive a service is. Aurecon have an intern coming to talk to some employees about their public transport experience.

If you are interested in this, please let myself or a member of the Support Team know.

- Natalie Collins

Transurban – making their offices more accessible and inclusive

We have also completed some work for Transurban, providing some insights into the fit out of a new corporate office. Jan-Erick, Benito, Stacey, Warwick, Ruby, Mark and Laura provided their input at the beginning of the month. Transurban were so pleased with the initial assessment that they wish to complete Stage 2, an on-site experiential assessment at Transurban's offices in Melbourne. This work will take place in August.

Ability Works has also submitted an application for the Social Traders Game Changers Award, an award to demonstrate leading activities in social procurement and celebrate the great relationship we have with Transurban.



Left: AWA Employees participating in an insights session



Above: Laura and Mark demonstrating accessible and inaccessible features of the Ability Works kitchen. This has helped Transurban reimagine how they fit out their own office space

Records Management



Above: Robbie, George, Kenny, Tracey. It was great to have DOD back in business after a short break.



Right: Billy, Tracey and Hanan. Prepping docs.



Left: It was fantastic to see Kylan return after a short absence. He always brings a happy vibe to the workplace.
Right: action photo of our newest trainer Rudi working with Stanley in DoD. Stanley is learning prepping of the Documents which is the last stage prior to scanning the document.



Laura and Kenny working hard in on the Etags



Our adorable Susie shredding important documents.



In July we welcomed work trialler, Sergio/ Daniel. He has an extremely affable personality, is respectful and appears to effortlessly engage with other employees in an open and inclusive manner. We hope you enjoy your time here at AWA. - Helena

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.

Packing & Reworking



The Vitaco job continues to excite the employees, everyone really enjoys working on this one! I even saw our boxes in Costco on my last visit!



Above: Anne, Phillip M, Brant with Michael Buxton, Michael White and James



Everyone is working hard on the electronic re-work line for *The Little Guy*. This involves re-wiring, testing and repackaging induction cooktops. Above: Our trainer, Helena with Ed, Jimmy, Doug and Ben. Left and below: Jimmy, Ed (very deep in thought) and Doug.



Here is Stephen, and Phillip working on a job preparing small kits for Norman G Clark. The kits are used as a part of the larger clutch kit jobs we have been doing.



Wendy on the Eagle Lighting job. It is a pilot run to see how good a fit the job is for us. We are currently building a couple jigs to make the job more accessible. It involves attaching multiple-coloured wires to the terminals of various sizes.



Wire & Metal Fabrication



Julie loves working in Manufacturing, especially when she is working on the brushes. As you can tell by her big smile. To the right is Stephen working on the screw-cap machine, as always, he is a very hard worker and always enjoys working downstairs.



Coil Holders – A Brief History

Back when Geelong broke its 44 year Grand Final drought in fine style by beating the Dockers by a record 119 points Ability Works started making coil holders.

The coil holders started off small with just two employees involved just making the one size. One of the supervisors would them drop the days production off on the way home.

From little things, big things grow. We now have 7 or 8 employees working on 5 different sizes. The Abey truck arrives every Wednesday to pick up our work. Abey is now our second biggest commercial customer in Wire & Metal Fabrication.

Almost everyone who has worked in Manufacturing will have started on the coil holder stage 1 as their first job. Many peoples first welding job has been the coil holder. Maybe coil holder welding is on your IEP.

Standby for more changes in the coil holder world as we make the job more accessible moving forward.

Andrew McConnell - Senior Supervisor



Above, pristine work by Terry on the Stage 2 Bender, Large Coils for Manufacturing.





Phil continues his stellar work with the level crossing banners. These banners are repurposed into bags. We receive the banners, wash and cut them down. Phil then sews them into usable bags. Great for the environment and all done here at Ability Works. If there is anyone who

has secret sewing skills required for this job please see a member of the support team to register your interest.



Doug is working on the spot welder – he is spot fixing any issues found on the snake mesh. Doug is an accomplished employee who excels at end of line quality control.



Anne Fox is a superstar on the brush spinner. She is the longstanding record holder for this job. Her daily record is 2055 thick and (on a separate day) 4160 thin brushes! Anne's brushes are always top-notch quality!

The training team has been helping employees achieve their IEP goals on the Brush Press Trim. Left is Cheryl and Anne. These ladies love being rostered on together. Brant works on anything and everything! Here he is happily working on the press trim. Far right is Michael always enjoying his work, what a beautiful smile.



July Birthdays!



JULIE CONNORS
1/07



CAROLYN GRIMES
2/07



REYNALD
BELLEROSE 9/07



PHILLIP HATTY
12/07



THOMAS RISLER
12/07



LUKE BOVO
15/07



RABINDER SINGH
15/07



PETER GRIMES
16/07



KOSMOS
DOMENIKOS 17/07



LINDA J MARSH
19/07



LAURA
ROBINSON 22/07



WARWICK
TOOHEY 23/07



GARY SCHIPKIE
28/07

Upcoming Birthdays AUGUST

LYNETTE TAYLOR
GRAEME STEART
ALIDA CAIRO
DESPINA SIOMOS
RICHARD PILENS
WILLIAM KING
DANIEL ALLEY
TRACEY KING
JENNIFER CAIRNS
SHANE PARKER
AMANDA LEECH
STEPHEN SIANNOS
BENITO TALARICO
BENJAMIN HOWARD
NICHOLAS RUFFE
STEPHEN EVANS
MICHAEL TRUONG
EDWARD WHITE
JOY POOL

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

www.abilityworks.com.au 1 Yarra Boulevard, Kew 3101 P. 03 9853 7080

abilityworks
AUSTRALIA