

# Magic that Matters

June 2022

Dear Employees, Families and Friends of Ability Works,

Since I last communicated with you, we have developed a new video that showcases Ability Works that we use at public events, and for recruitment of new staff. Here is a link to it <https://www.abilityworks.com.au/ability-works-australia-an-award-winning-social-enterprise/>.



Our partner Aurecon also developed a video on the work they have done with Ability Works employees on Inclusive Design / User Centred Design on Melbourne's Tram Stops. Starring in this video are two of Ability Works employees Terry and Mark. It can be viewed on our website: <https://www.abilityworks.com.au/ability-works-inclusive-design-consulting-service/>

Our employees helped Aurecon uncover the need for shelter and safe places for wheelchair users at tram stops. They recommended that braille and handrails be designed in more dynamic colours so they stand out from regular infrastructure, so people with low vision can locate traffic hazards more easily. Terry, who is vision impaired, said he taps surfaces to get around the city. This indicated to Aurecon that sound could be used more effectively when designing. The inputs provided by our employees were not only unique and insightful but demonstrated how vital their input is in the design process.

The Dept of Jobs, Precincts and Regions has awarded Ability Works a Social Enterprise Support Grant to purchase plant, machinery, or equipment of up to \$50,000 to enable us to grow, increase capacity, employ additional staff and/or deliver greater impact. As a result, we will be able to purchase an electric forklift. This will enable more employees to be trained on forklift driving, as it will be much easier to use than our existing ancient forklift.

The Lord Mayor's Charitable Foundation has awarded Ability Works a \$50,000 Seed Innovation grant. We had to put forward a new service, concept, or idea that we are developing. The idea we put forward is our Inclusive Design Consulting Service and requested funds to conduct further research to develop this service. This grant will help devise the most appropriate services to deliver to market.

Till next time, Sue Boyce, CEO

## Forms

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

## Upcoming Events

ERC Meeting -  
**Thurs 28th July**  
Employee RDO -  
**Wed 24th August**

## Box Hill Institute Graduation & Classes

Graduation for Class of 2021 -  
**Thursday 14 July 2022 at 1.00pm** at  
Goldfields Theatre, Melbourne Exhibition  
and Convention Centre  
Semester 2 (Term 3) resumes  
**Monday July 11.**



# In the News!

## OH&S COMMITTEE

Brant Stremski, Jared Rogers, Mark Marino and Stacey Allen have been nominated to join the WHS Committee. Tony Balchan will chair the Committee and has taken over the responsibilities from Wendy. We wish to thank Wendy for the smooth hand over. There is no meeting scheduled as of yet. Tony will be in touch with you regarding this.



## GOOD OLD COLLINGWOOD...

It has become more apparent as each week goes by and each win the Pies have, as to who the Collingwood supporters are. Here are Max and Neil (above) gloating following very narrow victory over the Hawks.

## AWA FOOTY TIPPING LEADERBOARD after Round 15

David Whitrod	89	Hanan Mouchaileh	78	Kathryn Doyle	70
Ken Hallet	89	Cheryl Hendy	78	Phillip Munroe	70
Jeannette Quinn	86	Jodie Mitchell	77	Ruby Gray	68
Ben Robinson	85	Paul Filardo	77	Philip Knight	68
Neil Kiernan	84	Jared Rogers	77	Mark Golotta	59
Max Valahis	84	Anne Hangan	76	Jan Erick McNamara	58
Laura Robinson	82	Luke Bovo	76	Dinishi Kapuge	42
James Pirrie	81	Mark Delaney	76		
Gavin Brooker	80	Benito Talarico	75		
George Kourabas	80	Chris Spittel	75		
Diane Bartlett	79	John Quinn	73		
Rae Bonney	79	Anne Fox	73		



## FEELING UNWELL?

With flu season already starting 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.**



**Speed Limit**  
**Royal Talbot Site**

## Welcome to Ability Works, Hong.

Hong loves playing badminton and is kept on his toes at home by his two teenage daughters. He started as a casual at Ability Works in our Department of Defence scanning department, and we are stoked to have him join the Ability Works family. He will be working as a supervisor with Rima in Packing & Reworking.



# Support News

## IEP GOALS

Have you thought about what goals you would like to set for your IEPs this year? Kathryn has! Here she is with Callum looking forward to completing some of her goals for the year ahead. Please have a think about what you would like to achieve this year as very soon you will be asked to have a chat to the support team to work out your plans.



## Our Employees on working @ AWA

Ben R likes his jobs; Doug – loves work, loves AWA and likes the variety; Tracey – likes the variety; Laura R – loves work; Tom – enjoys good work (this is high praise from Tom)



Is there nothing the support team can't do? Here is Stacy extracting a splinter out of Veronica's finger. We are trained in first aid to attend to your needs.



## WHAT TO DO IF THERE IS AN EVACUATION DUE TO FIRE OR OTHER EMERGENCY?

## EVACUATION PROCESS

### When you hear the alarm:

- Walk calmly and quietly to the evacuation point
- Do not walk on the road.
- The area warden will be wearing a **YELLOW** helmet and will check to make sure everyone has left the building
- Wait quietly for the roll call at the evacuation point
- Answer clearly when your name is called
- Do not return to work until advised by the warden.
- The chief warden will be wearing a **RED** helmet





**Enjoy Your Retirement Wendy!** I joined Ability Works in 2004 when we were known as Roytal Enterprises. Many of our employees that I met then are still with us today and it has been an amazing journey. I have been privileged to be part of the many changes that Ability Works has successfully worked through over the years. Being part of a Social Enterprise that provides meaningful employment, ensuring that all of our employees feel that sense of belonging to this great organisation, is what it is all about.

Leaving Ability Works is a bittersweet moment for me after all this time. However, it is now time for me to take the next step, eagerly to retirement. I feel I have done all I can and now it's time to enjoy the next stage. My last day is Friday 8th July and I hope to get the chance to say goodbye to everyone over the next few weeks.



## Site tour MP Julian Hill & Afri-Aus Care

Ability Works was honoured to have a visit from Federal Labour MP Julian Hill to find out more about the work Ability Works does and what we did with Afri-Aus Care. A successful tour of the factory combined with the opportunity to mix our fabulous employees was very rewarding! Following the tour Julian sat down with the ladies from Afri-Aus Care where the Mamas were presented with certificates as well as references to help them with further employment opportunities



"It was eye opening for the Mamas that they could do office jobs. This has opened another chapter for Afri-Aus Care to be able to get the Mamas jobs regardless of the barriers they face".

- Selba Gondoza Luka CEO/  
Founder of Afri-Aus Care

"I last worked in 2017 in children's services and have not worked since. I loved the job at Ability Works. I got confident when I started, and it made me proud and happy". - Mama Hakima



"When Selba found this job for us, I woke at 5am to go to work. I was proud to say to people, I am working in an office". - Mama Akuol

## Welcome to Ability Works Jon Adams.

I would like to take this opportunity to introduce myself to the broader Ability Works Community. I commenced at Ability Works on the 1st of June as Group Manager, Employment Support and have been made to feel very welcome by the dedicated employees and team members working here. Over the last 15 years I have worked in a range of organisations and businesses aimed at supporting individuals to achieve their goals. More recently I have worked with the Centre for Disability Employment Research and Practice (CDERP) delivering training to organisations and delivering services achieving mainstream employment outcomes for individuals using a Customised Employment approach. Prior to CDERP I worked on Building Inclusive Communities within local Government with a big focus on supporting individuals and families to prepare for the NDIS and worked closely with businesses and services to achieve employment outcomes. I'm a father of two boys who share my passion for running, cricket, football and the beach.

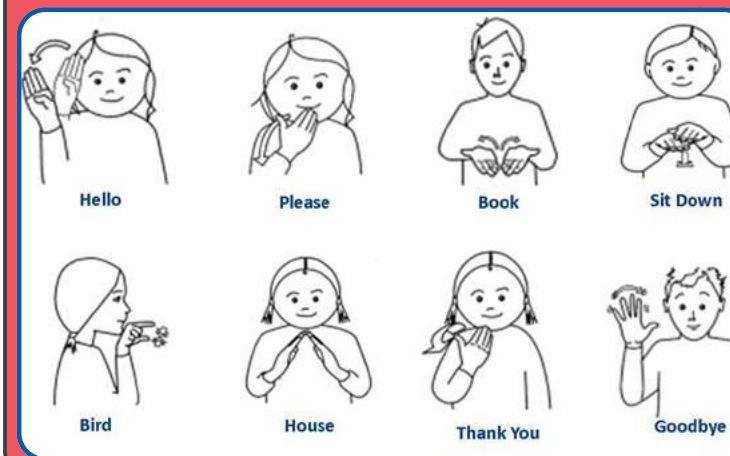


## Deaf Awareness Training

It was fantastic to see employees attend our second Deaf Awareness Training session. The class followed a similar format to the previous class that we attended however the culture, history, etiquette etc was a shortened version and rest of the time on spent on Auslan. I think that the employees that attended enjoyed the session - we had Laura, Ben Robinson, Masooma, Brant, Jared & Phil K. Staff that attended were Stacy, Katherine, myself, Nunia, Anna, Rima, Sue and Andrew.

I asked Max if we could print some of the information from his slides as there was some great information for example, linguistic HOLME stands for Handshape, Orientation, Location, Movement, and Expression.

Our teachers were Max and Raylene (right) and a picture of the group is below. I have also included some signs. - Mark Golotta



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



# ERC President's Report

President, Ben Robinson welcomed the committee and guests, Jon Adams (Group Manager, Employee Support) and Kannan Nair (Chief Operating Officer). He told us that even though things have been a little quiet at Ability Works, we are expecting things to pick up, with a great new job arriving - the repackaging crackers for Costco. Ben has been helping Rima Sepokas (Senior Supervisor - Packaging and Finishing) to make space for this work that will keep everyone busy for some time.

Our ERC Secretary, Laura Robinson talked about her recent training in our digital scanning area and said it is a job she never thought she could do. James Williamson complimented fellow worker, Stacey Allen about her amazing work packing the coil holders that end up in Bunnings Warehouse. James also told us that between Stacey's speedy work and his fast welding, they should be crowned king and queen of coil holders.

Philip Knight, Laura Hanos and Neil Kiernan had a lot to say about the upskilling of AWA employees

and how they feel the organisation is really getting behind this. They used a splendid example, being Lynette Taylor who was recently trained in processing correspondence in the Transurban area she mastered it straight away!

Finally, Mark Golotta spoke about the deaf awareness training that staff and employees at AWA attended during our last RDO. He said the training was fantastic and has increased communication with workmates who have trouble hearing. The group

and Safety. Tony has great plans for change, including the formation of a special committee made up of staff and employees who will help us maintain an environment of outstanding health and safety.

This year's committee are excited and enthusiastic about making a difference at Ability Works Australia. You can look forward to hearing about their work in upcoming editions of Magic that Matters. - Ben



Above: Phil, Laura & James  
Below: Neil & Mark



# Winter Warmers!



← **WHERE'S WALLY?**

So many coronavirus jokes out there, it's a pandemic!

**SPOT THE DIFFERENCE**

Thanks for the jokes  
Richard Pilens & family!

**Q.** What's the real difference between COVID-19 and Romeo and Juliet?

**A.** One's the coronavirus and the other is a Verona crisis



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

BERET  
DEW  
FURNACE  
GALE  
ICEBERG  
OVERSHOES  
SEASON  
SKIING  
SLED  
SNOWBALL  
STOVE  
SWEATER

## Winter WORD SEARCH

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



# Records Management



This is the pre cleaning of the ETags. It involves removing stickers, pen marks & checking the tags for damage before they go to the cleaning and label team for the final check. Far left we have: Warwick. Left from back: Daniel, Graeme, Ebony, Callum and Veronica. Below: Warwick and Shannon.



Meet Matlda™, our resident Bot. She reads the returned mail and highlights any key words. The key words direct the employee to dispose of a letter or put it through as correspondence. Below is Ben with Matlda™.



Right: Shane Parker opening the RTS mail; Ed G. is on mail scanning in Logistics



Ed in DOD on the Shredder. Laura and Greg working together on scanning the documents



This month some of our employees had an opportunity to upskill their knowledge in DOD by learning scanning, using our company documents. Stanley, who is one of our work triallers, is learning scanning and has great attention to detail. Day by day he is developing his scanning skill. He is doing editing perfectly and using keyboard shortcut for his editing. Editing is a part of QA. In DOD, we are forming a nice group of employees as a scanning team. - Kani

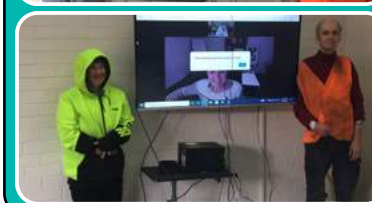
## Inclusive Design

### Helping to make public transport payments and ticketing more accessible

The Inclusive Design area has been busy in June working with a research company and Department of Transport to help them make their payments and ticketing more accessible and inclusive.

22 of our employees sat in on a zoom interview to discuss how they pay for and use public transport – bus, train, tram and maxi taxi around Melbourne.

Mark, Lynette, Lyn, Amanda, Chris, Ed, James, Richard, Veronica, Kenny, Laura H, Ruby, David, Laura R, Ben, Rory, Philip, Graham, Paul, Masooma, Warrick and Wendy, were all amazing participants sharing what works and doesn't for them as individuals. It sounds like everyone has enjoyed the conversations so far.



### Upcoming Projects

- Going on public transport trips with researchers and a video person to capture the experience.
- Testing a brand new mobility lift for the Next Generation Trams
- Completing a disability workplace assessment at Compu-stor, following our work trial.
- Reviewing designs for the brand new Transurban corporate offices and testing finishes and fixtures. We have lots of work coming up, so you're interested please let the Support Team know.

And a huge thanks to all those who have been participating!  
- Natalie Collins



# Packing & Reworking

## P&R June News

Recently we have won a longer term project for Vitaco who supply health snacks to Costco. The ongoing work will be here for 6 to 8 months and involves the packaging of 4 x flavoured snacks into a multi-pack. With the high volume of work required to meet this customer's needs we have setup a more permanent semi automatic assembly line which will provide employment for 10 to 12 people and possibly more for 4 days per week, continuously. This would not be possible without the P&R teams effort for making space in the front store, setting up the assembly line and getting the line up and running at short notice. Also the Manufacturing team for clearing out old machinery and discarding unwanted items to make temporary space for other P&R goods downstairs as well as the support staff for providing support and assisting with assembly work. We also wanted to thank the employees for their contributions to make the line run smoothly. We have processed the first 44 pallets on time. Well done everyone. - Tony Balchan



Everyone wanted a go on the new job! Here is the team from top - left to right. Sam, James and Neil, Nick, Wendy, Jared, Byron, Michael and Scott, Ben, Luke, Ed, lastly Neil on the pallet wrapper. To the left is the production line working hard.



Melbourne Cup on tour! Here is Doug and Ben with the promotional material for the Victorian Racing Club (VRC.) Along with the Cup, this merchandise will travel to 50 towns Australia wide.



The two Phillip's with our trainer Callum. This is a job for AFDA, inserting a sheet and then shrink-wrapping the journals.



**Upcoming work!** We have recently won an interesting business opportunity for K&D International. The job requires the rework of an induction cook top which is used for preheating a coffee machine. It involves the unpacking, disassembly, replacement of an induction coil, programming, testing, reassembly, labelling and repacking. It will keep us busy and offers exciting new work for our employees.



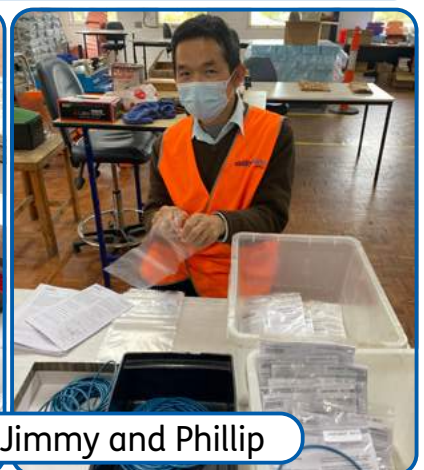
The girls on Mustella bags. L-R: Anne, Rima, Cheryl & Veronica



Wendy putting together the catalogues for Modwood



Clutch kits with Jimmy and Phillip

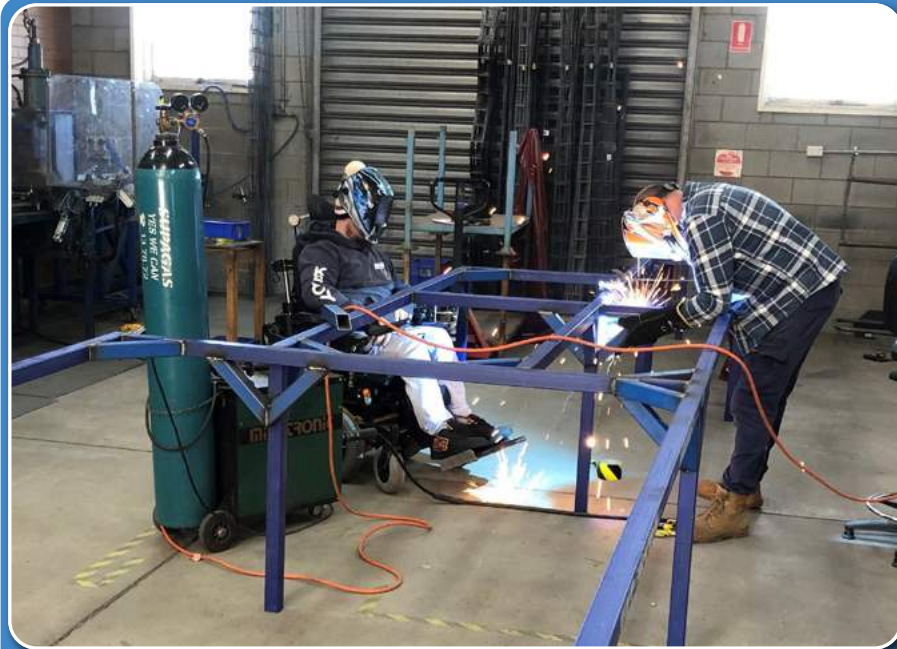


Gordana illustrating her patience and fine attention to detail, adhering labels to collection tins for The Royal Flying Doctor Service.





# Wire & Metal Fabrication

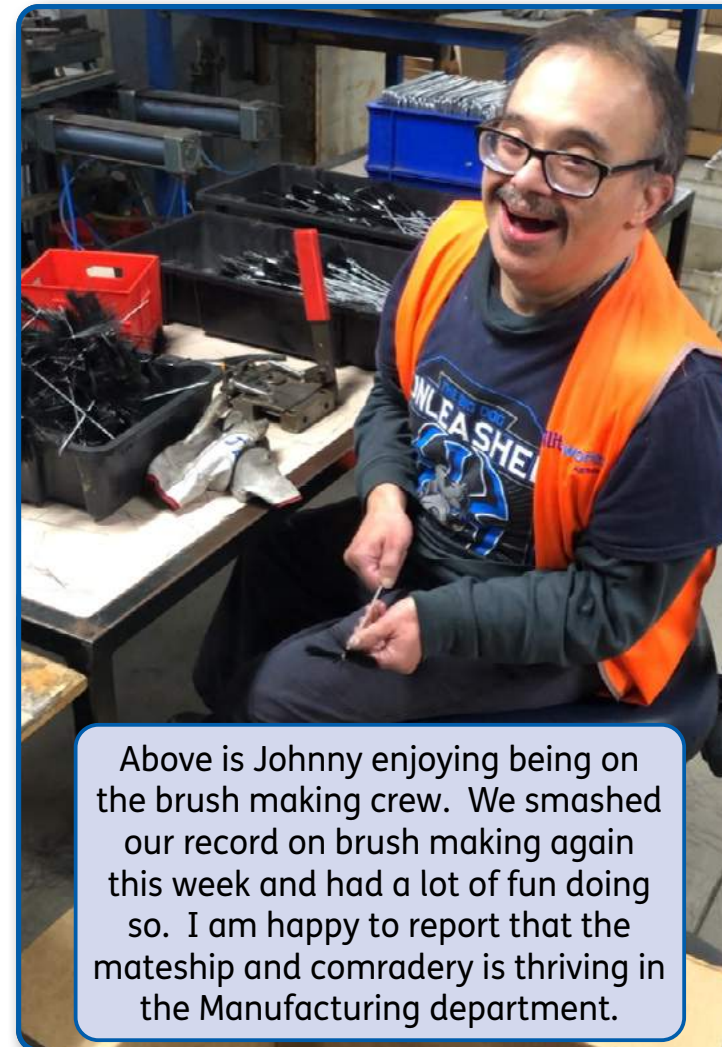


Our favourite tool maker, David Downie, hard at work building our new and improved Snake Mesh Welder and Bender. This is the 5th snake mesh welding machine David has designed and built (the first 3 were simple iterations of the same machine.) With over 20 years of experience at AbilityWorks and staying true to inclusive design, we are all looking forward to the final reveal of what many years of trial, error and experience has led him to create.



Jenny has a meticulous approach attaching the ferrules to the brushes that have been spun by the brush spinner. Her work is beautifully presented for next stage which is brush cutting. This presentation means that Quality Assurance along the way is a breeze as brushes that are substandard stand out and are easily removed. Fantastic Teamwork and attention to detail, Jenny.

A meticulous hard worker and one of the quiet achievers that goes under the radar.



Above is Johnny enjoying being on the brush making crew. We smashed our record on brush making again this week and had a lot of fun doing so. I am happy to report that the mateship and comradery is thriving in the Manufacturing department.



Jan Eric puts silver stamp on packing the 130 medium coils to be used by Bunnings to dispense metal tape products. The coils are packed in 2 layers. The bottom layer contains 9 coil bundles of 10 coils interwoven with the remaining 40 coils place on top as shown. Jan-Eric is highly skilled at interweaving the coils into packs of 10. Awesome work , Jan-Eric.



Veronica Milicevic slayed brush inventory for Manufacturing. The pallet picture contains 18,000 brushes. This was processed in one day by Veronica with the help of Matthew Tay and Stephen Siannos. Veronica was responsible for use the scales weigh 500 brushes.



Well Done Veronica on this inventory effort for manufacture.



Eddie absolutely loving working with his pallet truck licence. Operating the pallet truck was on Eddie's IEP and he is stoked to have been trained and now confidently operating the pallet truck. If you need anything moved anywhere, Eddie is always ready with a smile to move that pallet.

We are always looking to train up people on the manual and electric hand trucks OR pallet wrapping, please let a member of the support team know.



# June Birthdays!



Erik Little  
9th June



Michael Warburton  
10th June



Kathryn Pywell  
14th June



Chris Spittel  
12th June



Neil Kiernan  
19th June

## Upcoming July Birthdays

CAROLYN GRIMES	2/07
REYNALD BELLEROSE	9/07
MURRAY STANLEY	2/07
JULIE CONNORS	1/07
KOSMOS DOMENIKOS	17/07
LAURA ROBINSON	22/07
RABINDER SINGH	15/07
GARY SCHIPKIE	28/07
WARWICK TOOHEY	23/07
PETER GRIMES	16/07
PHILLIP HATTY	12/07
LUKE BOVO	15/07
LINDA J MARSH	19/07
THOMAS RISLER	12/07



## 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 LGBTIQI friendly service



**PURPOSE THROUGH EMPLOYMENT**

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