

Magic that Matters

August 2022

Dear Employees, Families and Friends of Ability Works, What an exciting month we have had! Our biggest news is being selected as the **VIC & TAS WINNER**



for 2022 in the Social Traders National Game Changer Awards, with our longstanding customer Transurban by industry bodies, Social Traders, SENVIC and SENTAS. The award was supported by the

Department of Jobs, Precincts and Regions who own the Social Procurement Policy and Framework of the Victorian government. This was an unexpected win and made us all very proud. We are now in the running for the National Award which will be announced at the Social Enterprise World Forum in Brisbane in September 2022.

The award was won for our Innovation, focus on Social and Environmental Impacts and number of jobs created. I would like to pay tribute to the many staff who have worked tirelessly on the Transurban national mail room services account over many years that resulted in our win.

Ten years ago our team of engineers, IT and operations set up this account and progressively built and improved on how we have serviced it. The team was David Downie, Craig Young, John Williams and IT contractor Jason Walls. They all still work at Ability Works.



A big thank you Craig, David, John & Jason

The robotic arm that they built, in my view was sheer genius. The robotic arm supports our employees by automatically sorting eTag's which come in the mail by using pneumatics and a Programmable Logic Controller (PLC) that interrogates a database which instructs the robotic arm to place the eTags into the 40-50 different required categories. This also provides the ability to track an eTag at any point in time.

About 12 months ago, we added Toyota's Continuous Improvement pro bono service to the mix. Toyota assisted us to break jobs down to include employees who could not previously work

on the account, and created a further 7 jobs. Anu Khosla then introduced us to an Innovation, the robot Matlda, who using Artificial Intelligence was able to read Transurban mail, for employees with literacy challenges. This opened access to many employees who could not previously work on the Transurban account.



Anu

In line with Transurban's sustainability strategy to reduce greenhouse gas emissions, Transurban advocated for a change to our mailroom practices. Mail normally couriered to Transurban's head offices in Sydney, Melbourne, and Brisbane post sorting, was now required to be scanned, distributed electronically, and shredded by Ability Works.



Matlda & Mark

Craig Young who heads up Innovation and Product Development continued his incredibleness by suggesting we use the shredded mail as packing materials for online customer orders, in our Pick, Pack and Despatch warehouse. So we are reducing greenhouse gas emissions by recycling mail.

The impact created was a nett seven additional jobs. The environment benefit is approx. 312,000 pieces of mail per annum which are now being repurposed and used as packing materials.

Comments from employees working on the Transurban job when asked what the work meant to them were: Shane: "I really enjoy being able to work in the Transurban department with the inclusiveness of our OCR (Optical Character Recognition) robot Matlda helping decipher the rubbish from the needed correspondence mail"

Mark: "I truly value and appreciate the work we do for Transurban because it puts my skill set to work".

Lynette: "The thing I like most about Transurban department is getting to learn and establish new skills". Amanda: "I really enjoy opening up and sorting out the eTag's".

A final thanks is to Mark Golotta, Team Leader on the Transurban account for the role he plays in supervising fellow employees.

Till next time, Sue Boyce, CEO



In the News!



Ability Works staff pictured with Social Traders, SENVIC, SENTAS, Transurban and the Department of jobs Precincts and regions staff on award day.



Role changes in the support team



I would like to congratulate both Shannon and Callum who have accepted the position of head trainer within the support team. Their dedication to supporting

employees to achieve their goals and their leadership within the team has made them a great fit for the role. Shannon and Callum have naturally stepped up into the role, taking on greater responsibility within the organisation.

I would also like to acknowledge Jodie for her leadership within the support team and her contribution to the development of the team. Jodie's role is now fully focused on communication, including the newsletter and social media. The support team is continuing to grow to ensure we continue to support and build the capacity of our growing number of employees. We are currently recruiting for a workplace trainer and support, and a NDIS Employment Services lead. - Jon Adams



Above - left to right: Heather Campbell, CEO, Bush Heritage, Sally Richardson, Chief Corporate Affairs Officer, Yarra Trams, Mick Cronin, Executive Manager, Youth service, YMCA, Sue Boyce, CEO, AWA, Julien Dehorny, CEO Yarra Trams, Julie McKay, Founder & Managing Director, Enable Australia.

For Change Co. Luncheon

Ability Works has been fortunate to be awarded a Community Partnership with Yarra Trams. The theme this year is 'Building a resilient and sustainable Melbourne'. This theme recognises organisations that focus on important issues that are meaningful to Melburnians - climate resilience and environmental sustainability, alongside economic resilience and equitable opportunity.

Our CEO Sue Boyce was invited to attend a lunch with Yarra Trams CEO Julien Dehornoy and other 2022 community partners at **For Change Co.**, another social enterprise. Look out for the tram featuring Ability Works (Routes 48 and 109) from August 25 for 16 weeks. For more on our Community Partnerships Tram turn to pages 6 and 7.

UPDATE ON RETURN TO WORK AFTER YOU HAVE HAD COVID

EMPLOYEES - If unsure please contact Lynne, Shannon or Callum.

STAFF - If unsure please contact Tony.

If you have a **sore throat, runny nose, cough or shortness of breath** in the last 24 hours of your isolation you should remain isolated until 24 hours after your symptoms have resolved.

If you only have other symptoms (such as **fever, headaches**) which are **not getting better you can leave isolation**, but you can contact your GP, Nurse-On-Call or care pathway contact if you are concerned about your health.



Emma Scally has joined the Support Team. Emma comes to us with a wealth of experience and skills well suited to the role of workplace trainer and support. Her previous roles include residential support worker (VMCH), disability support worker (Burke and Beyond) and Disability Support Professional (Inclusion Melbourne). Please make Emma welcome and support her to orientate to each department.



We have a new Sales and Relationships Manager joining the team. Welcome to Anton Van Kaathoven who brings over 20 years of commercial sales experience across all sectors and is passionate with people and purpose. His most recent role has been in the creative sector.

Please make him feel welcome when you see him around the traps.

And the winners are... Ken Hallett and David Whitrod!

Thank you to everyone who participated in this year's AWA footy tipping. There will be prize money up to 10th place on the ladder and the jackpot winners. Dinishi is currently finalising this and will be handing it out in the coming two weeks. After the last round there are few behind the scene things to finalise the payments. Thank you Dinishi for organising and running our



AWA FOOTY TIPPING FINAL LEADERBOARD 2022

Ken Hallett	144	Paul Filardo	129	Luke Bovo	117
David Whitrod	144	Diane Bartlett	127	Rae Bonney	116
Ben Robinson	140	Jodie Mitchell	124	John Quinn	114
Laura Robinson	139	George Kourabas	124	Kathryn Doyle	112
Neil Kiernan	135	Anne Fox	124	Jan Erick McNamara	100
Max Valahis	134	Phillip Munroe	124	Mark Golotta	98
Gavin Brooker	133	Chris Spittel	123	Dinishi Kapuge	60
Hanan Mouchaileh	133	Mark Delaney	123		
James Pirrie	132	Ruby Gray	119		
Anne Hangan	131	Philip Knight	119		
Jeannette Quinn	130	Benito Talarico	119		
Cheryl Hendy	129	Jared Rogers	118		



Fair Work Changes to Minimum Wage NO ACTION REQUIRED

Dear employees, families and carers,
The Fair Work Commission recently announced that the award minimum pay rates will increase by between 4.6 and 5% from the 1st of July 2022. As a result, your wage level has been increased and is reflected in your fortnightly pay from the 15th of August (including back pay for the previous 6 weeks).
There is no action required and if you have any questions, please let us know.



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.**



Despina made this for Stacy's grandchild in new Zealand - Pink for the baby girl - Despina said it took her about an hour! A very talented and thoughtful woman.



Hi everyone, our students are well into Term 3. We have just completed the unit **VU22104 Prepare simple budgets**. The students used calculators to prepare and check budgets and we also did fractions, percentages and sums using plus, minus, times and divide. They all did really well in this unit and enjoyed using the calculators.



The students have now commenced the units **VU23035 Explore Future Options** for further training, work or community activities, and **VU23037 Explore Self-development** which we will be doing for the rest of term 3.

- Dean & Kerrie.

We are pleased to announce that our teacher, Dean, was a Bronze medallist in the World Federation of Colleges and Polytechnics Outstanding Educator award, June 2022.



From top: Jan-Erik, Paul, George, Hanan, Billy, Daniel & Susie.

2023 INFORMATION FLYERS

Please contact the support team for a flyer to take home about next years classes!



TRAINING AND EDUCATION PARTNERSHIPS WITH DISABILITY SERVICE PROVIDERS

Box Hill Institute works in partnership with Disability Service Providers to deliver engaging programs for people with intellectual disabilities so you can enjoy being part of the community and prepare for work or further courses. Training delivery is either face to face at your Disability Service Provider's location, or at our Box Hill, Lilydale or City campus.

<p>2256VIC CERTIFICATE I IN TRANSITION EDUCATION</p> <p>This engaging course boosts your independent living skills, such as travelling by yourself, reading and writing and budgeting your money. It also focuses on your responsibilities, keeping relationships respectful and good communication skills. During the course you will learn to safely use technology and recognise risks. By the end of the course you will improve your self-confidence so that you can get involved in the community and explore opportunities for volunteering, employment or further study.</p>	<p>2256VIC CERTIFICATE I IN WORK EDUCATION</p> <p>This course helps you to grow your employability skills and explore work and education options to meet your future goals. You will learn how to use technology, follow work health and safety procedures and read safety signs and maps. You will prepare for employment by exploring different jobs in industry and you will participate in vocational activities and work placement. Your confidence will grow as you practice how to communicate, problem solve and make good decisions in the workplace. At the end of this course you will have learnt many more skills to be work ready!</p>	<p>2248VIC CERTIFICATE II IN WORK EDUCATION</p> <p>This course will build further on your employability skills so you can explore work options and further study in your industry of interest. You will develop your independence through learning more about your chosen industry and doing a related work placement. You will also learn about workplace safety and employer expectations of you. Throughout the course, your communication skills will grow and you will develop the behaviours required to help you find and keep a job. Current industry professionals will support you to complete the electives from one of our exciting industry streams, including hospitality, horticulture and general employability.</p>
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WELCOME BACK!

After short and long absences we would like to welcome back Vitheya, Mario and Frances. We have also taken on two more work triallers. Charles House - who started with us on 3rd August and Josh Sidnell who began his work trial on 10th August. Welcome to the AWA team!

We would also like to congratulate those who have finished their work trials, Scott, Tom, Stanley, Mario, Kylan and Vitheya who are now fully fledged AWA employees.

Finally, congratulations to Vitheya who got engaged during her time away.

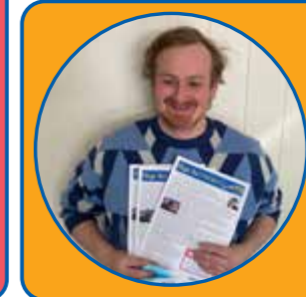
OH&S MEETING UPDATE

John Williams has been appointed to join the OH&S Committee as a replacement for Mark Golotta. Mark, who had been accidentally appointed as a member on the OH&S Committee as well as the Employee Representative Committee (ERC) has chosen to leave the OH&S role.

At the last meeting held on the 4th August the team reviewed and agreed on the proposed controls and actions for the highest risk open items. Team members were allocated to tasks and estimated completion dates were assigned. - Tony Balchan

CONDOLENCES

Ability Works would like to extend condolences to David and Richard Whitrod on the passing of their father Lindsay Whitrod. Our thoughts are with you at this moment of loss.



UPCOMING DATES

OH&S MEETING
Thur 1st September at 1:30pm
ERC MEETING
Thur 29th September at 1pm
Employee RDO
Thur 27th October

IEP GOALS

Have you thought about what yours are?

Head Trainer, Callum with our latest edition of Magic That Matters. If you would like to be on our mailing list for the newsletter please email support@abilityworks.com.au

Box Hill Institute TERM DATES

Term 3 Ends:
Friday 16th September
Term 4 Commences:
Monday 4th October



SPEED LIMIT
Royal Talbot Site

Melbourne Makeathon 2022

USE YOUR KNOWLEDGE TO MAKE AN IMPACT.

Join the Makeathon to co-design assistive technology solutions for people with disability OR submit an accessibility Challenge that requires a solution.

Key dates:

- 1 September: PreTOM (6-8pm, online via Zoom)
- 8 September: Design Night (6-8pm, online via Zoom)
- 17 & 18 September: Makeathon (All day, in-person at Monash University, Clayton campus)

Are you in? www.tommelbourne.org/makeathon

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

Supporting people with significant barriers to employment

abilityworks AUSTRALIA

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.



Happy 44th birthday Laura! It was a lovely afternoon at Moon Dog Brewery in Northcote. Above: Laura with David Downie, her lovely hubby Ben, and the always smiling Katie.

WANT TO WORK AT ABILITY WORKS?

We have a position vacant for an NDIS Employment Services Lead if you are interested click [HERE](#).

<https://www.ethicaljobs.com.au/members/IRCaps/ndis-employment-services-lead-abilityworks>

INGREDIENTS:

- drizzle of olive oil
- 1 brown onion
- 2 teaspoons garlic minced, crushed or diced
- 1 to 2 teaspoons dried chilli flakes
- 2 large chicken breasts or 12 thigh fillets
- 1 tablespoon curry powder
- 1.5 to 2 cups rice (uncooked)
- 2 x double handfults baby spinach
- 1 x 400 ml coconut milk
- 1 x 440g chickpea
- 1 tomato chopped
- 1 bunch coriander
- salt and pepper
- Greek yoghurt (dollop of as garnish)



COOKING WITH JIMMY - Chicken & Spinach Curry (serves 4)

METHOD:

Preparation: Chop brown onion put aside. Chop the garlic. Dice tomato, sprinkle with slight excess of salt and pepper. Wash well and coarsely chop the coriander and spinach, put aside. Open the coconut milk can and place near stove. Open the chickpea can, pour in colander and rinse under tap, put aside. Dice chicken into 3cm cubed dices. Get curry powder ready with tablespoon measure

Cooking: Get a large saucepan and a wooden or scratch free cooking ladle (or firm spatula). Place a drizzle of cooking oil in saucepan and bring heat to medium. Brown the chopped onion until opaque and add the garlic, stir. Add the curry powder & dried chilli flakes, stir. Add all the chicken pieces, medium heat, let sit then turn/stir until uniformly browned. Add the coconut milk and

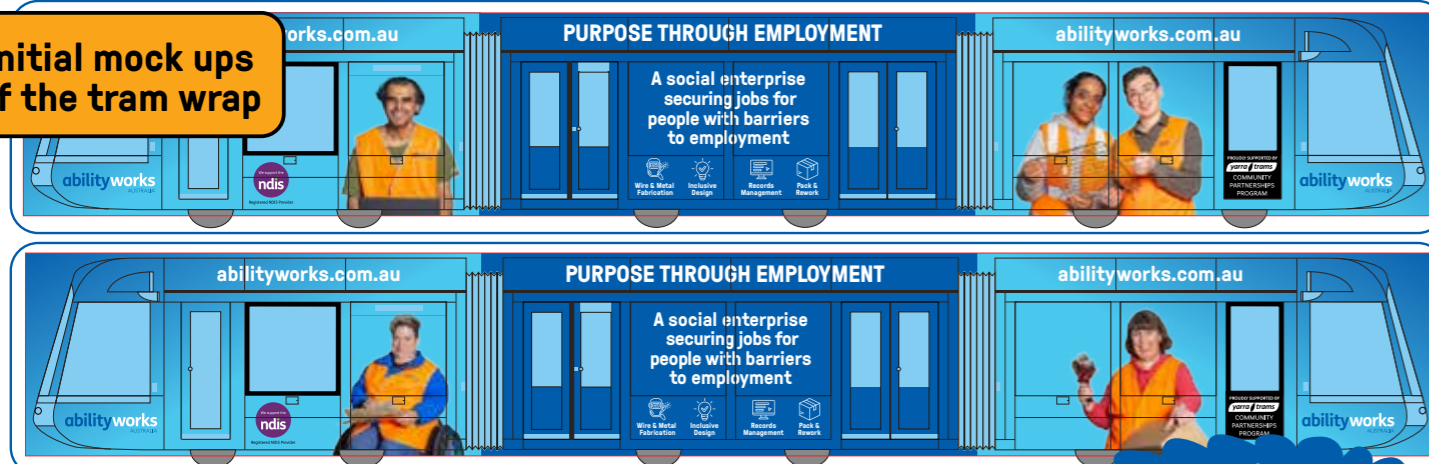


stir, raising any pieces stuck to bottom of saucepan. Add the drained chickpeas and diced tomato, stir. Bring to low simmer on medium heat, cook for 10 min. While this simmers, cook the rice in separate rice cooking device/saucepan the way you know best. Fluff the rice and add chopped spinach and coriander to the curry, stir and turn off the gas/induction cook top/electric cookery apparatus. Serve the curry on rice and add a dollop of the yoghurt as garnish.

Ability Works Community Partnership with Yarra Trams

Stories

Initial mock ups of the tram wrap



Securing jobs for people with barriers to employment



PURPOSE THROUGH EMPLOYMENT abilityworks AUSTRALIA

Can we find out where the Community Partnerships tram is on any given day?

YES! One of the benefits of the Yarra Trams tramTRACKER app is that you can find out where the Community Partnerships Tram is at any time of the day. To do this:

1. Open tramTRACKER on your smartphone
2. Select the myTRAM tab on the homepage
3. Enter the tram number into the search area and press 'go' or the magnifying glass
4. The screen will then tell you which route and where the tram is located on the network



Luke Bovo

"It makes me so proud that I get to work here permanently."

Luke completed secondary schooling at Heatherwood in Donvale and Rossbourne School in Hawthorn. He then went on to complete his Certificate 1 Transition Education at Box Hill Institute (BHI) which taught Employment Preparation, & Foundation. Whilst he and his friends from BHI were scanning the web, they came across Ability Works. He completed a 6-week work trial at Ability Works and loved it so much that he decided he wanted to work here permanently.

Luke works at Ability Works two days a week and loves the variety he gets working in all the different Ability Works businesses. "The day everyone got name tags was something that I was so excited and happy about. I've never had a job before where I could wear a name tag".

"I never thought I could have such nice friends that would be so nice to me. At my last school, friends would tease me and that used to upset me".

Outside of work Luke goes with his friends to the footy, movies, bowling, and visits places like Bounce and Latitude.

To anyone considering joining Ability Works "Try it, you'll love it. There are so many different departments you can work in. You will make new friends that you can go out with".

About having his face on a tram "People will come up to me and say, who's that handsome man."



Laura Robinson

I'll be at AWA for 60 years, They will have to carry me out of here in a box

Laura came to us from Melbourne Girls College when she was 19 years. She did four weeks work experience at Ability Works when in Year 10 and decided to come here as she liked the environment which was happy and friendly.

She met her husband Ben while on holiday. Ben then came to Ability Works in 2004 and they ended up in a work romance and got married in 2011. Her favourite jobs are working on Transurban and Department of Defence. She likes those jobs as they are not stressful. Laura enjoys being on the ERC and representing others voices. The ERC is getting things done like suggesting the new badges which have now been introduced. Laura is very proud of receiving her 20 years at AWA plaque and loves all the friendships she has made. She wants to break the record for the most long standing employee and wants people to know that "AWA is great! You learn new things". When not at work Laura goes to the gym twice a week doing boxing and watching the Demons play football.



Chris Spittel

Chris lives in Watsonia and comes to work on the train and bus. He has worked at another organisation doing packing, shrink wrapping, grass cutting (which he did not enjoy) and volunteer work at Red Cross in North Melbourne.

His sister found him the Ability Works opportunity. He likes to come to work for the company and the support workers. He enjoys working on snake mesh. He is proud of doing a job correctly. On reflection, he finds work very "interesting".

Outside of work Chris barracks for Essendon and likes footy tipping. He enjoys music and singing, especially Madonna and Belinda Carlisle. He also likes having a ginger beer with friends at the bus stop.

Ebony has been employed at Ability Works for the past ten years. She went to Our Ladies College, Heidelberg. In Year 10 she started getting ill. Her school was very supportive and she completed Year 12. She moved out of home at 20 years of age and into supported accommodation. While sick, she did classical singing lessons, her goal was to be on stage. She opened the show at the Boroondara Girl Guide & Scout Musical in her second year. Being an active and contributing member of society is important to Ebony and when she is not busy at Ability Works, she is contributing her time and skills volunteering at organisations such as Rotary Club, Christian Blind Mission, Helping Hands, Church of Christ, ASRC, Salvation Army and many more. In 2019 Ebony won the Community Achievers Award, Vic State Government. Recently she won the Paul Harris Fellow recognition award at the Diamond Creek Rotary Club for her volunteer work.

Ebony's mum found out about Ability Works and got her Case Manager to visit. It was nerve wracking when she first started but now she loves it. "I love that it is easy work and its good to be in a job where you love what you do". Ebony loves working in Records Management the best. There are a lot of friendships you can make. It helps you become confident in your personal life. "Every day I am growing a bit in my mind, trusting myself, learning and succeeding". In her spare time Ebony is writing a book on her story and challenges with mental health. Her dream job is to work in a hotel, helping people to their rooms, loading trolleys with shampoos/conditioner but does not want to do cleaning.

"Ability Works gives you independence from the inside out"



Ebony Watson

For full stories head to our website <https://www.abilityworks.com.au/>

Footy fun!

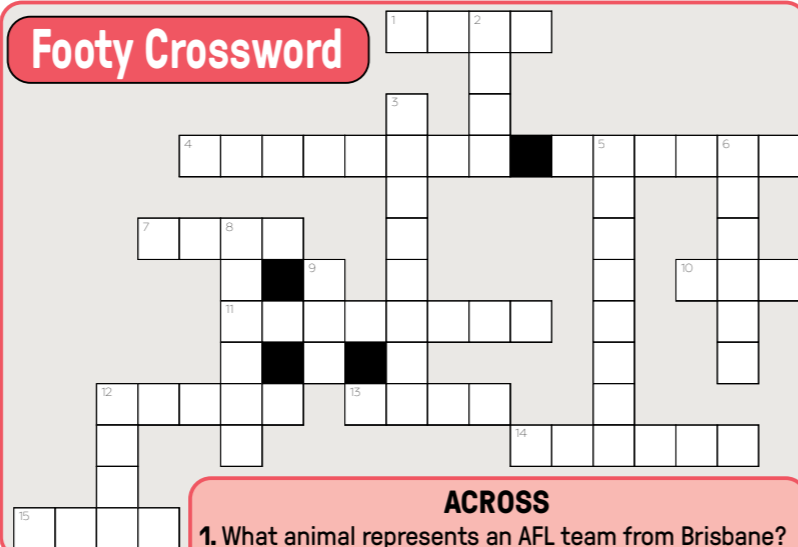
START



Help find the footy!



Footy Crossword



SPOT THE DIFFERENCE

There are 8 differences!



ACROSS

1. What animal represents an AFL team from Brisbane?
4. What does AFL stand for: Australian ...
7. We're flying ...
10. How many points in one goal?
11. What city does the AFL team with a crow come from?
12. Name of AFL ball
13. Red, White and ...
14. Name of fruit and special kind of kick
15. What is it called when you catch the ball?

DOWN

2. What shape is an AFL footy ground?
3. How does a player pass the ball to another player?
5. How many players can be on the ground at one time?
6. Who throws the ball in during a footy game?
8. GWS ...
9. How many AFL teams are from Victoria?
12. How many goal posts are there?

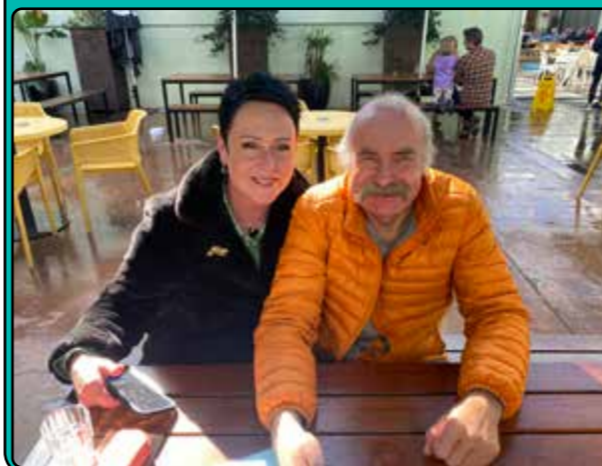
FOOTY WORD SEARCH

- ADELAIDE CROWS
- BRISBANE LIONS
- CARLTON BLUES
- COLLINGWOOD MAGPIES
- ESSENDON BOMBERS
- FREMANTLE DOCKERS
- GEELONG CATS
- GOLD COAST SUNS
- GREATER WESTEN SYDNEY
- HAWTHORN HAWKS
- KANGAROOS
- MELBOURNE DEMONS
- PORT POWER
- RICHMOND TIGERS
- SYDNEY SWANS
- WEST COAST EAGLES
- WESTERN BULLDOGS

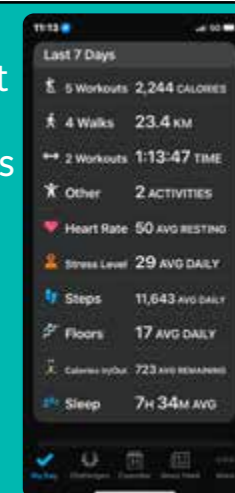
P L M A J V T V S S U J M X D J T M A N V H P L
 E M B X Q H K L Q Q D X M R O D Z C R Q J G G D
 S F S X U F L L V M E L B O U R N E D E M O N S
 I H Z G X E K O P C T E U G A C X Z I O H V O S
 A D E L A I D E C R O W S W A O S F W U T G Y H
 O S P I R H A E R O V L W B N L T R E C W S E D
 I H A W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

Health and Wellbeing

AWA fitness enthusiast, Philip Knight recently caught up with Rae Bonney (Manager, Mental Health and Wellbeing) and had a great chat about Phil's astonishing cycling accomplishments, including Bicycle Victoria rides around Tasmania. They got to talking about the benefits of tracking health and fitness and compared notes on apps they use through their smart phones and watches. Phil and Rae agreed that even if they are not 100% accurate, fitness trackers help them stay accountable, motivated and focussed on their individual health goals.

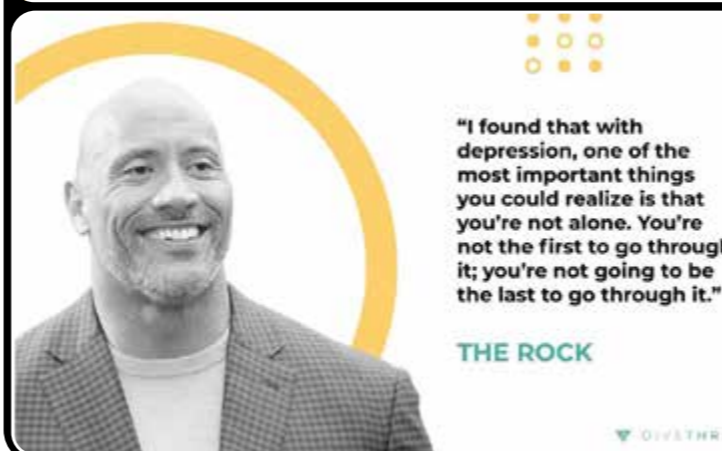


There are many devices on the market that can easily monitor things like heart rate, calorie intake, daily footsteps, sleep, stress levels and so much more. Here's a link to some <https://www.healthline.com/nutrition/cheap-fitness-tracker>.



R U OK? Day is coming up on **Thursday 8 September** and AWA plan to address the topic at daily toolbox meetings, commencing **Monday 5 September**. We are encouraging employees and staff to wear yellow during this week and open up conversations about how self and others are feeling. Guided by information provided at the R U OK? website we will talk about starting a conversation that could help a family member, friend or workmate to open up.

We will be playing a 2 minute video from R U OK? that talks about recognising change and responding with a simple question, like, R U OK? Check out the Website for more information <https://www.ruok.org.au/signs>



Inclusive Design



MAKING THEIR OFFICES ACCESSIBLE & INCLUSIVE

In early August, Alida, Warwick, Mark and Rory joined Jon and Natalie for on-site usability testing at Transurban's offices at Docklands. This work complimented initial design work in July focused on ensuring their new offices in Sydney are accessible and inclusive for employees and visitors of all abilities.

Transurban wanted to find out from Ability Works employees just how accessible and inclusive some key aspects of their workplace would be. The team tested the following attributes:

- Access and entry to the main foyer and lifts – finding our way to the Transurban office
- Arrival lobby – reception area and their audio-visual 'sensory' wall
- Visitor Management System – visitor check-in using a tablet device.
- Kitchen facilities - Dishwasher, cutlery & crockery drawers, rubbish bins, microwaves, fridges & freezers, hot water taps, coffee facilities.
- Emergency procedures – Signage & defibrillators
- Lockers – including how they are allocated and locked by employees. Transurban uses electronic access through a smart phone, pin code, or swipe card system.
- Printer and utility room – testing the use of the networked printer which is operated through electronic access.
- Accessible toilets – testing the automatic door features and ability to move around inside the accessible toilet.



Mark, Alida, Rory and Warwick

Coming Up... ACCESSIBLE WORKPLACE SURVEY

All employees, their families, carers, and staff have been invited to complete a survey regarding the accessibility of the Ability Works workplace. This survey is to help Ability Works apply for a Victorian Government grant focused on making community facilities more accessible by using universal design and co-design principles. We hope to be able to make the entry doors, toilet facilities and the lift. This survey builds on the great work the ERC and OH&S Committee have undertaken over the last few years. The competitive grant is due 2nd Sept. Stay tuned for more developments next month. - Natalie Collins

Ability Works insights stories:

Rory was unable to independently use the Visitor Management System because it was a touchscreen and didn't have any audio output.

Alida tested the microwaves in the kitchen and found they were too low, as they were below bench height.

Mark tested a range of office features including the printer. He found the room too narrow and needed to back into the room to use the printer.

Warwick helped test the locker system. This was found to be very accessible, and once he understood the instructions, with the interpreter's assistance, he could unlock and lock a personal locker.

aurecon Developing a way to measure inclusive design

Jared, Wendy, Ebony, Laura and Terry helped our partner Aurecon by providing input into a survey that will help establish and measure how accessible and inclusive public transport is. Our team provided input into the survey questions and ran through the questions with Mahsa Naseri. Mahsa is working with Aurecon and currently completing studies into public transport mobility with Monash University. Mahsa found the insights from our employees invaluable for making the survey easier to use.



Clockwise from top: Jared & Mahsa, Ebony, Wendy, Laura, Mahsa & Terry

Records Management



Nick is enjoying learning the new task of testing Etags for Transurban. Nick is loving the opportunity to upskill.



In the Records Management area where we service the Department of Defence (DOD), we have been providing employees the opportunity to learn how to digitise documents. One of these employees is Michael B. Michael has been trained on the Kodak scanner and has developed great computer skills. I would love to train more employees in scanning so if you are interested, please let the Support team know! Thank you, Kani.



Ben running a report for John & Mark



Right: Opening up RTS mail for Transurban, Veronica always makes our support team smile.



Stephen S really enjoys working in Logistics with John, Mark and the team. Here he is shredding some very important documents.



Shredding is a popular job! Rabinder also enjoys being rostered on there.

Above: Carolyn and Senior Supervisor, John Williams with the big Robot. Below is her little sister, Matlda with Team Leader, Mark.



Packing & Reworking



Above: The whole team enjoying their work. Michael, Jared, Ed, Kosmos, Kathryn, Veronica & George

The Vitaco job is chugging along, packing multi packs of rice wheels. Below from left to right: Diane doing a perfect job palletising. She packed 12 pallets on that day; Doug working hard moving one of the many pallets we are processing; Gordana keeping a close eye on Quality Control and carton sealing.



New opportunity! We have just won work for "[Petspiration Group](#)". This work involves the removal of a plastic backing card, the small key ring and brand disc form a dog collar.

It is a once off order for close to 5500 pieces which will require several employees to run.



Despina has crocheted this beautiful blanket for Rima's new grand nephew.



Top to bottom: Phillip H, Jimmy, Callum & Warwick

We have just completed a new job for "Composite Materials Engineering", shrink wrapping splashback and bathroom sample tiles that are going to Bunnings. This work involved the heat sealing and packing of a range of tile samples called the "Bellessi" range. We hope to see a repeat order some time in September. Up to 4 people are required to run this sealing and packing work. It was great to see the heat sealing machine in action again. The team did a great job to complete the order on time.
- Tony Balchan

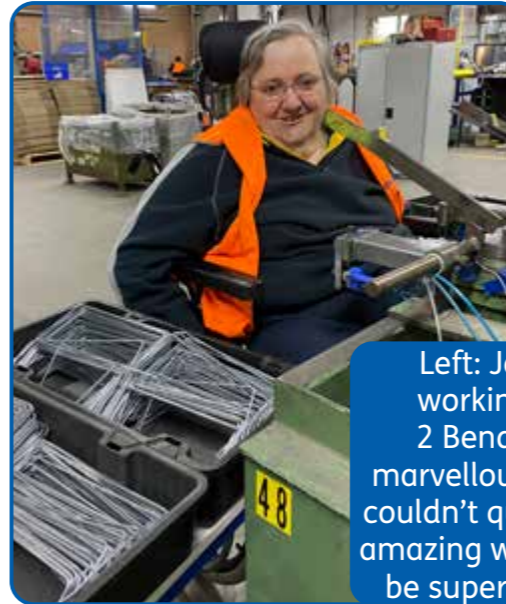
Wire & Metal Fabrication



Stephen is a natural on filling Jelly Ferrules. This is his first box at the halfway point, to complete the box another 20 filled ferrules will be placed in the box. Helena Jankowski took this photograph of Stephen and his work, as she was impressed with the ease he was completing it with and his low-key approach. Go Stephen G!



Above: Kathryn is happily working away on the screw cap machine. She is always eager to be trying out new and different jobs down in manufacturing. Left: Mark M "striking a pose" :-)



Left: Jenny had been working on the Stage 2 Bender and doing a marvellous job. The camera couldn't quite capture all her amazing work but she should be super proud of herself.



Above: Graeme, Des, Helen and Susie. Below: Helen (again!), Tracey, Bill (again!) and Ken



Billy loves his photos. He insisted that he needed a photo (or two) to show off his hard work! Helen, his amazing supervisor is supporting Billy. It looks like a lot of fun in manufacturing!





Vale Kim Howell

1967 - 2022

Kim was a colourful, dedicated and extraordinarily resilient person who made a huge personal and professional contribution to AWA. We miss you Kimmy! The Pies are flying high for you.



Kimmy was as proud as punch with her achievement in the Box Hill Institute classes. She attended her graduation with James last month. Nothing was going to stop her attending and getting her certificate.



Kim with her beloved Joe Joe. All bark, no bite!



Staying Connected. When Kimmy was no longer able to work at AWA she was organising dinners with employees and staff. These were always well attended.



Kim loved work and Logistics, with John. It was one of her favourite areas to work in.

She was a nice lady. I would help her get her lunch. I will miss her

♥ Greg Hallett



I met Kim on my very first day at AWA when i was tasked to take the Box Hill class. Kim was loud, outspoken and very likeable. We had an immediate connection and for the 9 months that followed we became very close. Kim never let on she was in pain, at her worst she would respond with "half/half" when asked how she was feeling. I have never met a human so eager to get to work no matter how much she should have been at home, resting. I know Kimmy had a strong love for those she 'loved' and I was fortunate to be one of those people. She lived her life and did not compromise for anything or anyone. I will be cheering the Pies for you Kimmy, I miss you.

♥ Jodie Mitchell



She was a nice lady. We worked in manufacturing and had class together.

♥ John De Jong



Thank you for giving me the opportunity to know you Kimmy. May you rest in peace and I will see you again one day.

♥ Terry Dreier

Kim was a friend of mine. I was surprised by how much of a community she had outside of work. She loved her job.

♥ James Williamson



Kimmy was very loud for what she believed in. She would not accept any unkindness towards anyone and will be quick to stand up for mates and what is right. If I'm having a bad day I will just remember what Kimmy would say "I'm going to do what I want. My way!" That she did, with strength and determination she did things Her Way! Love you Kimmy, and yes, we miss you

♥ Helen Cross and David Downie

August Birthdays!



GRAEME STEART
02/08



DANIEL ALLEY
04/08



RICHARD PILEUS
04/08



SHANE PARKER
06/08



NICHOLAS RUFFE
07/08



BENITO TALARICO
10/08



AMANDA LEECH
11/08



BEN HOWARD
17/08



STEPHEN
SIANNOS 18/08



WILLIAM KING
18/08



MICHAEL TRUONG
23/08



LYNETTE TAYLOR
24/08



ALIDA CAIRO
18/08



TRACEY KING
28/08



DESPINA SIOMOS
21/08



JENNIFER
CAIRNS 27/08



STEPHEN EVANS
27/08



EDWARD WHITE
28/08



JOY POOL
29/08

Upcoming SEPT Birthdays

ANNE FOX
CHERYL HENDY
HELEN CHERRIE
PHILIP KNIGHT
GEORGE KOURABAS
DAVID WILLETT
JARED ROGERS
PAUL SETER

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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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