

Magic that Matters

October 2022

Dear Employees, Families and Friends of Ability Works,

I thought I might give you our rationale for seeking to potentially open an additional facility in Dandenong. Ability Works (AW) needs additional space to deliver on road/rail/public housing and construction leads. The current facility is not Fit for this Purpose. Also, there is much work that AW foregoes from manufacturers in Dandenong due to its Kew location. A facility in Dandenong, the manufacturing hub of Melbourne would be a very appropriate location for an additional facility for AW's Wire/Metal fabrication business. AW is therefore seeking to set up a facility and provide employment in Melbourne's South East, where unemployment is high amongst many migrant communities (15%+). Employment of more diverse communities is in keeping with changing community attitudes. We plan for the facility to be truly inclusive and diverse employing people with a disability and anyone in the community who faces significant barriers to employment.

[Westpac Foundation](#) **Inclusive Employment** **grant and [Jobsbank](#)**



With funds from the above two organisations, we will be co-designing the facility in Dandenong with the community. The co-design research is a collaboration between Ability Works, RMIT University [School of Global, Urban and Social Studies \(GUSS\)](#), [Jobsbank](#), [Afri-Aus Care](#), [Friends of Refugees](#) and [IndianCare](#). The Community organisations are from Melbourne's South East, with a shared goal to develop an evidence base to take to funders for the Dandenong facility.

AW will provide training, employment and the necessary wrap around services identified during the research, using collaborating partners in the local area. The physical facility and service will be designed/selected after feedback is gathered and synthesized into insights and solutions. Feedback from the co-design process will also be sought as to whether the type of work AW can provide will be perceived as attractive and sustainable to the communities in Dandenong.

Ian Potter Foundation

Three years ago, the [Ian Potter Foundation](#) funded the wages of a Training and Support person, to assist Ability Works (a) increase the number of people with a disability that we employ, (b) have more time to train and upskill employees (c) increase the proportion of employees with complex support needs (d) assist those who wish to move into mainstream employment to do so. We are now at the end of the three year period and are extremely grateful to the Foundation and Dr Alberto Furlan in particular for this grant which was especially helpful during the two years of Covid restrictions.



Till next time, Sue Boyce, CEO



IMPORTANT DATES

RDO Monday 31st October
Cup Day Tuesday 1st November
OH&S MEETING Thur 3rd Nov at 1:30pm
RDO Tuesday 15th November
ERC MEETING Thur 24th November at 1pm
Election Day Saturday 26th November
RDO Friday 23rd December

In the News!



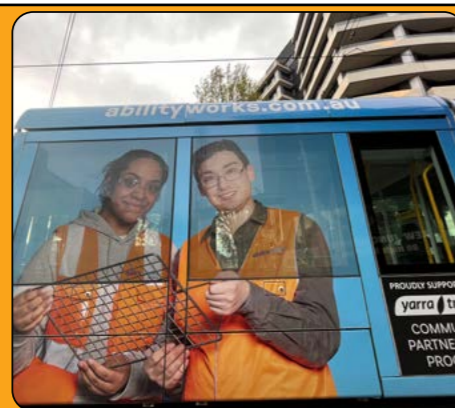
SEWF
2022
SOCIAL ENTERPRISE WORLD FORUM 2022

Our CEO, Sue Boyce, attended this year's *Social Enterprise World Forum* in Brisbane. It was the largest gathering of purpose-driven local and international change-makers in 2022 - a two-day hybrid experience that included 1,500+ participants, 100+ speakers and 55 sessions. Ability Works won the *VIC & TAS Social Traders Australia Game Changer Award 2022*, and was in the running for the National Award. Unfortunately we did not win the National award, maybe next year... Sue also ran into our employee, Rory, at the Westpac Foundation stand - albeit in the shape of a pull-up-banner.

Welding from a wheelchair and running a mailroom team with AI — Mark Golotta's unorthodox and rewarding career



The latest podcast, "Getting It Right", hosted by Craig Foster AM features our very own Mark Golotta. Thank you to Jobbank Australia, Deadset Studios and Craig for making this happen. Make sure you check Mark's amazing story [here](https://podcasts.apple.com/au/podcast/welding-from-a-wheelchair-and-running-a-mailroom/id1646744878?i=1000583123463): <https://podcasts.apple.com/au/podcast/welding-from-a-wheelchair-and-running-a-mailroom/id1646744878?i=1000583123463>



Ability Works Tram Sighting!
Our tram was spotted travelling through Kew Junction.

Jobs Victoria Conference

Our CEO, Sue Boyce, was invited to join the panel at the Jobs Victoria Conference on October 10th. It was held at the Flemington Racecourse, and she was speaking at a session with our corporate partner Transurban titled "Social Enterprises: Partnering for Impact". The audience heard about Ability Works' long-standing partnership with Transurban and the wonderful benefits our employees have gained. This included our learnings about how corporate partners are potentially in a powerful position to change lives by buying from social enterprise.



Left to right: Meg Price, Head of Grow, Give Where you Live Foundation; Peter Quanchi, Supported Employment Coordinator, Vivid Work Crew; Sebastian Conley, Sustainable Procurement Manager, Transurban; Sue Boyce, CEO, Ability Works; Jeremy Levine, Executive Director, Inclusion, Department of Jobs, Precincts and Regions

Boss/Australian Financial Review Awards

Ability Works was invited to attend the **AFR BOSS Most Innovative Companies** awards as a guest of **Aurecon**, who submitted our Inclusive Design Melbourne tram stop collaboration. The submission came in fifth place in the Professional Services category. *Congratulations - what an achievement!*

Pictured from left to right: Daniel San Martin, Aurecon; Dave Mackenzie, Aurecon; Sue Boyce, Ability Works; Andrew Maher, Aurecon; Angus Leitch, Aurecon; Stewart Bird, Aurecon; Hester DE Wet, Aurecon; Jake Gerrard, Aurecon



The Hon. Shaun Leane Visit

On October 26th, we had a visit from the Minister for the Commonwealth Games Legacy, Shaun Leane and Lucy Skelton, Labour member for Kew. We heard from the Minister how important making the games Inclusive is to the Victorian Government. The Government is wanting people with disability to volunteer at the Games and provide them with opportunities to meet prominent athletes at the Games. We hope many of our employees will take up the opportunity to volunteer. We are also hoping to supply the Games with our Inclusive Design Service and packing and assembly of merchandise. Register [HERE](#) if you are interested in volunteering for the Games.



Left: Sue Boyce (AWA), Nick Verginis (CEO, SENVIC - Social Enterprise Network Victoria), The Hon. Shaun Leane (Minister for Commonwealth Games Legacy, Minister for Veterans), Lucy Skelton (State Labour member for Kew), Natalie Collins (AWA). Right: Shaun, Lucy and Sue speaking with employee Phil.



Left: Mark (Employee Team Lead) and John (Senior Supervisor) speaking with Lucy. Right: Sue taking everyone for a tour.

ERC PRESIDENTS REPORT

We have been a bit quiet in P & R with our work but the Vitaco crackers are back next week. The car clutches are still going well and there are still a lot of E-tags to be tested - mail opening is also a bit quiet. DOD is going well with plenty of files to collate. Manufacturing is also very busy with lots of work. We are also employing another support person to work at AWA. Jon and Laura are planning the interviews for the position, which is exciting. We are also looking at another factory site in Dandenong to extend our business. It will allow us to do larger manufacturing work and also help the community in Dandenong. It is very exciting waiting on a grant to see if AWA can get this till next month. I will speak to everyone then!!
Next meeting is on Thursday 24th November at 1pm - Ben Robinson



Social Robot Matilda

Our Expression of Interest to **The Lord Mayors Charitable Foundation** for \$300,000 has been approved to make a full application to develop Matilda, to interpret body language, facial expression, voice tone, and expressive words to assist with inclusive design (ID) insights gathering, from employees who have challenges verbally articulating their feelings and responses. Matilda has demonstrated this capability when used to improve communication skills of individuals with autism who have limited verbal skills and in the recruitment of sales personnel in business.



Inclusive Design

UPCOMING PROJECTS

Keon Parade – Level Crossing Removal

On Wednesday 9th November we will be helping the Level Crossing Removal Program by providing design input into the new Keon Parade level crossing removal and station. A small number of employees will participate on-site and talk to designers about what they would like to see in the new station. Then we will travel on public transport to Reservoir Station, which has recently been redeveloped. We will make sure to take lots of photos!

Social Housing Re-Development with ICON as lead partner

Ability Works is going to be involved in assisting four different architectural firms design social housing precincts for Homes Victoria at Hampton, Port Melbourne, Prahran and South Yarra. We will work alongside architects, landscape designers and urban designers to input into their design process through an inclusive design workshop, co-designing workshops and then site-specific design reviews. (Dates to be announced).

Software Testing

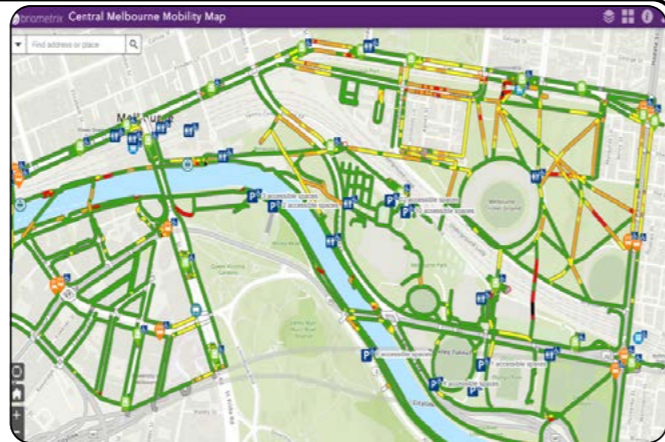
In early November we will be helping TTC Global, a software testing business by conducting some usability testing on some web-based software. This will hopefully be the beginning of more opportunities for our employees to test websites and software to ensure they are accessible for users of assistive technology and the general public.

If you are a regular user of a computer, a tablet or a smartphone and would like to be included in digital accessibility testing, please speak to Natalie.

Central Melbourne Mobility Map

Thanks to all employees for taking the time to review the Central Melbourne Mobility Map and for completing the Department of Transport survey to provide feedback.

The Map was a trial in Melbourne's Arts and Sports precincts and identified accessible facilities such as toilets, parking and public transport stops. A unique aspect of the map showed the accessibility of a path's incline and decline – a useful feature for wheelchair users.



TRANSPORT FOR NSW Review of Payments and Ticketing

Ability Works Australia will be assisting a Sydney-based project to complete some research by recruiting and sourcing people living with disabilities and from Culturally and Linguistically Diverse (CALD) backgrounds who use the transport system in Sydney. This will expand our network of partners, so we can support design/user research work anywhere. This is happening between 14th – 22nd November.

Inclusive Design Participation

There are always opportunities to get involved with our Inclusive Design projects. Let the Support Team or Natalie know if you are interested in participating. An example of what we require from you is to help with surveys, focus groups, ideas etc.

Records Management

JAZZ DAY IN DOD

Employees and casuals working in our records scanning department had a bit of fun practicing their JAZZ HANDS while listening to Jazz Greats, Ella Fitzgerald, Charlie Bird and Max Roach.



Clockwise: Ed G, Nick G, Nick, Helen and Michael

DOD UPDATE

In October we received 175 boxes from our client and dispatched 175 boxes from Ability Works. For "Tender 2", to-date we have received 700 boxes and dispatched 455 boxes. For some employees it has been their first time working in the DOD area, this includes work trailers. All are enjoying their time in my department and learning valuable new skills. - Kani, Supervisor

Billy had the doctor's OK to come to work today, after injuring his thumb at home. Here he is opening Transurban mail.



Super team work in action within DOD. Left to right: Ebony, Kani (Supervisor), Emma (Support), Byron and Nick.



Graeme, Nia (Support), John, Rudi (Support), Anne and Giulio



Kenny working on the second stage of prepping. He completed two boxes, awesome work Kenny!



Michael B and Byron - strike a pose!



More happy snaps from DOD!

Above: Max, Jan-Eric, Kani (Supervisor), Mark, Graeme and Ebony. Left: Carolyn

Wire & Metal Fabrication



Manufacturing had a special visitor this month, ex staff member Dina! Smiles and hugs all round. L-R: David, Dina, Stacey, Michael and Erik

W&M Update
 Our quantity for orders for Abey coil holders has increased from 4000 a week to 6000. That is a 50% increase in work for one of our biggest customers.
 We ran the induction cooker job upstairs and are now salvaging the copper. Great for the environment and also a good money earner.
 - Andrew (Senior Supervisor)



Matthew very proud of his work on the Snake mesh. A super tidy finish!



Left: Don't get too close, John is feeling the heat in Manufacturing!

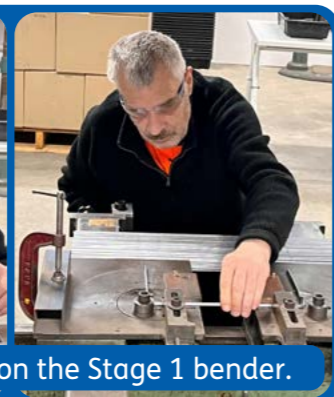
Bottom left: Joshua's first time on the brush bender. He loved it!



Brian and Eddie have been working together for almost 10 years!



Manufacturing has been having Spotify music requests on a Friday. Charles requested AC/DC as he says he is their number #1 fan!



Thomas R. working on the Stage 1 bender.



Trainer Stacey working on the jelly ferrules with Phillip



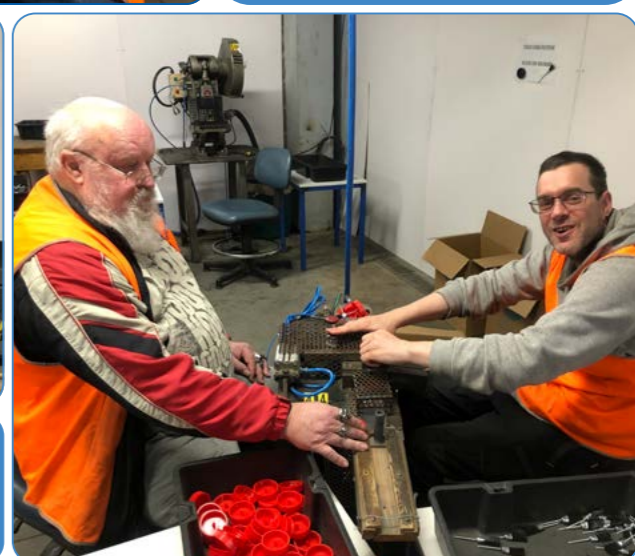
From Left: Graeme and Charlie; teamwork in action, sorting spacers for the snake mesh; Terry and Erik working on the Stage 1 and 2 benders. So many beautiful smiles :-)

Making Brushes in Manufacturing!

These brushes are used in bottles and jars (such as glue) to brush all remnants out. The first step in this process is where Anne #1 spins the metal to create the brush. Below: Anne #2 cuts the wire to the correct length. We have several different sizes to do.



Above: Mark and Susie are ferruling brushes.



Ever-smiling Billy working on the brush press and trim to make the brushes neat

Kenny (above), Mark and Gavin (right) are working on the screw cap machine, sticking the lids to the brushes.



Keith and Veronica are working on brush bending which is the final step in the process. Finished product goes into jars like glue bottles.

Packing & Reworking



Yarra Trams Summer Pack

This month in P&R we had a new job for Yarra Trams. It is always exciting to get new work! Above (from left to right) R: Helen, Robin and Anne enjoying packing the cooler bags "summer pack" while Gordana completes quality checks, packing and palletising.



JAMES "beaming" after sealing Pallet #11; Susan and Charles packing; Frances at the start of the assembly line and finally, Neil putting the final touches on Pallet 13.



Diane, Kathryn and Rory working on the Norman G Clark Seal Kits

P&R News

Things seemed a little quiet with Vitaco not running but there is no shortage of work to keep us busy during this time. We had to complete 120 Pacific Ventilation roof mounted vents; 2 jobs for PSA, applying stickers to FLP's and grout tube ends to nearly 20,000 pieces; 8,000 Baby Bags; 1,000 Seal Kits and 400 Clutch kits for Norman G Clark with more on the way.

Upcoming work: We are expecting approx. 4,000 Good Friday Appeal collection tubs for cleaning and a further 2,000 tubs and 8,000 lids for labelling and repacking as well as 800 kits for Modwood. So everyone be prepared as we are going to be very, very busy...

- Rima (Senior Supervisor)

Bottom right: Ben, Jared and Michael are working on Norman G Clark Clutch Kits.



UNHELPFUL THOUGHTS

Health and Wellbeing

Unhelpful thoughts can act as barriers to engaging in activities for your wellbeing. You can start to overcome these by trying these 3 steps:

Identify the thoughts that are getting in the way. Are any of these examples familiar to you?

- Others will think I'm selfish if I take a lunch break
- I don't have any time to do something nice for myself
- My friends are probably busy so I shouldn't bother them

Challenge these unhelpful thoughts by questioning them and considering other perspectives using the below questions:

- Is there evidence to support this thought, or is it unlikely to be true?
- What would I say to a friend having this thought?
- What is a more helpful, encouraging way to think about this situation?

Shift your unhelpful thoughts to a more balanced outlook

- I wouldn't think my colleagues were selfish for taking a break. It's important I take breaks too. Taking a break will help me to refocus and be more present when I return to work
- It's true that I am time-poor at the moment, but I could do something small that is still enjoyable. I'm going to spend 15 minutes reading during my morning commute rather than checking my phone
- I know my friends are busy, but I can still reach out to say hi and arrange a time to see them soon

Some small daily actions for our wellbeing

We suggest doing activities that are meaningful and enjoyable for you, staying connected with others and building up regular healthy habits. We encourage you to take a moment and think about which of these types of activities are currently part of your day to day, and which might you be able to add into your daily routine. Listed below are examples of different small daily actions that you might like to try and add into your daily routine. You can 'pick and mix' the small actions that appeal to you and try out different ones each day. Once you find those that work, try to prioritise time each day for your wellbeing by following through with the activity.

- **Engage in meaningful and enjoyable activities:** Identify something that's important to you and make time for this activity each day. This might mean eating dinner with your family each night, making it a priority to read a book before you go to bed, ending the day with some journaling or listening to music.
- **Practice healthy habits:** Take time to put your wellbeing first each day, whether it's starting your morning with a five minute meditation or short walk, enjoying a cup of tea in your work or study break without checking emails, cooking a balanced and tasty dinner, or reducing screen-time before bed.
- **Stay connected:** Connecting with others is important for our wellbeing as social beings. You can try connecting in small ways, smiling at passers-by, booking in a catch-up with a friend, colleague or family member, asking someone how their day is going, sending a text or email to a friend.

Promoting healthy eating and wellness through Get Online Week

It was great to see so many people involved in the [Get Online Week](#) events from 17 - 23rd October. Get Online Week is a campaign organised by The Good Things Foundation and encourages older people to get online in a safe way.

This year's theme was 'try one thing'. Our employees were encouraged to watch short YouTube videos on healthy eating and wellbeing and those with internet access were encouraged to search for healthy recipes for snacks at home. To get everyone in the mood we supplied fruit boxes and muesli bars.

Special thanks to Veronica for helping prepare the lunchroom with posters.



Cheryl, Charles, Des, Graeme and Lovely Laura.



Puzzles Page!

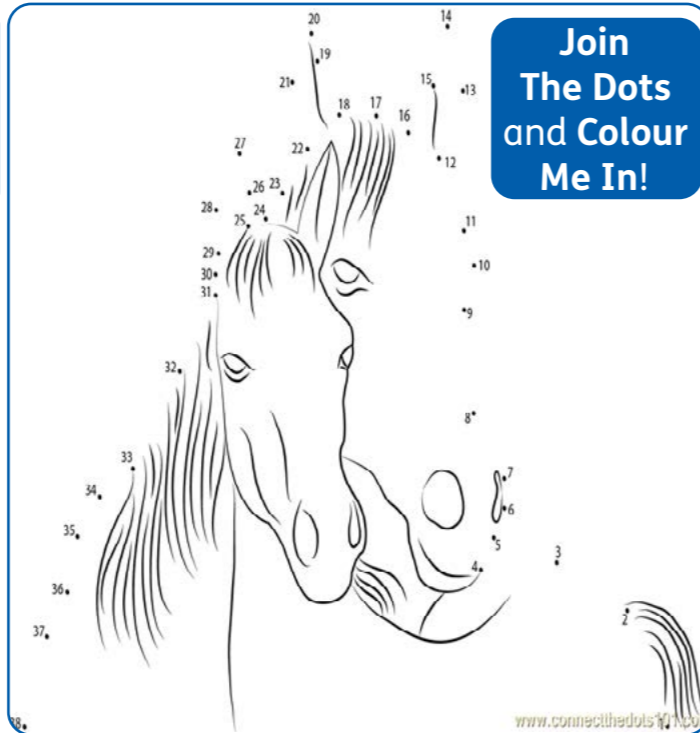
HORSING AROUND

- Q. What do you call a horse that likes to stay up late?
 A. A night mare.
- Q. Why do cowboys like to ride horses?
 A. Because they're too heavy to carry.
- Q. What did the mother horse say to her foal?
 A. It's pasture bed time!
- Q. Why do most horses look so fit?
 A. Because they're on a stable diet.
- Q. What makes a horse sneeze?
 A. Hay fever.
- Q. What kind of horse travels all around the world?
 A. A globe trotter.
- Q. What kind of food do race horses like to eat?
 A. Fast food.
- Q. What does it mean when you find a horseshoe on the ground?
 A. Some poor horse is walking around in socks.

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

FOAL
 HORSE
 TAIL
 MARE
 TROT
 FERAL

GALLOP
 EQUIDAE
 INTELLIGENT
 MANE
 CANTER
 WILD



SPOT THE DIFFERENCE - there are 7



Find His Way To The Finish Line



Join
 The Dots
 and Colour
 Me In!



During the month of October a competition was run for employees to name the big Robot in Logistics (Matilda's big brother). Ken won this competition and a \$50 voucher (presented by Kannan). The winning name with a majority 10 votes was Ken's namesake: **KEN HALLETT**

Brant and Ken - Netball Tournament

On Sunday the 2nd of October Ken and Brant played several games of netball for their club Chisholm in a tournament at the state netball and hockey centre in Parkville.

Ken invited Helen and I to watch them play. We were able to watch two of the four games they played for the day, I was exhausted just watching! Ken played in two positions on the day, Centre, and Wing Attack while Brant played Goal Defence.

Ken is a is a weapon on the court and never stops running or working for the ball, Ken is very knowledgeable on the rules and always helping other players. Brant was a force in Goal Defence and managed to block a few goal attempts by the opposition as well as securing a few rebounds. Helen and I had an enjoyable time watching the guys play and we think the guys also enjoyed our support on the day.

Go Chisholm!! - David Downie



Employee Nick 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

Social Pages



COOKING WITH JIMMY BLACK BEAN, CORN AND SPINACH LAYERED ENCHILADA BAKE

Serves: 4-6 (Gluten free)

- Ingredients**
- Extra virgin olive oil
 - 1 red onion, roughly chopped
 - 3 cloves garlic, roughly chopped
 - 1.2kg (3 cans) diced tomatoes
 - 1-2 chipotle pepper in adobo sauce (or 1/2 - 1 tsp ground chipotle powder)
 - 4-5 green onions, finely chopped
 - 1 bunch coriander, finely chopped
 - 100g baby spinach
 - 1 can (275g) black beans, drained
 - 250g frozen corn kernels (use fresh if you have), thawed
 - 10 x 15cm corn tortillas
 - 500g grated cheddar cheese
 - sea salt and black pepper

Preheat oven to 200C. You will need an ovenproof baking dish, approximately 25cm x 30cm, although a dish a bit larger will work too.

Step 1. In a large frypan on high heat, add a drizzle of oil, along with the onion and garlic. Cook for 5 minutes until the onions have softened and are starting to caramelize.

Step 2. Add the tomatoes along with 1 cup of water (you could also use vegetable stock) and the chipotle pepper in adobo sauce. I use just one pepper as I don't want it too spicy for my kids, however feel free to use more if you like it hot.

Step 3. Reduce heat to low, season with sea salt and black pepper and allow to simmer for 8-10 minutes. When ready, turn off the heat, and blend until smooth.

Step 4. Take your ovenproof dish and drizzle with a bit of olive oil, along with 3-4 dollops of the tomato sauce. Spread the sauce with the back of a spoon, and then begin layering.

Step 5. First, lay out 3 tortillas, breaking them up (if you need to) so they don't overlap too much. Add the black beans, green onions, 3-4 spoons of the tomato sauce, and 2-3 handfuls of grated cheese. Season with a little sea salt and black pepper.

Step 6. Now we will begin the next layer - lay out 3 tortillas, then top with spinach, 3-4 spoons of the tomato sauce, a scattering of cheese, coriander, corn and season with sea salt and black pepper.

Step 7. And now the final layer - lay out the final 4 tortillas, top with the remaining tomato sauce, spreading it out with the back of a spoon. Top with remaining cheese. Bake in oven for 20-25 minutes, until the cheese is melted and golden.

Allow to rest for 15 mins, before cutting and serving.

[A Hetty McKinnon recipe.](#)





BOX HILL INSTITUTE - Class Update

This term Kerrie and I are delivering the final two units for the *Certificate I in Transition Education* course; **VU23039 USE TECHNOLOGY FOR A RANGE OF PURPOSES** and **VU23034 DEVELOP PERSONAL GOALS WITH SUPPORT**.

At the end of Term 3, my Tuesday class did some cooking using the microwaves in the kitchen, where we made Brownies in a Mug. Students did a fantastic job of working in pairs to follow the recipe and prepare the mixture, and then to cook them for the correct time in the microwaves. Our activities were for the technology unit, so using the microwave and dishwasher for cooking, and we also had a play with a drone and R/C car.

At the start of term 4 we did some art, which was developing skills to follow instructions and not being afraid to try. The student's drawings were very impressive! Billy, Tracey and Paul are proudly showing their's. The final classes for the year are **Monday 28/11/22** and **Tuesday 29/11/22**. Remember we are currently enrolling for next year. - *Dean Champ*



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.

2256VIC CERTIFICATE I IN TRANSITION EDUCATION	2256VIC CERTIFICATE I IN WORK EDUCATION	2248VIC CERTIFICATE II IN WORK EDUCATION
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.	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!	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.



Support team member Emma caught the 609 Hawthorn bus home and commuted with the two Kenny's!

2022 Special Olympics National Games

Held in Launceston from October 17 to 21, 750 athletes competed across athletics, basketball, bocce, bowling, football (soccer), golf, gymnastics, swimming, table tennis and tennis. Our very own employee, Brant, attended, representing Victoria in Bocce. He came 3rd in the pairs and won gold in the team event. Well done Brant!



Happy Birthday Hanan!
Hanan organised a lovely dinner to celebrate her birthday. Staff and employees attended the party held at Brown's Corner Hotel, in Sydney Road, Coburg.



Christmas Leave: We are currently planning our workforce for the Christmas holiday period. To assist with this planning can you let us know what leave you plan to take during the end of December and beginning of January. You can let us know by emailing support@AbilityWorks.com.au or by speaking with a member of the support team and completing the leave form.



Cyber Safety

Jimmy is an ambassador for **THE CYBERABILITY PROJECT**. A project working together with people with living experience of brain injury and scams to research and design cyber safety resources. He played a video at afternoon tea and spoke about his work with <https://cyberability.org/>. Jimmy will be co-presenting at Latrobe University 28/11/2022 and Geelong TAC 2/12/2022. You can read about Jimmy here: <https://cyberability.org/about-us>

UP-SKILLING - Would you like to work on something new? Have a chat to the support team for an opportunity to up-skill.

Thoughtful kind Rudi bought in a delicious cake to share. It was from her nephews 18th birthday, YUM. Richard enjoyed his slice!



Support News

SUPPORT TEAM UPDATES

Well done to employees for their motivation, focus on the job and contribution to positive workplace culture.

In November Nia will be increasing her days in the support team to full time during while she is on a break from studies.

Box Hill Institute will offer two courses at Ability Works in 2023, the Certificate 1 and 2 in Work Education will be available for employees. If interested, please let support know.

Planning is well underway for this years Christmas Party and will be held on Thursday the 22nd of December 8:30am-2pm. If you have any ideas for the Christmas party, please speak with a member of the committee. Invitations will be shared during mid-November.

The upcoming RDO's are scheduled for 31st October, 15th November and 23rd December.
- *Jon Adams (Group Manager, Employee Support)*



Nothing is going to stop Graeme from showing off his t-shirts. Here is another one, a gift from his friend Paula.

If you are interested in working at Ability Works, **Call Us!** We are recruiting people to join the support team and looking for a Workplace Training and Support - NDIS lead role.

ATTENDANCE

If you are unable to come to work for any reason please call us on **9853 7080** before 8.30am or email support@abilityworks.com.au



Box Hill Institute TERM DATES

Term 4 Ends:
Monday 28th November
Tuesday 29th November



OH&S UPDATES

The OH&S Committee has refocused their efforts over the last few weeks towards

catching up on inspections. Due to Covid, this is an area that has been neglected for more than two years. Eddie Scaffo-O'Neil (OH&S Consultant, formerly Worksafe Inspector) has volunteered to lead the inspection teams by providing hands on training and guidance, as well as increasing the team's awareness on what to look for. This process is due to continue over the next few weeks or so.

Issues identified are routinely added to the "OH&S Risk Analysis & Actions Tracker" and actions are prioritised based on risk score. The Committee, on a monthly basis, will review and agree on actions for each. The inspections take place on Thursdays between 1:30 and 2:30pm each week with the exception of those days that the Committee Meetings are scheduled. All Committee members are taken through this process. We ask that staff members continue to support this process by making OH&S Employee Representatives available to conduct the inspections at those times.

- Tony Balchan (Group Manager, Operations)



Phil "the Legend" doing an amazing job asking Lynne covid screening questions at the door.

FEELING UNWELL?

DO NOT come to work if you are sick.

Provide the support team with information from your doctor if you get hay-fever, asthma or allergies.

- Regularly wash your hands well.
- Sanitise your hands before entering the room.
- Cough and sneeze into your elbow.

You MUST stay home for 7 days if you have tested positive for COVID-19.

SNAKE SEASON IS UPON US

IN THE EVENT OF A SNAKE SIGHTING:



- **DO NOT** approach the snake or try to catch it
- Try to keep the snake in sight, get someone else to alert AWA reception. If the snake is on **AWA grounds** reception will call the snake catcher, If the snake is in **Royal Talbot grounds** outside of AWA area, reception will call Royal Talbot security

AN EMPLOYEE SHOULD NOT BE PLACED IN A POSITION OF KEEPING WATCH ON A SNAKE

If reception is not responding contact snake catcher or Royal Talbot security directly.

- Critter Getters - **9842 8424**
- Snake Busters - **9812 3322** or **0412 777 211**
- Royal Talbot Security - **0403 369 382**

If you lose sight of the snake don't call the snake catchers as they will not be able to track it.



1. Keep to the paths at all times
 2. If you see a snake walk away and tell staff **IMMEDIATELY**
 3. **DO NOT** try to catch the snake
- Snakes are dangerous. DO NOT disturb them or touch them.**

WET WEATHER

Please take extra care with slippery surfaces, using the elevator and driving on the roads. If you need help seek out a support person.



SPEED LIMIT

Please observe the speed limit when driving through the **ROYAL TALBOT** site.

Employee Recognition



Ben H - General Mail Opening and Scanning

I would love to send a massive thank you & recognition to Ben H for his excellent workmanship & dedication to his job. He comes to work punctually after each break & just quietly does his work as necessary - asking for minor help when required. Ben says his favourite part of the day is scanning the mail & correspondence to the designated states.

- Mark Golotta - Employee Team Lead

David W - Abey Nut Welding

A very impressive effort by David by setting a new record on the Abey Nut Welding job. When David gets stuck into a job he is all Go Go Go and today he set the record high at 2875 Nut Tabs Welded!!! Just wanted to share how appreciative we are in Manufacturing to see David enjoying a job he does so very well. Standing ovation for you good sir (applaud emoji)"

- Helen Cross (Supervisor)



Ebony - DOD

Thank you Ebony for your amazing work in DOD. Ebony has a clear understanding about consignment and box number details. She is being trained to do record taking, and can do cleaning and prepping work well

- Kani (Supervisor)



Welcome to Ability Works!

This month we have recruited David who is undertaking a work trial.

David enjoys using computers, reading and art. He recently undertook a Barista course.

He enjoys watching and going to sport, playing Ten Pin bowling and basketball.

David was interested in Metal bending, packing and logistics computer work.

We hope you enjoy your time at Ability Works.

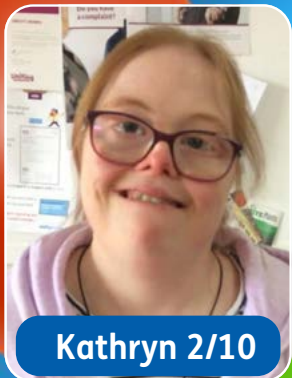


Shane Up-Skilling in Logistics

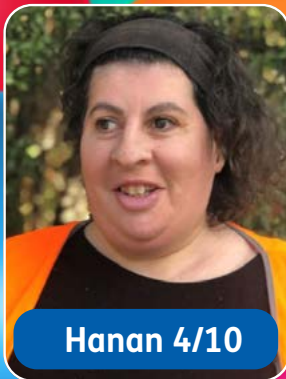
Shane has been working remarkably well on mastering the process of cleaning ETAGS this is an integral part of the work that goes on in Logistics. Shane needs to ensure the tags are clean, he will then label the tags and package them to be scanned into the system. Shane has been working on this job for the past two weeks and is thoroughly enjoying the new skills and knowledge that he is learning.

Shane always has a friendly manner and enjoys his jobs. Keep up the good work! - Stacy (Support team)

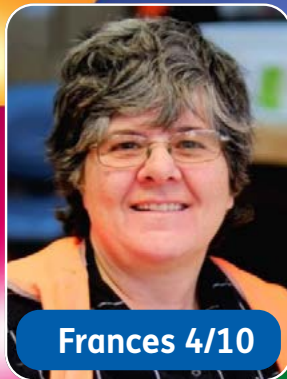
October Birthdays!



Kathryn 2/10



Hanan 4/10



Frances 4/10



Scott 5/10



David 5/10



Veronica 9/10



Anne 25/10



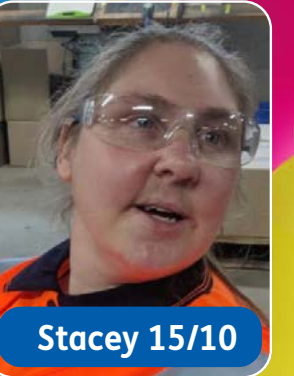
Garry 27/10



Linda 27/10



Gavin 19/10



Stacey 15/10



Stephen 23/10



Nevrus 29/10

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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