

## APRIL 2021



## OUR VALUES—RESPECT

Recognition, Easy to do business with, Service,  
Positivity, Excellence, Collaboration, Trust

## OUR SERVICES

Waverley currently employ 330+ adults with special needs, 60+ full time and casual staff across 2 sites located in Notting Hill and Hallam.

Waverley six divisions specialising in Packaging, Assembly, Catering, Woodwork, Transport and Garden / Maintenance services.

Check out our new  
Kitchen and Catering  
team news—page 5

Welcome our new HR  
Support Officers! -  
Page 12

Get involve in some  
outdoor activities  
with your work  
colleagues—Page 13

# WAVERLEY INDUSTRIES OPEN DAY 2021

Please RSVP preferred day of attendance to [info@wavind.org](mailto:info@wavind.org)



Join us in celebrating Waverley on

**April 20th & April 22nd 2021**

**2:30pm –5:30pm**

370 –372 Ferntree Gully Road,  
Notting Hill

*We are excited to showcase our new commercial kitchen and other refurbishments with our customers, families and community. Come and see Waverley in action!*

*Refreshments will be served*



# OPEN DAY!

# EMPLOYEE *of the* MONTH

Hallam—March 2021

The Hallam crew has been celebrating stars of the week and we had so many deserving hard working employees. Our employee of the month/star of the month award will be given out to one employee in each group. Our stars are chosen for the some of the following reasons:

- Hard work & Dedication.
- Taking pride in their work.
- Showing leadership.
- Going over and above to get the work done.
- Keeping the place clean, sanitized and safe.
- Excellent attendance and punctuality.
- Great Versatility and Productivity.

## AND THE WINNERS FOR THE MONTH ARE:

**Hallam 1** - Sean Guinane

**Hallam 2** - James Muscat

**Hallam 3** - David Sola-Graetz

**Hallam 4** - Jessica Bousfield

**Maintenance**— Paul Slinger

*Great job!*

# EMPLOYEE *of the* MONTH

Notting Hill—March 2021

**Group 1:** Matthew Migliorini

**Group 2:** James Thomson

**Group 3:** Esther Ong

**Group 4:** Isabelle Shattock

**Group 5:** Robert Evans

**Group 6:** Brendan Hampton

**MBC1:** Jake Maguire

AND THE WINNER FOR THE MONTH IS

## Matthew Migliorini

Matthew has moved to Packaging permanently and has stepped up his work ethics to focus on quality control at the end of the line. He has picked up numerous issues with the Asaleo Dignity Share Pack. Well done Matthew! Keep up the great work!

*Great job!*



# Notting Hill Renovations Update



Our new kitchen is complete and boy are we excited! Our new Executive Chef Nick has started and is keeping the Catering team very busy! Our catering employees are back in the kitchen and more excited than ever.

The team is working very hard and our new chef has introduced some new yummy food for our catering menu already!

So many exciting times ahead for our Catering team.

Find out more about Nick below :)



## MEET OUR NEW EXECUTIVE CHEF!



**Name:** Nick Schwarz

**Nickname:** Shorts

**Favourite thing about Waverley:** Working with the most amazing team

**Favourite Book/Movie:** Aliens

**Favourite Band/Music Artist:** Faith No More & Mr Bungle

**Favourite TV Show:** Seinfeld & Brooklyn 99

**Dream Holiday destination:** Anywhere in Spain or Portugal

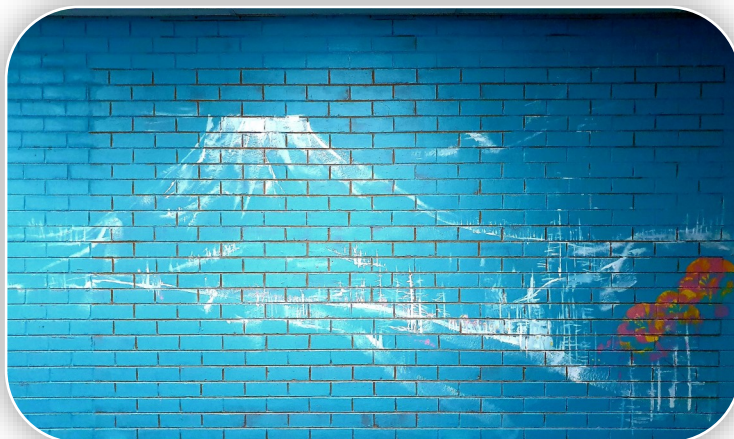
**What makes you laugh:** My children

**A big THANK YOU to all our working bees that helped at our Notting Hill site :)**

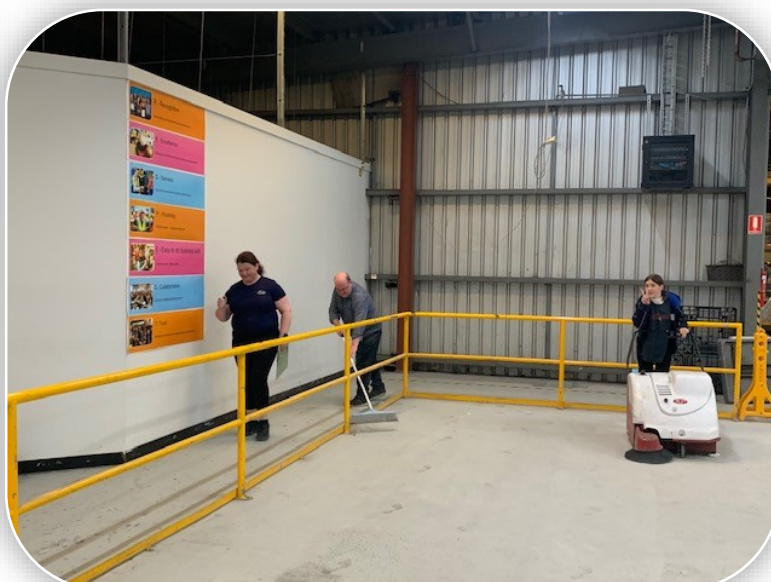


On 28 February and 13 March we had a working bee at our Notting Hill site. A BIG thank you to all the parents, employees, board members and staff that came to help on the day. With team effort we have done an incredible job both inside and outside of the building. We cleaned the floors, the windows, painted walls, pressure washed the outside area, painted outdoor tables and refurnished our first aid room. Such an amazing effort, thank you all. We have another working bee coming up at Hallam on 24 April, so if you would like to help out, please RSVP to [info@wavind.org](mailto:info@wavind.org)

One of our parents Alan Mak showed amazing artistic skills by painting Mt Fuji in our training room!



The new first aid room which will also be used as a meditation room for employees when required.







## SkillsPlus & BRACE



Last year some of our staff completed Certificate 4 in Disability with SkillsPlus & Brace. Congratulations to all staff who completed the course! Everyone celebrated this year with certificates and some morning tea.

A big THANK YOU to SkillsPlus & Brace staff for collaborating with us during a difficult year of COVID and providing flexible options with classes and assessments.

A special THANK YOU to trainer Belinda for doing an amazing job and supporting our staff all the way through.

We look forward to a continued partnership with SkillsPlus & Brace to provide training to our support staff and employees.



Our employees are loving their new lockers! Our colourful new lockers have really brightened up both sites. The happy fresh colours compliment our values and bring positivity into the workplace.





## Share Your Story



Jared from Hallam 4 went to John Cain Arena in the city to watch the NBL cup.

Jared saw two matches. In the first game, Hawks played against NZ Breakers. Hawks defeated NZ 102 to 88.

In the second game, it was Melbourne United versus Taipans. Melbourne United came back in full force in the 4<sup>th</sup> quarter and scored 88 against Taipans who finished on 81 points. Jared had a great time!

### SHE SAID YES!

Our employee Joanna from Group 1 got engaged on Valentines Day! A big Congratulations to Joanna and her finance Ben, all the very best!



Below: Heather with her most recent art :)



Heather from Hallam 2 at Waverley Gardens for Chinese New Year.



Stephanie from Group 5 celebrating her birthday in February. Happy birthday Stephanie!



## Share Your Story

### Ashburton's got Talent—Music in the carpark

On Saturday 27th February, Anne from Group 1 went to see Antoinette Sandy at the talent show. Anne had great fun catching up with her friends, enjoying great food such as pizza, sausages and popcorn. Anne had a fabulous time listening to music and enjoyed balloon and hat making. Anne also bought a toy for her bird Bluee :) There were lots of families, kids and dogs at the talent show.



A BIG Well done to Andrew from Group 5 who thought of a great idea for one of our Dottera Jobs.

Andrew created this to ensure that the 3 oils that were used inside the tissue paper did not move as the employees wrapped the product. This also ensured that employees only put 3 oils in the paper and no additional ones. Well done Andrew!



Group 3 Star of the week in March—Tim Chaplin! Tim has done a great job working in Packaging and has now gone back to our Catering Department as our brand new commercial kitchen is ready.

**Well done Tim!**





## Share Your Story



On 27 March, Brittney from Group 5 played in the Unity Cup 2021 for FIDA all abilities football. She played 3 games. In game 2 she kicked 3 goals and in game 3 she was captain. Well done Brittney!



Some more fantastic shining stars from Group 3!

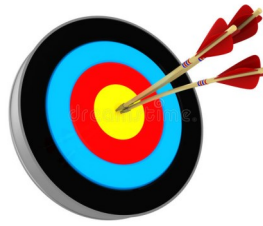
Esther, Manny, Greg and Dean have worked so well in March and got their shining stars. Well done guys, keep working hard and keep smiling :)



The excitement in this photo paints a picture!

This was an enormous coffee job we had at our Notting Hill that took over 4 days to complete. We had a group of employees, staff and volunteers working hard on this job to get it done on time and this was the end result! Smiling and excited faces! Great team work and collaboration from everyone.

Well done!



## Share Your Story

Brendan from Hallam 2 competed in the National Para Vision Impaired (VI) archery championships in Brisbane. He went in two events, one on Saturday and another on Sunday. Saturday was the VI National Tournament. He came equal first and the two competitors could not be separated, so gold medals to both. Sunday was the individual match play. This was a thrilling game; he started badly but fought his way back to level the scores. This meant a "shoot off" to determine the bronze medal winner. The first shoot off was a draw, the second shoot off was a draw. Finally he snatched the win in the third shoot off, to the applause of many spectators. Thus ended a successful campaign by Brenden, well done!!!



During 2020 Naomi from Group 3 was very busy knitting. She picked the different wool colours and knitted all of the squares to be sewn into this cosy warm blanket.



Wishing our friend Penelope Smith from Hallam 2 a speedy recovery. Penelope has been going through some health issues and is facing some challenging times dealing with her health as well as taking care of little miss Hannah.

Sending lots of love & kisses your way. Stay strong Penelope.



## Share Your Story



The HR team is so excited to welcome their new HR Officers!

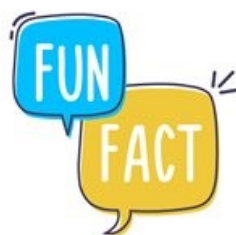
Our 6 new HR Support Officers will be working across Hallam and Notting hill, working with all department supervisors to focus on employee training and development and person centred supports!

From the left we welcome:

David Best, Meaghan Carey, Rebecca Sheehan, Anna Ivanov and Maneesha Maviladath.



- Meaghan has a parrot called Bluey that meows like a cat!
- Anna's dog Amigo speaks 3 languages, Polish, Russian and English!
- Dave loves music & owns over 2000 CD's!
- Maneesha has an orange belt in karate!
- Bec has 2 tattoos of her dogs, ask her to show you!



On 23 March we said goodbye to our Catering Manager Dimmy. The Catering Team and staff wished her farewell with flowers and a voucher for all her hard work and support to the Catering Team.

Dimmy will be taking some time off, going on a holiday and planning her upcoming wedding.

We wish her all the best!





# Tasmania

## Share Your Story

Our Hallam Production Manager Jo went to Tasmania for the first time and says she regrets not doing this earlier as she had an amazing time!

Jo and her husband Steve drove around Tasmania in a massive 8 meter the campervan! Jo said that she really enjoyed the sight seeing and all the amazing things Tasmania had to offer. Some of her favourite experiences were the Gorge Scenic Reserve and Blowholes. Jo met with friends, including Maria Gomez who used to be one of our NH supervisors years ago....



On the right: Heather from Hallam 2 sharing more of her fashion designing with us.

This is a skirt that Heather designed. Looking great Heather!





# We Our Pets

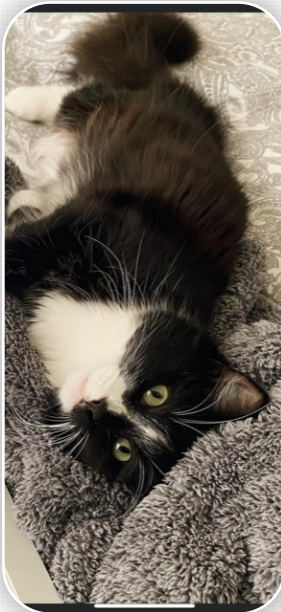
*Share Your Story*

## Milo and Oreo—Brother and sister separated at birth, reunited through workmates

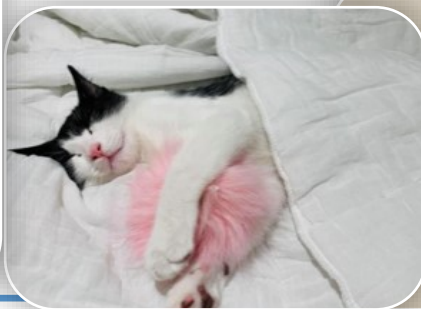
Not much to report from this family other than there has been a lot of cat naps taking place :)

Milo has been getting spoiled by Chamali's 2 kids and loving the attention, playing dress up with glasses.

Oreo has been spending a lot of time outdoors, enjoying the sunshine as well as the pouring rain. Oreo is not afraid a little rain and loves to come indoors soaking wet, wetting Manda's floors :)



Milo's birthday is coming up April 17 and the kids are planning a little birthday celebration which we will share in the next newsletter :)



Below: Our HR Officer Anna sharing photos of her beautiful dog Amigo.

Amigo is a family dog that speaks 3 different languages!

Can you guess which photo is his passport photo? :)





**We want to  
hear from  
YOU.**



We would like to get some feedback from our carers/employees and parents on some NDIS funded activities that our employees are currently doing outside of work.

We would like to gather this feedback so that we can pass this on to our employees in the next newsletter and encourage the employees to spend some time together outside of work, collaborating in other activities that they enjoy.

This was a fantastic suggestion from one of our parents and we would love to hear from anyone that is doing some amazing activities that are funded through NDIS.

If you would like to share the activities you are doing, please send them to [human.resources@wavind.org](mailto:human.resources@wavind.org) or call 9544 2222.



Jeremy from Group 6 wanted to share some information regarding a football club he currently participates in., The Ringwood Spiders All Abilities Sports Club.

For anyone that would like to join Divison 3 & 4, please contact our board member Paul House who is currently the Chairman of the club.

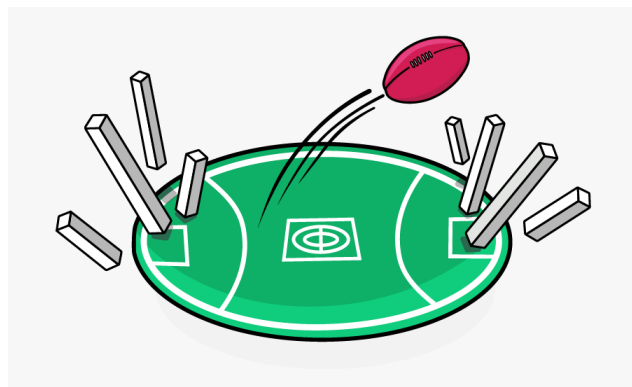
These divisions play every second Sunday and Jeremy says it is a lot of fun!

The club was established in 1992 and was formed to implement an Australian Rules football program for people (both men and women) with mild to medium intellectual disabilities.

Please find more information and videos/photos on their website below:

<http://www.ringwoodspiders.com/content/home.html>

Or alternatively contact Paul House on 0423463423



# Easter Word Search



Basket  
Bonnet  
Bunny  
Candy  
Chicks  
Chocolate  
Daffodil  
Decorate  
Ducks



Dye  
Easter  
Egg Hunt  
Eggs  
Family  
Flowers  
Grass  
Happy  
Jellybeans

Lily  
Parade  
Peeps  
Rabbit  
Spring  
Sunday  
Tradition  
Tulips





### Key contacts panel for parents and carers

Department	Name	Email	Phone
Reception	Clarissa Wong	info@wavind.org	9544 7222
Management Team	EMT Members	management@wavind.org	9544 7222
Human Resources (Notting Hill)	Manda Zoric	Manda.zoric@wavind.org	9565 1914
Human Resources (Hallam)	Noella Malabar	Noella.malabar@wavind.org	9293 7905
Payroll Officer	Kathy Matheas	payroll@wavind.org	9565 1912
NDIS/Training Officer	Frances Nigro	Frances.nigro@wavind.org	9565 1907
Catering	Julie Bryson	Julie.bryson@wavind.org	9544 7222
COVID Information Line	Ryan Khew	Ryan.khew@wavind.org	0459 829 900



#### **Public Holidays**

- Good Friday 2 April 2021 and Easter Monday 5 April 2021
- Anzac Day 25 April 2021
- Queens Birthday 14 June 2021

Our HR Team worked in collaboration with the supervisors and took on some suggestions into putting together our Monthly Engagement Plan for 2021.

This monthly training is part of our Group Meeting minutes and occurs at the end of each month.

We love supporting our employees and seeing them grow.

Our employees also really enjoy the training and keep giving us great feedback.





**1800 818 728**

Free and confidential counselling that is offered at Waverley Industries through AccessEAP. Up to 3 free counselling sessions is available to all employees and staff.

With over 2 000 counsellors available, we can guarantee you will have access to confidential counselling support **24 hours a day, 7 days a week.**

Personal issues	Life goals	Financial Goals
Work / life effectiveness	Gambling	Anxiety
Improving relationships	Trauma, Greif and loss	Positive Parenting
Interpersonal conflict	Depression	Legal concerns
Working relationships	Communication skills	Drug & Alcohol abuse



Crisis Support. Suicide Prevention.

Did you know that if you text  
**0477 13 11 14**  
 between 6pm – midnight (AEST),  
 when you are feeling really depressed,  
 suicidal or in need of support, a Lifeline  
 crisis supporter will text with you?  
 Many people don't like talking on the  
 phone and would be more  
 comfortable texting.  
 Lifeline Text is a service  
 run by Lifeline.

**Step 1:** Text [0477 13 11 14](tel:0477131114)

**Step 2:** Complete the pre-survey questions

**Step 3:** Read the [Website terms of use](#). By using this service you accept these terms.

**Step 4:** You will be connected with a Crisis Supporter as soon as one is available





**Feedback** is about listening actively, taking the time to analyse, and then thinking of the best possible solution to perform better as a business and NDIS provider for our supported employees. Feedback provides positive criticism and allows us to see what we can do to improve our service to our customers.

Further to our *Suggestion Box* on site for our staff and employee feedback, we now welcome feedback, compliments or complaints via our website or emailing our Human Resources Department directly.

## Compliments

Email – [human.resources@wavind.org](mailto:human.resources@wavind.org)

## Feedback

Emails – [human.resources@wavind.org](mailto:human.resources@wavind.org)

## Complaints

Email – [human.resources@wavind.org](mailto:human.resources@wavind.org) / Alternatively, you can contact HR manager Ryan Khew on 9544 7222 or email [ryan.khew@wavind.org](mailto:ryan.khew@wavind.org)

## Report

If you are not satisfied with supports you have received at Waverley Industries or do not want to talk to Waverley Industries about your complaint, you can also make a complaint to the NDIS Commission by contacting them on 1800 035 544 or emailing [feedback@ndis.gov.au](mailto:feedback@ndis.gov.au). More information about this process can be found on the NDIS Commission Website: <https://www.ndiscommission.gov.au>



If you would to share a story in our next WAVNEWS you can do so by:

- Writing your story down on paper
- Sharing your story with the supervisor
- Sharing your story with the HR team
- Providing some photos that you would like to share
- Emailing the HR team on:

[manda.zoric@wavind.org](mailto:manda.zoric@wavind.org) or [noella.malabar@wavind.org](mailto:noella.malabar@wavind.org)

All team members (including volunteers, carers and families!) are encouraged to share their stories with us. We love to hear from everyone.

