

JUNE 2021



OUR VALUES—RESPECT

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

OUR SERVICES

Waverley currently employ 310+ adults with special needs, 60+ full time and casual staff across 2 sites located in Notting Hill and Hallam.

Waverley has six divisions specialising in Packaging, Assembly, Catering, Woodwork, Transport and Environmental Services!

Our first Open Day was a success! Check out some photos on Page 3

We have new staff on board!

Check out Page 7 and Page 8

If you're feeling anxious or worried, try the new breathing technique on Page 22

“FOR ANTOINETTE”

We will never forget your beautiful smile, all the laughs and bloopers.

Antoinette was a good worker. She was always keen to tackle any task assigned to her.

She always says to me, “put me in any job you want me to be”, no complaints - *Pam, Logie and Group 3*



Antoinette was a great work colleague and also she was a great friend. She was always in a happy mood, smiling and she always lifted people up who were a bit down—*Manny*

Dear Irene,

I am writing this on behalf of all the team in Packaging here at Waverley Industries at Notting Hill.

Antoinette was a good friend to us all.

Every morning she would walk in with a smile and say good morning to everyone, and then every afternoon she would say goodbye to everyone.

She was always a happy and cheerful person who we all miss.

- *Melea Furness, on behalf of all of the team in Packaging*



WAVERLEY INDUSTRIES OPEN DAY 2021

Our Open Day (20th & 22nd April) was a fantastic turnout! Our employees and staff got to showcase what we are all about and take our visitors around our Notting Hill site.

The tour began with our employee photos and stories shared on the boards. Employees answered why they loved to work at Waverley and how many years they have dedicated to their employment.

Our visitors were then shown different areas of the business and what we do in each area.

A **BIG** thank you to all our employee tour guides who did a fantastic job!



The tour ended with some delicious canapés for our visitors to enjoy made by our Catering team! Our visitors left with show bags and personalised Waverley cookies!



Waverley shirts are here and how great do we look!



Our colourful Waverley shirts arrived just in time for the Open Day! Look how beautiful our employees look in these colourful shirts! The smiles say it all!

EMPLOYEE *of the* MONTH

Hallam—April 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 - Ty Nicol

Hallam 2 - Emmanuel Jones

Hallam 3 - Peter Chrisoforou

Hallam 4 - Kerrie Ann

Environmental—Tim Bassili

Warehouse: Matthew Clements

Great job!

EMPLOYEE *of the* MONTH

Notting Hill—May 2021

Group 1: Harry Kouimtzis

Group 2: Joanne Reynolds

Group 3: Kristina Vasiliou

Group 4: Anna Artini

Group 5: Rebecca Wain

Group 6: Will Lam



AND THE WINNER FOR THE MONTH IS

Rebecca Wain

Rebecca has really stepped up this month in her role as a Group Leader, by effectively communicating and guiding the team, especially during her Supervisor's absence. Good job, Rebecca!

Great job!

we1c0me

TO OUR NEW STAFF!



Name: **Jarrod Shields**

Nickname: **Nighthawk/Handsome**

Favourite thing about Waverley: **The hot chips from catering and Sash**

Favourite Book/Movie: **Dr Suess Green eggs and ham & Step Brothers**

Favourite Band/Music Artist: **ILLY & 360**

Favourite TV Show: **Family guy**

Dream Holiday destination: **Anywhere that isn't Melbourne in a lockdown**

What makes you laugh: **Tiktok**



Name: **Slavisa Saric**

Nickname: **Sash**

Favourite thing about Waverley: **Definitely the people.**

Favourite Book/Movie: **Favourite movie is 'Interstellar'.**

Favourite Band/Music Artist: **J Cole.**

Favourite TV Show: **The Office**

Dream Holiday destination: **Greece and Italy**

What makes you laugh: **Dad Jokes.**

WELCOME

TO OUR NEW STAFF!



Name: **Rachael Laffey**

Nickname: **Racca**

Favourite thing about Waverley: **The people.**

Favourite Book/Movie: Anne Rice **Interview With A Vampire.** Movie **Top Gun and Xanadu**

Favourite Band/Music Artist: **Love so many bands. Can't just pick one.**

Favourite TV Show: **The Originals**

Dream Holiday destination: **Italy, Scotland.**

What makes you laugh: **My children, my partner. Watching people ice-skate.**



Name: **Steven**

Nickname: **Steve**

Favourite thing about Waverley: **Friendly working environment**

Favourite Book/Movie: Book - **The Name of the Wind**
Movie - **too many to list...depends on my mood**

Favourite Band/Music Artist: **Luca Brasi, Ball Park Music, Polish Club. at the moment...**

Favourite TV Show: **It's Always Sunny in Philadelphia**

Dream Holiday destination: **At the moment somewhere warm**

What makes you laugh: **My kids doing silly stuff**

Staff NEWS

Bec and her friend Abbey took a trip to Cairns in April for a week. They drove a little van around and camped in different locations, seeing lots of waterfalls, rain forests, beaches and mountains. Bec was lucky enough to snorkel at the Great Barrier Reef and see turtles, sharks and she even found Nemo! Despite the crazy weather up in Cairns Bec would love to go back in the future!



HR Partner Manda and her husband went to New South Wales in April for the weekend. They enjoyed seeing family and friends and took a trip to the Blue Mountains where they enjoyed a great hike! There are some beautiful waterfalls and views of the mountains. Manda highly recommends the hike to all!

What a lovely surprise! Our supervisor Chirry got engaged. Congratulations to Chirry and Josh!



Hallam Supervisor Eugene had a rough day at work when an employee noticed that he had two different shoes on! Eugene must have dressed with his eyes closed! :)

Share Your Story



Alan Mak has been painting some amazing artwork across our Notting Hill site. Along our walkway near the canteen, Alan has captured different employee and staff characters to paint a picture of all the wonderful personalities you can find at Waverley! Alan is also in the process of completing another large painting on our new kitchen wall.

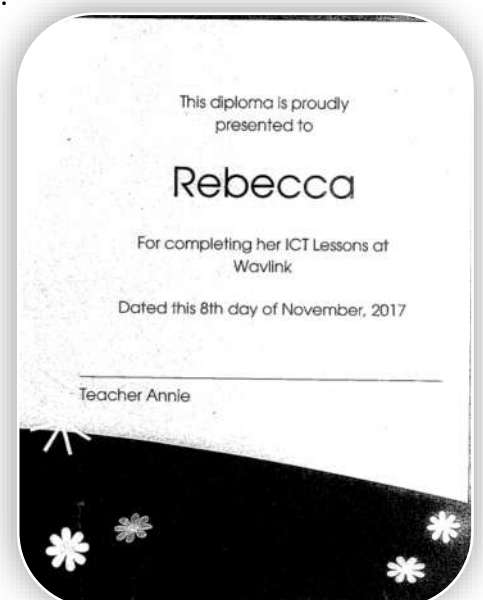
Our first aid room is finished and was showcased at our Open Day! Our visitors loved the idea as much as our employees and the new calm room has been used often over the last few months. It's great to see our employees finding the benefits of the calm room and using this room when required.



Our HR Support Officers at Notting Hill settling into their roles and completing some Wage Assessment Timings for our employees. Bec, Maneesha and Dave checking employees work to ensure that all labels were put on correctly and that the job was done.



Rebecca from Group 6 shares her Wavlink diploma proudly. Rebecca completed her ICT Lessons at Wavlink in 2017! Well done Rebecca !





Sarah from Group 3 got together with a group of friends from Special Olympics to do the Traditional Good Friday Appeal Roadside Tin Rattling to raise funds for the Royal Children's Hospital. This is done every year, however sadly last year It got cancelled. This made the group even more excited to get out there this year to raise funds and have fun. The theme was Tie die/Hawaiian T-shirts. It was overall a great day. As a group they raised a total of \$5,100!! Wonderful effort by Sarah, Timothy and Lisa!



Wayne from Group 3 is our "Mr Polish" ! Always keeping our floors neat and polished with a smile on his face. Keep up the great work!



The W.A.S.P program is back at Waverley with Heatherwood students attending each Monday and Tuesday to learn job related skills in a classroom environment and spend the other half of the day working with our employees in packaging. Great to see our students back this year!



Our HR Support Officer Maneesha and HR Partner Manda attended the Heatherwood Expo on 12 May 2021.

They got to showcase what we do at Waverley and speak to students about their post school options. They shared some wonderful photos of our employees at work!





Group 2 Shining Stars in May

SHINING STARS



Group 3 Shining Stars in April



Group 3 Shining Stars in May

On the right Eric from Group 1 completing cash register training to learn more about money handling. Keep up the good work Eric!



Share Your Story

Josh from Group 4 spending some time working on computers to help our staff with a new job that came in. One of Josh's goal's for this year is to work on computers more and he has been really enjoying this. The smile says it all!



TRAINING

Share Your Story



Above, our HR Support Officer Meaghan at Hallam training a few employees on printing out labels using the label machine. Both Kim and Alex learnt very quickly and are now ready to print labels for jobs!



Anna from Group 4 completing some one on one training with our HR Support Officer Maneesha. Anna practised assembling radio units. Taking the cover off and lacing the battery inside. Well done Anna!



More training for our employees at Hallam using weight scales. HR Support Officer Meaghan says : -
" The employees did an amazing job. They took all the information in and we had a bit of fun trying to guess how many UNO cards were in the container"
 Our employees enjoyed the training.

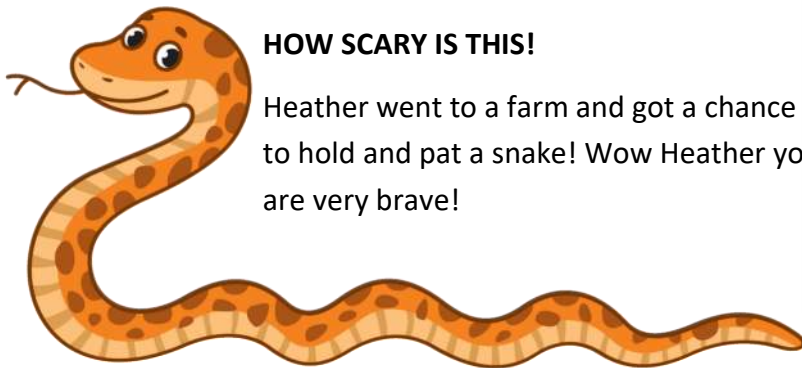


Share Your Story



Eric from Group 1 completing training with KYM where he did a new course. If you would like to look at some of their courses, check out their website:

<https://www.kym.com.au/>

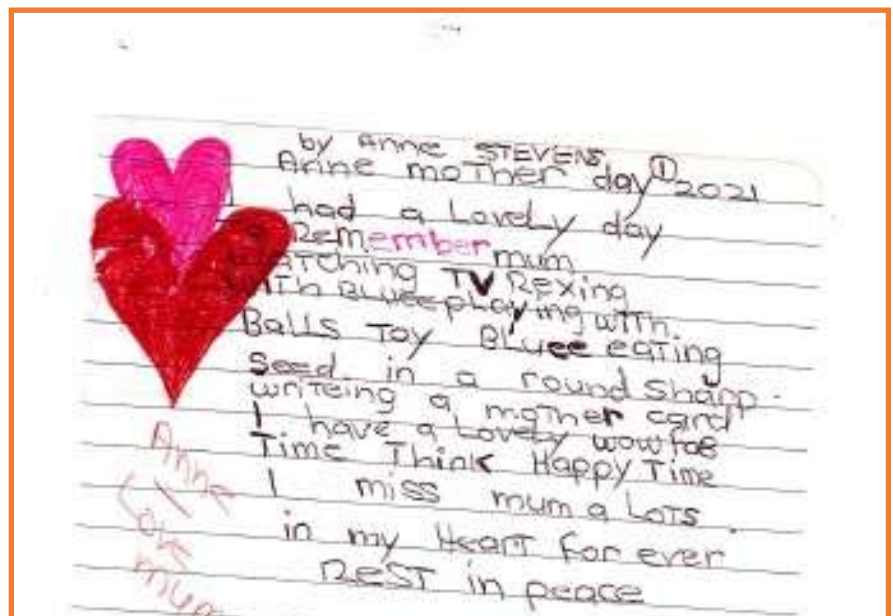


HOW SCARY IS THIS!

Heather went to a farm and got a chance to hold and pat a snake! Wow Heather you are very brave!



Eric also shares bowling trophies that he received. Well done Eric!



Above Anne Stevens shares a poem with us.



Share Your Story

Pat has been supporting Timothy from Group 2 every Wednesday helping him to and from locker and canteen during breaks. Pat does it very cheerfully with a lot of care and affection. What a great demonstration of our values! Well done Pat keep up the great work!



Katie from Hallam 1 met John Jarrat from Wolf Creek and got to take a photo! How great is that!



We were lucky enough to have 2 Founding Members visit us on 20 April 2021, as well as David West. Jack Mitchell and Gwen Russell remembered Kaye Smith as one of the original employees and took a lovely photo above.



Group 2 nominee for the employee of the month is Joanne Reynolds. Joanne is a quiet achiever, works well with everyone and is eager to learn new tasks.



Share Your Story

Starward Whisky is proudly made in Melbourne. We've always been about bringing together the best of what Australia has to offer to make the epitome of a distinctly Australian spirit; our locally sourced ingredients, our climate and people.

We were so pleased to partner with Waverley Social Enterprise last month. Their inspiring and hardworking team supported us in the preparation and assembly of our packaging for one of our biggest launches of the year. The quality of work and the care the team took was second-to-none and we look forward to working with Waverley Social Enterprise in the future.



STARWARD

Insight from our Supervisor Justin:

I was lucky enough to be chosen to represent Hallam and WSE as a whole and take a small group of employees to Port Melbourne, Starward. We worked on the job for 5 weeks, 3 days a week. The travel to Port Melbourne was a great opportunity for everyone to learn new things about each other and build upon relationships. The staff there was very friendly and welcoming, they would often stop for a chat, offer to help with the work at hand and even make a coffee for us :) It was great to work with people who take as much pride in their work as we do. It was a great opportunity for our employees to work on something different with a real insight into pick packing. We hope to continue a great partnership and give our employees a chance to upskill and learn new tasks.

I'd like to thank all those involved with the job especially those who did travel to Port Melbourne with me.



One of our employees Emmanuel shares his experience:

First, we were in the bar area making boxes and wrapping promotional gifts. After they were all wrapped and ready to go we were working in the security cage pick packing orders and learning the skills needed to achieve this. We were also given a tour of the distillery showing us all the 'kettles' and components of the whiskey distilling process. This included seeing the bottling room in full action.





Share Your Story

Our employees always work hard! But its time like these during lockdown that our employees show us how hardworking and dedicated they are to Waverley Social Enterprises! We want to acknowledge all the hard work our employees have been doing during the lockdown an the important difference they are making in the community! Working through the lockdown with smiles on their faces (some behind the masks) is what we want to see! Our employees have been working very hard on essential items for the community such as Tena Pants, Libra Sanitary Napkins, Loreal and many other products. Well done everyone!

Well deserved recognition!
Give yourself a pat on the back!



On the move!!

Our Waverley Environmental team is certainly on the move and we would like to sincerely thank two new clients for entrusting us to delivery our talents for them.



City of Port Phillip

Mark Thompson - Head of Asset Management | Property and Assets and Myriam Wright - Asset Portfolio Planner, Public Space, contacted us to re-furbish seats in one of the Municipalities premier parks – Catani Gardens

Our guys had to clean and re-stain almost 100 seats in the park and with the wonderful support of Joseph Sweeney from Sweeney Commercial Painting, who spent a lot of time with our guys, teaching them the correct processes to achieve a professional outcome.

The outcome was a suburb result, with the seats in the park now gleaming as new!

Congratulations and a big thankyou to all concerned. Hopefully this will be the start of another great partnership for the Environment Team



Below – Jeff Pabst – WSE Environmental Manager and Joseph Sweeney from Sweeney Commercial Painting..... Thanks for all your help Joe!!!



P.S... All the guys loved working right near the beach in such a beautiful location :)



MBC – Making a Difference in the City of Monash



After a meeting with Total Construction and Maintenance Solutions (Total CMS) about some opportunities for Garden maintenance we received an inquiry about our capabilities to do some painting.

On further investigation we realised the job was staining hexagonal modules that would make up what would be outside “Parklets” which were being built in various shopping strips in the City of Monash.

Our team in the MBC rolled up their sleeves and delivered the goods on this job, staining every module in-house.

Below are some photos of the Total CMS team constructing the finish products on site.



Soon Pinewood, Winbourne and Kingsway shopping precincts will open these Parklets, so if anyone grabs a coffee and uses these new outdoor areas you can be proud that our MBC team played a big part in the process.

A big thank you to Kerry Hulston – Director of Total CMS, and also Jay Van Essen – Project Manager for letting us be a part of this great project.

Share Your Story



Adam Eastwood has been very busy helping the team at Hallam on the shredder disposing of some confidential documents as we strive to go paperless in the future.



Maurice was hired to put the strip doors up across both sites. This stops the draft and cold coming in through the roller door and will keep our employees warmer in winter! It looks great!

Our new ramp at Notting Hill is on and keeping our employees and staff safe from forklifts and truck deliveries. Safety is our number 1 priority and its great to see that everyone takes safety seriously and follow the rule by pressing the red button and waiting for the ramp to come down.



Some of our staff enjoying a drink and dinner after work. *The Nott* has been quite popular the last few months and staff enjoy winding down after work with a few drinks and dinner on a Friday night.

A great form of team building.

Share Your Story

On Saturday 29th May, Lisa, Sarah, and Myself (Frankie) travel to Echuca to compete in a swimming competition, at the Echuca War Memorial Aquatic centre.

Lisa competed in Freestyle, Backstroke and Butterfly events and then the relay.

Sarah competed in freestyle, breaststroke, and the relay. I competed in freestyle, backstroke, breaststroke, and the relay. We all had a great day and some of us won ribbons. Sarah 1st freestyle and 2nd in breaststroke and myself and Lisa received participation ribbons.

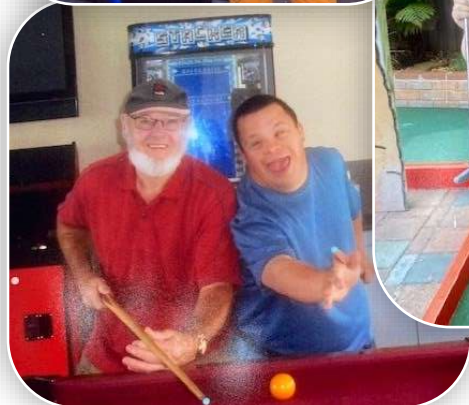


One of our volunteers is selling their house in Cranbourne. The house is on Marnie Drive, Cranbourne West, selling for \$520,000.00.

If you know anyone that is interested please contact:

Quoc Le Thong, Email : quoclethong@gmail.com

or alternatively contact Kim Cheng, Email : polamarycheong@hotmail.com



David from our Hallam 3 had a holiday at Lakes Entrance with his mum, dad, brother Bryan and sister Lana. He played lots of mini golf, swam in the pool and spent a lot of time in the spa. Everyone had a choice of where they would like to eat dinner at night and David's was fish and chips at the Bowling Club. We all had a great time. David is looking forward to another holiday next year and is hoping it might be Queensland!



Kah from Hallam 4 celebrates his 52nd birthday. Kah shared some yummy chocolate cake with his team. Happy birthday Kah!



Netta from Group 3 celebrates her birthday on 28 April. Netta shared some *Roses* with her team mates. Happy Birthday Netta.

We had a few staff birthdays in April. HR Support Officer Maneesha celebrated her birthday with a nice mud cake and big birthday badge she was excited to wear! The badge was then passed to other staff celebrating their birthdays! See if you can spot it in the next page!





Group 3 Supervisor Logie celebrating her birthday with a big smile! Logie brought in very yummy doughnuts to share with her team. Happy birthday Logie!



Logie shared even more exciting news with us! She became a grandmother for the first time to a little boy names Euan Lucas Ramos! Born 7th of June at 8:21 am. He is 52 cm /8.155 lbs. Logie is very excited but due to lockdown, we can't visit in the hospital. Logie can't wait for the lockdown to get lifted so she can visit the new family!



Welcome to the world Euan Lucas !

Production Manager Joanne celebrated her birthday in March. Happy Birthday Jo!



How excited is our Production Supervisor Pam about turning 21! Pam celebrated with her team and shared some yummy cake made by Lan. Happy Birthday Pam!



Vale George Hammers

An Amazing Man. George will be remembered so dearly by the Waverley community, his contribution large. George regularly volunteered at Notting Hill and advocated for our people, a gentleman in every sense – he will be missed. Our deepest condolences to his family.— *Executive Management Team*

*In Loving
Memory*

Both Jan and George Hammers have been very supportive of WI and have made an enormous contribution to the workplace. They were both members of the Parents and Friends committee and worked very hard arranging holidays, functions and outings to which all the young ones at WI were invited. (For many years all social activities were arranged by the P & F Association.) Jan and George welcomed all newcomers to WI in a very friendly and kind manner too. They also volunteered to work at WI many times over the years—*Pauline Wilson*



George and Jan Hammers were a very important part of Waverley Industries, Parents and Friends. They were at every social activity helping out, nothing was too much trouble. Together with their daughter Caroline, they attended many overseas and interstate adventures with other parents and employees. George always looking after the travellers in his gentle kind way. George was an advocate for the employees before HR took over and spent many hours helping laise with staff if there were any grievances. The support George and his family gave to all at Waverley Industries has been remarkable. Condolences to Jan and Caroline, he will be sadly missed—*Barbara O'Donoghue*



When you are feeling anxious or overwhelmed, this 5,4,3,2,1 technique can bring your mind back to the present and help you feel calm. The last 12 months has been a stressful time for everyone, particularly for those that struggle with mental health. It's important that we prioritise our health and little techniques such as below can help us feel calmer. Give it a try :)

The 5,4,3,2,1 technique



What are 5 things you can see?

Look for small details such as a pattern on the ceiling, the way light reflects off a surface, or an object you never noticed.



What are 4 things you can feel?

Notice the sensation of clothing on your body, the sun on your skin, or the feeling of the chair you are sitting in. Pick up an object and examine its weight, texture, and qualities.



What are 3 things you can hear?

Pay special attention to the sounds your mind has tuned out, such as a ticking clock, distant traffic, or trees blowing in the wind.



What are 2 things you can smell?

Try to notice smells in the air around you, like a recently cooked meal, coffee, or unlit candle. You may also look around for something that has a scent, like a piece of fruit or perfume.



What is 1 thing you can taste?

Grab a snack and focus your attention closely on the flavours.



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



In April, Our EMT members Vanessa, Garth, Ryan and Abdul were a guest on Monash Community Podcast.

The episode is now live.

Go to the following link to listen to the episode <https://www.buzzsprout.com/1368376/8310673>

You can find the iTunes version here <https://podcasts.apple.com/us/podcast/monash-community-podcast/id1532985872>

Public Holidays/ Important Dates

- Queens Birthday
Public Holiday
Monday 14 June
2021

**MONASH
COMMUNITY
PODCAST**

*Hosted by
Charles Kevess*





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 2000 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



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

Feedback

Emails – human.resources@wavind.org

Complaints

Email – human.resources@wavind.org / Alternatively, you can contact HR manager Ryan Khew on 9544 7222 or email 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. 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 or 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.

