

AUGUST 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!

We have more support staff joining the Waverley family! Check our pages 8 and 9.

Lots of photos from our pyjama day, including our winners! See photos on page 16

Fun Tokyo Olympics puzzles and games to complete on page 21

EMPLOYEE *of the* MONTH

Hallam— June 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 - Mitchel Granieri

Hallam 3 - Vincent Willman

Hallam 4 - Hazel Tutill

Environmental— Anji Kumar

Warehouse: Rodney Andrews

Great job!

EMPLOYEE *of the* MONTH

Notting Hill—June 2021

Group 1: Jim Hatzis

Group 2: Marie Faella

Group 3: Wayne Dunderdale

Group 4: Anja Wemmering

Group 5: Spiros Tsakoumakis

Group 6: Jeremy Zandt



AND THE WINNER FOR THE MONTH IS

Marie Faella

Marie has been working very hard and helping others. She tries to help out all her group members and even those outside the group.

She also gained the respect and trust of the group as she is easy to deal with and always happy to support anyone. **Well done Marie!**





Ventia – (Formally Broadspectrum)

Waverley Social Enterprise recently partnered with Ventia on a 3-month trial working on garden maintenance for council facilities within the Shire of Mornington Peninsula.

We have been working very closely with Ventia over the last few months in preparation for working with them on a sub-contractor basis. The Waverley team has been busily onboarding, including completing inductions, safety requirements and compliances certificates.

This has been a truly collaborative team effort with the Ventia team to get us through this process and put us in the best position to make this trial a success. We would like to thank Leonard Leyland, Ventia's Project Manager for the Mornington Peninsula Shire contract, and Ventia's unbelievably patient and supportive team, including Daniel, Katrina, Robert and Sandie, who took the time to go through the induction process with the Waverley team

A big thank you to Ventia and the Shire of the Mornington Peninsula for supporting this collaboration. We are definitely developing a partnership with Ventia that we believe will create great long-term opportunities and success for all parties.

Again, a big thanks to the team at Ventia - we will make you proud to partner with Waverley Social Enterprises!



Waverley Catering working with those in need

Waverley Catering is currently working through a large client order – not for our usual offerings but food in a different way & for a different reason.

Access Health & Community who is a long term supporter & client of Waverley Catering asked us to source out & supply Food Relief Packs & Dignity Packs for their clients in need.

We rose to the challenge & then using the skills & knowledge we learnt last year in lockdown when we worked as part of packaging teams – we packed 1000 Food Packs & 1000 Dignity Packs & are contracted to a further 3000 Dignity Packs.

We spent lockdown packaging & packing pallets & delivering to our client. Our new team members Rachael & Steve got a crash course in packaging from their experienced co-workers & as a team we got the job done, even when we went back to our regular catering jobs. We are proud of our ability to adapt to these new times & have work to do when we go into lockdown that keeps us together.





Recently a group of our staff completed a program called **Let's Talk**.

Let'sTALK is about "Letting Everyone Talk Safely" by creating a psychologically safe environment. At Waverley we want everyone to feel safe to talk openly about their concerns without fear. This program has given the group (Let'sTALK Mentors) simple and practical strategies to support others experiencing challenges. Waverley's Let'sTALK Mentors are:

- * Noella Malabar
- * Joanne Gannon
- * Vanessa Steele
- * Garth McGuinness
- * Abdul Bakhach
- * Desmond Nguyen
- * Joachim Costa
- * Steve Guley
- * Frances Nigro
- * Li Zhang
- * Sunny Saggoo
- * Manda Zoric
- * Ryan Khew

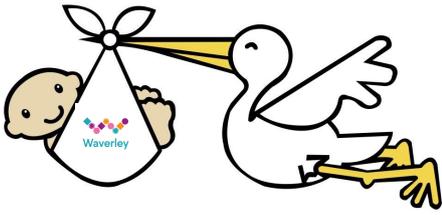


Over the coming months you will see some subtle ways in which we will be, doing things as a team to foster this environment of psychological safety.

In the meantime, please check out the below video we created and remember the old proverb "A problem shared is a problem halved" 😊

<https://www.youtube.com/watch?v=VDhUdvyG-c8>

Staff NEWS



2 Waverley babies on the way!!

Guess what!? 2 of our support staff are expecting and are due January and February 2022!

Can you guess who the 2 soon to be mums are??

Keep an eye out for tummies showing on site and we will reveal who the staff are in our next newsletter edition :)



WELL DONE to Ryan Khew for GREAT RECRUITMENT !!!

In July 10 years ago, when Ryan started with Waverley, the very first new employee he put on was ME: Dale Bateman.

What a find we both were for Waverley!

I have a great job at a great place and am still happy and going strong after 10 years.

Thanks, Ryan.



Our Sales and Packaging Teams have started using our new IT system on July 1st. This moment was captured on photo as it was the first new created Sales Order! The new system will create many efficiencies for the business and the teams are excited!



After doing the First Aid course in July, David attended to his first 'patient', our supervisor Nikki. Nikki accidentally put her arm onto a box that someone had just applied hot glue on it and Dave came to the rescue.

welcome TO THE TEAM



Name: **Helga Horvath**

Nickname: **Helgi**

Favourite thing about Waverley: **People & Atmosphere**

Favourite Book/Movie: **Cook books/Beaches**

Favourite Band/Music Artist: **INXS/Rnb Music/Bobbie Brown**

Favourite TV Show: **The Block**

Dream Holiday destination: **Europe**

What makes you laugh: **Good jokes, Comedy Movies**



Name: **Tim Milkeraitis**

Nickname: **Timmy**

Favourite thing about Waverley: **Working and being part of a motivated team with a wide variety of duties and high amount of job satisfaction**

Favourite Book/Movie: **Newspapers, especially sport section**

Favourite Band/Music Artist: **Silence of the lambs**

Favourite TV Show: **Survivor/Alone**

Dream Holiday destination: **Las Vegas**

What makes you laugh: **Dad jokes**

welcome
TO THE
TEAM



Name: **Angela Jones**

Favourite thing about Waverley: **Getting to work with amazing people**

Favourite Book/Movie: **Any book from Nora Roberts (my fav author) Movies: The Blind Side, The Note Book and all the Bridget Jones movies.**

Favourite Band/Music Artist: :
Pink is my all-time Favourite

Favourite TV Show: **The Block, Beauty and the Geek, Big Brother**

Dream Holiday destination: **Paris**

What makes you laugh: **My husband even after 30 years of being together and 25 years of-marriage he still makes me laugh**

UPDATE FROM OUR HR TEAM:



- **IEP GOALS**—Our HR Support Officers have been very busy reviewing employee 2020 goals and setting new goals for 2021. It is great to see so many goals our employees want to achieve and the HR Support Officers will work with Supervisors to make sure we support our employees the best we can in achieving these goals.
- **NEW SYSTEM**— Our HR Team has moved to a new online system which has kept our team very busy in updating all employee details and information. The new system will assist our HR team in supporting employee and staff training and development more efficiently and reducing paper on site!
- **NEW BUDDY PROGRAM**— Our HR Officers will be introducing a new Buddy Program for our employees very soon! This will be an opportunity for employees that want to take on more responsibility! Stay tuned!
- **ANGELA IN TRAINING**— The HR team is excited to have Angela Jones on board. Angela has been in training the last few weeks at Hallam and is enjoying her role so far. A big shout out to our HR Support Officer, Meaghan for training with Angela to ensure she understands all HR procedures.

Share Your Story



Marie Allen from Hallam 1 shares these diamond dots that were done by Dawn and her granddaughter Neveah. This artwork is called “Chilly the Snowman”.

On the right our Group 3 Group Leader Travis donating blood. This was Travis’s 20th time giving blood! How amazing is that! Travis’s blood has gone to those in need at Road Hospital in Adelaide.

Well done Travis, that is great.

If you would like to donate your blood to save a life you can visit <https://www.donateblood.com.au/> to check your eligibility and book an appointment.



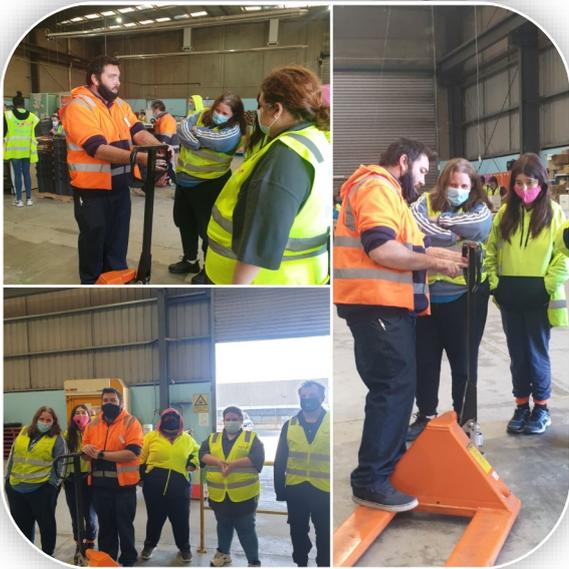
Naomi from Group 3 gave our Supervisor Logie a scarf that she knitted during a recent period of leave. How sweet is that? Well done Naomi.



Lan shares a special gift she received from her employee Andrew Smith. Andrew gave Lan a thank you present for making him a special cake for his birthday.

TRAINING

Share Your Story



Our HR Support Officer Meaghan organised pallet jack training at Hallam for 2 small groups.

The training was conducted by Hallam 3 supervisor Justin Roff - BIG THANK YOU!!!

The 2 groups of 4 employees have all expressed that their goal for the year was to learn to use the pallet jack. Both groups took turns to do the training and did it well.

All supervisors were notified of the training for their employees for further support and help.

A BIG out to our Hallam production manager Joanne Gannon and Brenden Fox from Hallam2. On 20 July, Joanne gave Brenden Fox a new job to do, labelling the klever cutters.

Jo took the time to help Brenden learn his new labelling skill, which he has quickly picked up.

Brenden is one of our vision impaired employees and we are all proud of his efforts and determination to learn new skills.



In the last edition we shared a picture of our employee Pat in Group 2 demonstrating our values by helping out his co-worker who needs assistance to their locker and lunchroom. We now share another employee from Group 2, James, assisting Tim with this and showing great collaboration and positivity.

Well done Group 2 for helping one another.



Share Your Story

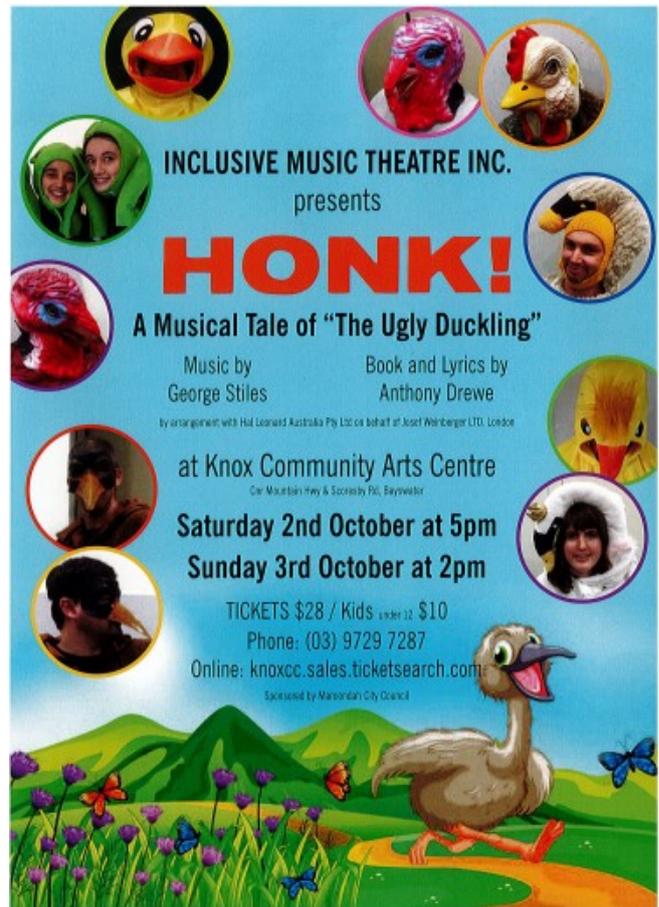


Group 3 **Stars of the Week** in June.

From left Rhonda Dick, Robert Dunstan, Kristina Vasiliou, Travis Eakins.

Well done Group 3!

Below: Some photos of our employees with new Waverley beanies. Our colourful beanies came with a Waverley logo and just in time for winter for employees to wear!



Our Catering employee **Marc King** will be starring in a musical in October this year! How exciting is that! If you would like to watch the show you can go online to get the tickets here:

<https://knoxcc.sales.ticketsearch.com/sales/>

Our Waverley beanies are here!



Share Your Story



Frankie is feeling very tired after a long weekend racing at *Victoria University Aquatic & Fitness Centre in Footscray*. Frankie competed in the Special Olympics and as you can see Frankie has done exceptional well in her events.

- Event 7 50m Backstroke Came 1st
- Event 25 200m freestyle participation award - 8 laps
- Event 35 50m freestyle came 2nd
- The 50m relay we come 3rd

Well done Frankie and Congratulations !!



Our new Environmental Supervisor Tim has joined our Waverley family a month ago and has taken out a few of our Notting Hill employees off site to attempt gardening work. Above Wayne, Michael and Jake joined 3 other employees from Hallam to complete litter pickup in the community. All employees did a fantastic job and want to continue developing their skills in the new department. Well done everyone!



Damian from Group 1 showcasing our branding with his beanie, vest, t shirt and Waverley bag! Looking great Damian! It's so good to see how far Waverley has come with their branding and love to see our employees showcasing this !!

ROOM *For* RENT

Share Your Story

The home that two of our employees share in has a room available for rent in Mount Waverley.

The rent through Housing Choices is \$120.00 per week and at this current time food and utilities are \$180.00 per week. The home has a very long lease through Housing Choices.

The house shares a property with other residents who also work at Waverley Industries but they are separate entities.

Three bedrooms, office, two bathrooms and a powder room, two large living areas, wonderful large kitchen and dining area. Double lock up garage.

The current residents are mainly quiet and very likeminded and have been living as housemates for in excess of 14 years. They have shared with other residents with no issues.

So this bedroom and home is available for some lucky person of similar nature and that also has an NDIS package. The gentlemen are currently supported on a daily basis after work but with no overnight stays at this point.



Fantastic customer feedback for our IT skilled employees

Progility Technologies came to us with a job that required assembling and programming radio units which are used in many retail stores. So, we set up a small IT HUB at our Notting Hill site to get the job done.

The customer was extremely happy with the amount of radios that were being completed each day and he also mentioned that our team were completing the order with extreme accuracy and efficiency! As you can see in the email thread below they also emailed us to thank us for the great work which is what we want to see more from our customers.

Thanks to Progility Technologies, our employees got a chance to work on their IT skills with the job requiring aspects such as, data input, serial number tracking, using Excel and other computer programs. The team also got a chance to learn about item tracking and sending parcels to different areas across the country and also overseas. A special shout out to **Lorenzo** as he was working closely with the customer (Peter) almost every day for the planning and execution of the project.

Here is a list of all the amazing employees who were involved in the project:



Lorenzo Boccabella

Brittney Moran

Jade-Rayne Houching

Steve Colina

Josh Carroll

Sharni (Shoshannah) Lee

Arcie Domingo

James Covill

Daniel Hernan

Alan Burton

David Kingma

Patrick Tan

Caroline Oleskowski

Dylan Wassink



On 23 July we had a pyjama day at work and it was a blast! Our staff and employees loved getting out of bed in their PJ's and heading to work! However this did not stop us from working very hard in comfort :) We had many employees dress up and our HR team organised prizes for best dressed at each site! We had 2 winners at each site and it was a difficult decision to make as everyone rocked their pyjamas! Our 4 winners below:

Pyjama Day

Clinton Hughson, Britney Moran, Kah Wong and Kim Parker!

WINNER



WINNER



WINNER



WINNER



Anne Stevens Group 1

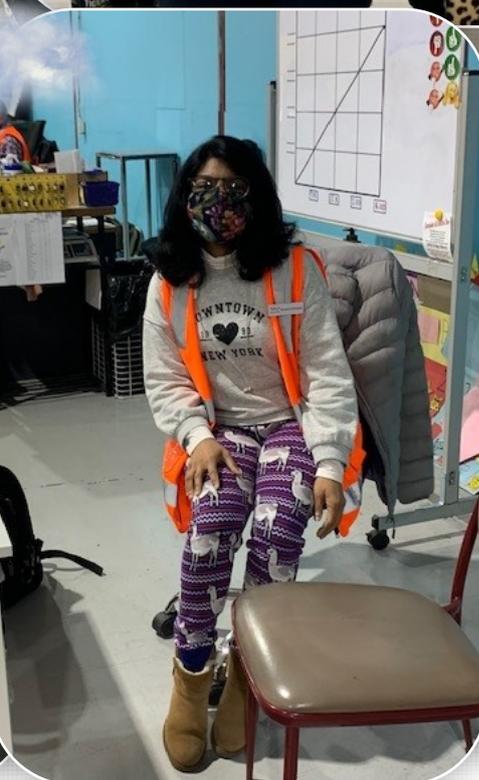
“Pyjama day on Friday at work. All work wears pyjamas, have fun and enjoy the day. Workers photos and prizes for the best dressed on the day. It was relaxing but still have to have fun.

Good fun day and happy time with friends.”

Pyjama Day



Pajama Day





Spiros from Group 5 celebrating his birthday in June with the group. Spiros enjoyed a yummy chocolate cake that his supervisor made with his group. Happy Birthday Spiros! :)



Our HR Support Officer Dave celebrating his birthday in July. Dave bought in some yummy doughnuts and cupcakes to share with the team. Happy birthday Dave!



Group Supervisor Nikki celebrating her birthday in July with the team. Nikki celebrated her big 40th with a yummy chocolate cake. Unfortunately due to the lockdown, Nikki had to postpone her big 40th party. We hope you get to enjoy your party very soon Nikki. **Happy Birthday!**

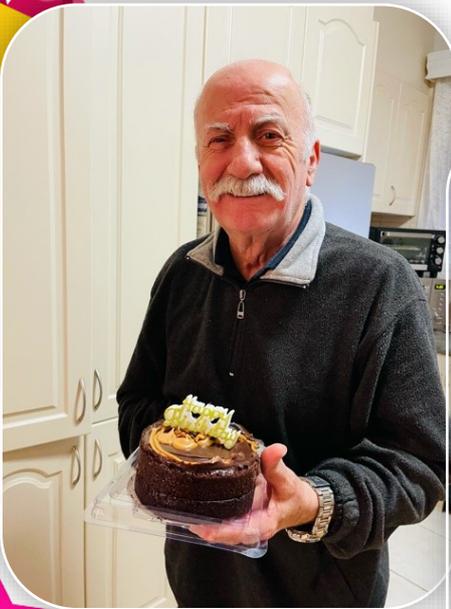




Jared from Group 5 enjoying a cake for his birthday. Happy Birthday Jared!



Brittney from Group 5 celebrating her 21st birthday. Lan made Britney a yummy cake to share with the group. Happy birthday Brittney!



Ez from Group 1 celebrating his birthday at home with family and yummy cake. Happy birthday Ez.



Andrew Smith from Group 5 celebrates his birthday with the team. It happens that Andrew's birthday fell on our pyjama day so some of the staff and employees are rocking their pyjamas and eating cake in comfort! Happy Birthday Andrew!

Tokyo 2020 Summer Olympics

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

August	Baseball	Bermuda
COVIDoneline	Hostcity	IOC
Japan	July	Karate
Multisport	Olympics	Philippines
Postponed	Publicspectators	Softball
Sportclimbing	Summer	Surfing
Tokyo	Skateboarding	



During the 2012 London Games, the Olympic Village required 165,000 towels for a bit more than two weeks of activity.

Tarzan competed in the Olympics: Johnny Weissmuller, an athlete-turned-actor who played Tarzan in 12 movies, won five gold medals in swimming in the 1920s

The Olympic Games have been hosted by 23 different countries.

In ancient Greece, athletes didn't worry about sponsorship, protection, or fashion – they competed naked.



Q: Why is basketball the messiest Olympic sport?

A: Because the players dribble all over the court!



djuo

aeabllsbtk

nnaegcoi

alchtstie

Olympic Sports Word Scramble



Unscramble the letters for each word above to spell the right Olympic sport :)

Waverley Event's Coming!

August 2021

Tuesday 31st - One Color Only Dress Up Day

September 2021

Monday 13th - Crazy Hair

AFL Day (TBA)

October 2021

Friday 29th - Halloween Dress Up Day

November 2021

Tuesday 16th - Super Hero/Villain Dress Up Day

December 2021

Wednesday 1st - Favourite Christmas T-shirt Day

Monday 13th - Santa and Elves Dress Up Day

Break up Day (TBA)

TBA— To Be Announced

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



Public Holidays/Important Dates

- Friday before the AFL Grand Final - Fri, 24 Sept 2021
- Melbourne Cup - Tue, 2 Nov 2021



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

Email – 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.

