

WAVNEWS




Waverley
Social Enterprises

-  *Packaging*
-  *Assembly*
-  *Environmental*
-  *Catering*
-  *3PL*
-  *People*

Let's Get Started!

2023—1st Edition

Edited by Matt Bolin

“Pleasure in the job puts perfection in the work. “

Aristotle Quote



OUR VALUES

RESPECT

Recognition,

Easy to do business with,

Service,

Positivity,

Excellence,

Collaboration,

Trust.

How great are our Special Olympians ?

Check it out on page 3

Pictures from the 2022 Mike Russell awards night page 4-5

Check out Page 6-7 for employment opportunities with us.

View this editions shared workers stories on pages 17-22

Catering news on page 27

OUR SERVICES

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

Waverley Social Enterprises specialises in Supported Employment through Catering, Environmental, Packaging, Assembly and Flexi Labour.

How did our Special Olympians go ?



Special Olympics
Australia National Games
Launceston 2022



The Waverley Family could not be prouder of you all.

Congratulations!



TIM



CLINTON



ANDREW

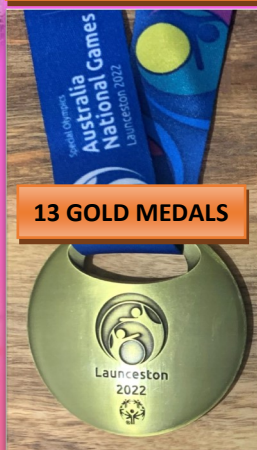


FRANKIE



NICK

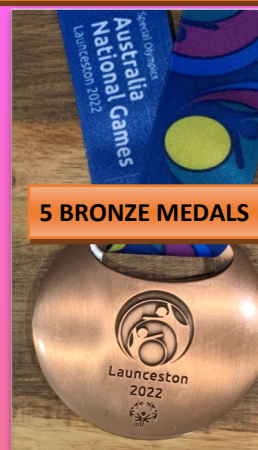
We are so incredibly proud of
Our Special Olympians



13 GOLD MEDALS



7 SILVER MEDALS



5 BRONZE MEDALS



LISA



SARAH

25 Medals and 2 Ribbons for 4th place won



ANDREW



ANDREW



KELVIN



VICKY



TIM

Mike Russell Award Night

Let's Celebrate!!

Our Employee Award Night was held 11th November. This year it was held at Sandown Greyhound Racing Club.

A great night celebrating the achievements of our employees throughout the year and years of service

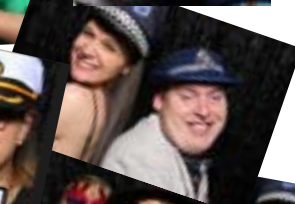
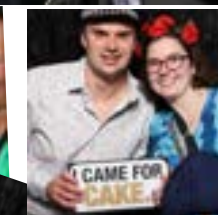
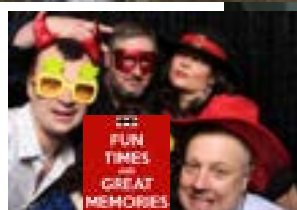
THANK YOU

We gratefully appreciate
our supporters

AL-KO
Asaleo
Bidfood Australia
C & J Print
Cleanstar
Coles - Cranbourne Park
Cummins
Devcos
DULUX
Ego Pharmaceuticals
Gideon Services
Greenlands Fruit & Veg
Head Start International
India@by DD's kitchen
Jeff Wignall Group
Joval Wines
Just Wine
Kincrome
Loreal
Mars
Mattel
Mentholatum
Mulgrave Country Club
Nando's
Natio
New World Whisky Distillery
Riviana Foods
Salon Quip
The Body Shop
The Sorbent Paper Company
Waverley Social Enterprises
Wine Community
Woolworths - Casey Central
Woolworths - The Avenue



Isn't she lovely



Mike Russell Award Night

The winners are...

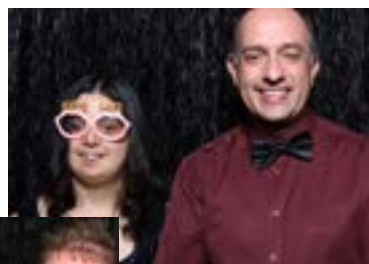
Hallam 2022

- H1 Keryn Tatt
- H2 Vicki Robbins
- H3 Josh O'Brien-O'Neil
- H4 Prabh Singh

Notting Hill 2022

- G1 Greg Kouzmenko
- G2 Pasquale Aiello
- G3 Chris Dunstan
- G4 Angelo Fortino
- G5 Jared Rogers
- G6 William Lam
- G7 Manny Tzourtzouklis

MBC Andrew Byrne
Catering Timothy Chaplin
Enviro Andrew Harland



Employment Opportunities



If any supported employee refers another potential employee and they are successfully employed, the referrer will receive \$200.

We are hiring!



Full-time/Part-time Supported Employment Opportunity

Join our vibrant Environmental Team!



Job Title: Gardening and Maintenance Employee

Work 3-5 days a week!

- Training provided to use machinery (Mower, Whipper Snipper, Leaf blower) and handheld garden tools, safely by our highly experienced and friendly supervisors.
- Training provided to follow Lawn and Garden Safety and safe lifting practice.
- Tasks include hand weeding, hedging, watering lawns and gardens, cleaning commercial and domestic sites, park litter collection, disposal of garbage.
- Induction process includes providing information and training on WH&S legislation, Company Policies & Procedures and following road safety guidelines when offsite.



Waverley Social Enterprises

NOTTING HILL

370 Ferntree Gully Rd
Notting Hill VIC 3168

HALLAM

63 Star Crescent
Hallam VIC 3803

Contact us : 03 9544 7222 human.resources@wavind.org

Employment Opportunities



If any supported employee refers another potential employee and they are successfully employed, the referrer will receive \$200.

We are hiring!



Full-time/Part-time Supported Employment Opportunity

Join our lively Packaging Team!



Job Title: Packaging Employee

Work 3-5 days a week!

- Training provided to unpack, sort, collate and package products following the steps in Job Traveler and samples provided.
- Training provided to use tools and machinery (Klever Cutter, Weighing scale, Tape gun, Glue gun, Pallet Jack, Heat sealer) and so on), safely, by our highly experienced and friendly supervisors, group leaders and trainers.
- Training provided to perform quality checks of items in accordance with quality procedures and manual handling duties using safe manual handling procedures.
- Carry out cleaning duties using appropriate cleaning equipment and materials.
- Induction process includes providing information and training on WH&S legislation, Company Policies & Procedures.



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Employee of the Month

HALLAM

The Hallam & Notting Hill 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 MONTHS SEPTEMBER, OCTOBER, NOVEMBER & DECEMBER



Hallam 1

Peter Bisognin
Lana Langenhoff
Frankie Broley
Phirum Soeur

Hallam 2

Monica Kearns
Matthew Stainer
Scott Matchett
Brenden Fox

Hallam 3

Rory Dembinski
Jonathan Galbraith
Ari Kioulafas
Tania Laasia

Hallam 4

Robert Firth
Andrew Nasrawi
Andrew Sanbar
Jared Jenkins

Employee of the Month

NOTTING HILL

Great job!

AND THE WINNERS FOR THE MONTHS SEPTEMBER, OCTOBER, NOVEMBER & DECEMBER

Group 1	Liam Murphy, Matthew Migliorini, Michael Moore
Group 2	Mary Mallamace, Pasquale Aiello, William Nguyen
Group 3	Esther Ong
Group 4	Liam Sturmer-Moody, Angelo Fortino, Simon Ash, Kayla Jones
Group 5	Sophie Dehann
Group 6	Jason Borg, Will Lam, Cameron Gresswell, Jennifer Waugh
Group 7	Robyn Phillips
MBC1	Joel Snook, Ian Omerovic, Andrew France
Catering	Kenny Kukatirat



Honourable Recognition



**The winner of the Monash Rotary Pride
of Workmanship Awards 2022**

Dina Karathanassis



Dina is our Senior HR Support Officer

Testimonial to Dina.

Dina is a very hard-working, dedicated member of the Waverley Family. She has been a fantastic Senior HR Support Officer and is always well organised. She goes above and beyond in her working role.

Dina does an amazing job working at both sites. She has been supportive to other staff members but also to every single supported employee at Waverley. Her dedication to supporting everyone is truly inspirational. She comes to work with a big smile on her face even when stressed, always wanting to help others as best she can, making sure that everyone has an opportunity, and most importantly that everyone is heard. She shows compassion and empathy towards all staff and employees at Waverley.

Dina has a genuine love for our special needs employees and will leave no stone unturned to support them in any way she can. Dina has been instrumental in being the voice of our special needs employees and ensuring that they are treated fairly.

She is always happy to support anyone in need, showing care, compassion, and empathy. Her bubbly generous personality and positivity traits are contagious.

When I read the below criteria, I could not think of anyone more suited and deserving of this award.

“The Pride of Workmanship Award is designed to acknowledge an employee, irrespective of age or vocation, who, in the eyes of his or her employer, displays outstanding qualities in terms of approach, attitude, dedication and commitment, to his or her job.” “The Award is intended to cover all aspects of work performance and ethics, inclusive of quality and quantity of output, safety, initiative, sense of responsibility and in line with the values of our organisation.”



Things you don't see everyday



Chris Houllihan from Hallam 1 helping Tony Capomolla from Sales to work.



Danielle Lowery from the NDIS Team helping our Hallam Team



Frankie Broley from Hallam 1 busy sorting



Teamwork Makes the Dream Work



Kerrie-Ann Lancaster from Hallam getting ready to do her weekly OH & S Check



Shay Madzikanda from the EMT working with Hallam 2 Buddy, Mitchell Granieri

Health and Wellbeing News

Let's talk is a mental health organisation which specialises in communication of psychological safety, encouragement of conversation to decrease the feeling of social isolation, anxiety and to fulfill the fundamental need for human connection.

The three pillars of character enhancement Let's Talk is passionate about, are:

Courage, Compassion and Commitment.

If you would like to learn further about Let's Talk and how it may help you, you can browse through their website on: <http://letstalkprogram.org/>



Health and Wellbeing News



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

Volunteer Special Thanks



Thank you!!!

We couldn't have done it without you!

Waverley Social Enterprises would like to thank every volunteer who has contributed their time and enthusiasm with us.

We really appreciate it!



Notting Hill

*Ron Dehaan
Claudia Godtner
Wolfgang Godtner
Margot A Hall
Francis Khoo
Barbara Whitwell
John Whitwell*

Hallam

*Dawn Andrews
Tracey Elliot
Ron Dunn
Eddie Jones
Sarah Britt
Codey Whalley
Krystal Whalley
Margaret Devries
Ashley Devries*

Story of the edition

Towards the end of last year, David Sola-Graetz enjoyed a holiday at Trinity Beach, Queensland, with his Mum, Dad and sister Lana. David often watches the news on TV and was very pleased that the plane trip was not cancelled and his luggage was not lost. It was very hot so he swam every day in the tropical pool, rode the bus to the shopping centre, ate out at restaurants and took the train up to Kuranda, returning on the sky rail. David is now planning his next holiday on the Sunshine Coast.



Share your story



Heather's Art residency, the creative from packaging. When Heather is not on the floor she uses her spare time to let her imagination run wild. Heather works across diverse mediums but always has an eye for detail.

Melissa Quigley from the 6th group on the floor at Notting Hill– Star of the week at Bowling. It takes much practice and persistence to develop a skill and there's no doubt Melissa has clearly given her all to achieve this highly commendable award.

Congratulations Melissa you've earned it.



Hannah, Penelope Smith's daughter started school on the 30th of January 2023. She is attending Marnebek Special School in Cranbourne.

Penelope is from Hallam 2. It's always a proud moment for a parent to see their child start school, so Waverley Social Enterprises saw fit to share this moment with her and wish them all the best on Hannah's new endeavor.

Share Your Story

JP's Holiday pictures

Employee from Hallam 3



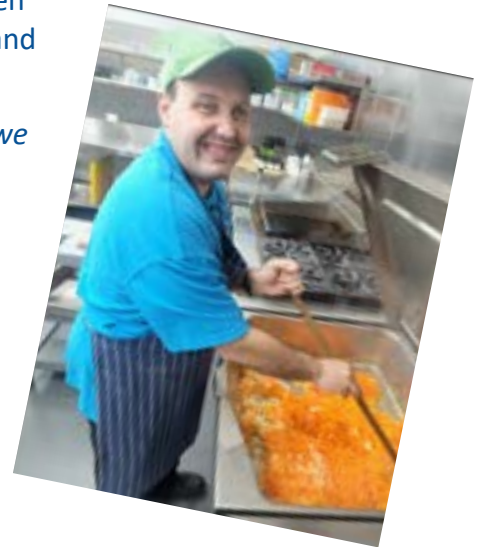
Share Your Story

Alberto has worked with the company for 17 years he has been in the catering team for many of those years. Earlier this year Alberto was over the moon to learn how to cook chips in the deep fryer... then potato cakes.... then dim sims.



He recently donned the apron and learnt to cook in the Bratt pan, he has now had the opportunity to cook lunch on Mondays canteen and CFA. Alberto prepared the ingredients and made a bulk 3kg batch.

(He told me it is better than his mums, but we won't share that with her)



After all the rain we have had, some of our Hallam employees are making the most at lunchtime by taking advantage of the beautiful day .

A **BIG** Thank you to the team at Baxters for your ongoing commitments to Waverley . Job well done Manny.

#thankyou #opportunity #disability #teamwork



Share Your Story

Turntable All Abilities Disco

2023 Friday Disco's

All Abilities Disco 18y & Over

Bayswater Senior Citz Hall

790 Mountain Hwy Bayswater

Next To Bayswater Hotel

Doors open 6.15 Disco Starts 6.30 to 9pm

Jan 13th & 27th-Feb 10th & 24th

Mar 10th & 24th-April 14th & 28th

May 12th & 26th-June 9th & 23rd

July 14th & 28th-Aug 11th & 25th

Sept 8th & 22nd-Oct 13th & 27th

Nov 10th & 24th-Dec 8th

Dance & Sing With DJ Flash & DJ Wayno

Alcohol Free Event

Entry \$12 Free for Carers & Parents



Enquiries & Info
Gordon 0419552694
djflash3@bigpond.com

Please be Aware Turntable Disco Personal are Not Responsible
for your clients actions Support Staff & Carers
are at all times at our Programs



DJ Certificate of Appreciation
Well done Wayne !!



Wayno's DJ timetable. Hope you can make it!!

#fun, #dancing, #disco, #nutbush



Netta from Group 3 recently went on a holiday to the Gold Coast.

She stopped at MovieWorld to take some photos with some of her friends.



Share Your Story



Max Graham is showing off our new workwear.

The new workwear is required for a job we are doing for a company based in Knoxfield, Brown and Watson. They are very supportive of WSE and our supported employees. The job requires new hot soldering work electrical wires and assembly and the job is running in MBC. The job is called Suzi Coils and is an automotive job for trailer cable connectors.

We will also be putting in additional splash guards and smoke extraction system in line with OH&S requirements.



Share a smile is an initiative started by Wayne Dunderdale from G3 at Notting Hill. Wayne has provided many of us with a smiley face badge to put on our vest. Wayne wants us to look at it to remind us how important is to be positive and have a smile with others and make the day better. **Thanks Wayne**



Share Your Story

Congratulations to the Geelong Football Club for winning the 2022 Grand Final. The Waverley Family had their Grand Final BBQ at both sites and everyone was encouraged to wear their footy team's colours. A big THANK YOU to Peter and Conn Christoforou for donating the sausages for our BBQ.



Eric Luc (GRP1 Notting Hill) participated in a 4 day camp at Lady Northcote Discovery Camp. There was so much to do. Two of Eric's favourite things were the Giant Swing and Archery. It was Eric's first time doing archery and he even hit a bullseye with some shots. He absolutely loved it! Eric was happy that he got to try new things and discover his many hidden talents. He had an absolute blast.



Community groups

South Oakleigh Bowling Club (SOBC) is situated conveniently on North Rd, South Oakleigh and welcomes new and experienced bowlers. With a Tifdwarf green and a well maintained synthetic green, affiliated members have the best of both worlds. Check out their website for more information <https://sobc.org.au/>

Jack Attack

- Fun, social and inclusive
- A flexible and short term commitment – ideal for busy lifestyles
- Play with a group of friends or join an existing team



JACK ATTACK FUN, FAST & FOR EVERYONE

HOW JACK ATTACK WORKS

FORMAT OF PLAY

Below are the guidelines of how Jack Attack is played:

- Two bowl triples (with teams able to be register for more players to accommodate for absentees and/or busy working lives).
- Substitutions permitted (even on the night). Not limited to 3 people on the night or over the 4 weeks.
- Two sets of five ends with a sudden death tie-breaker if needed.
- Approximately 60-90 minutes in duration for a match.
- The season to be four weeks in length. Your team can consist of different people each week.
- Sausage sizzle and food to be supplied on the night from 5:30pm.

RESULTS AND SCORING

- Scoring is traditional bowls format where shots for closest bowls are worth 1 point each, additional closest bowls from the same team score additional points.
- Winning a set is worth two points.
- Drawing a set is worth one point to each team.
- Winning a tie-breaker is worth two points.
- Cumulative shots also count for tied ladders.

RULES OF PLAY

- Players can participate in consecutive order.
- All players remain at the mat end to ensure the social atmosphere is maintained.
- Each team gets to have one power-play per set. A power-play is where the score is doubled for that end. This is to be nominated before the first bowl is played that end.
- Result of each end is declared by a facilitator and recorded on the score card.

ENTRY FEE

Team entry is \$15 per team (\$5pp) per night. Includes bowls hire and tuition.

HOW TO REGISTER

To register a team please contact:

Scott Taylor

South Oakleigh Bowling Club

M : 0417862582 or E : scotttaylor2204@gmail.com

CROYDON NORTH CRICKET CLUB

If you have a Intellectual disability and want to play cricket as a sport then come and try Croydon North cricket clubs with some great people and a team that have made Finals and won a premiership flag so if you live around Croydon North or your able to get down to the club then Croydon North night all abilities cricket team is your go to cricket team

so come down to training and have a try at Hughes park Croydon North every Tuesday night at 6pm till 7:30pm and Thursdays night at 5:30pm till 7:30pm and meet some great people and make some new friends for more information about our all abilities cricket team for people with an intellectual disability

please contact our team manager

Jenni Moran on :0401818506.



Training



Tim McKay from G7 is very happy learning new skills in his most recent new group.

Tim had a big smile on his face all day while learning. He was even dancing while working.

Great attitude Tim!

Work Hard, Play Hard



TATT^{life}

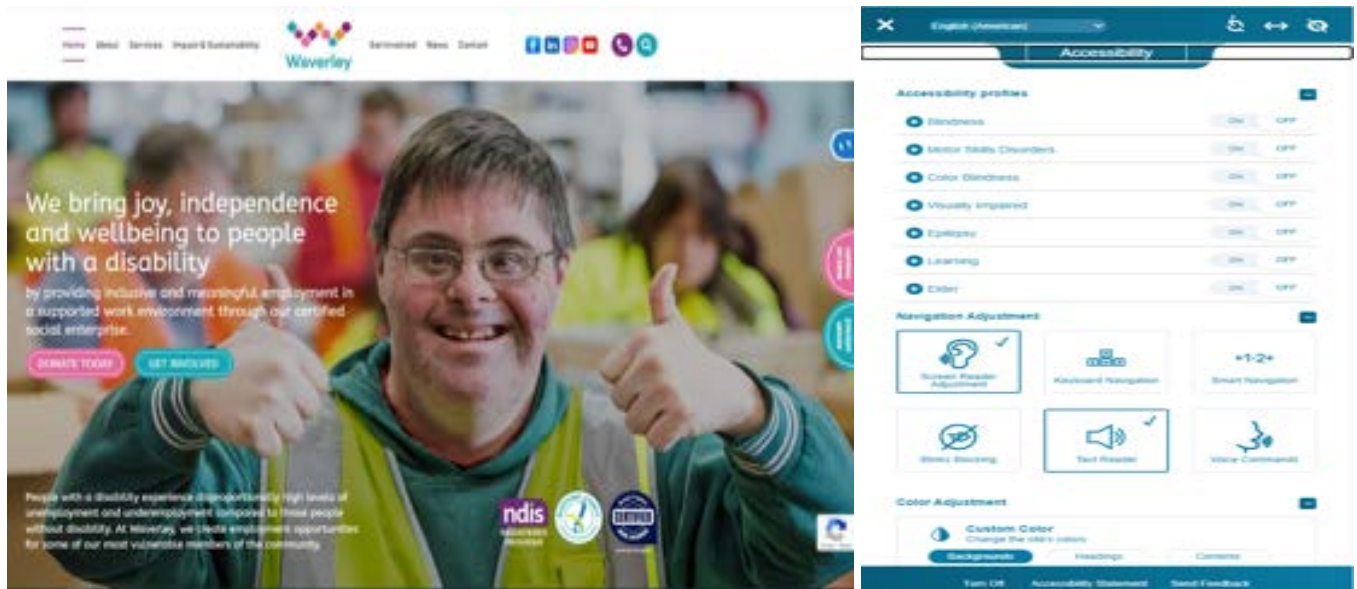


Matthew Hales from Hallam 4 recently got a tattoo of the Joker on his right arm.



www.wavind.org

Check out the new accessibility applications for our website.



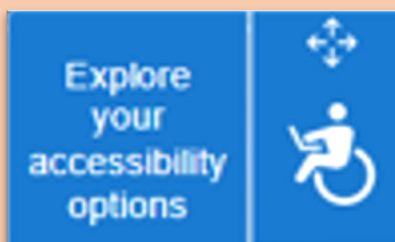
We have added a comprehensive range of assistive functions.

Please see below a summary of accessibility functions.

Screen reader adjustments
Keyboard navigation
Low saturation
Image description
Read Focus function
Dark high contrast
Text magnifier
Monochrome option

Readable font
High saturation
Blinks Blocking
Magnifier
Voice Commands
Highlight links
Colour Adjustment
Readable mode

Virtual keyboard
Smart navigation
Cursor
Font sizing section
The Reading guide function
Bright high contrast
Dictionary
Virtual keyboard



We bring joy, independence and wellbeing to people with a disability

by providing inclusive and meaningful employment in a supported work environment through our certified social enterprise.



Catering News

The Catering Department at Waverley Social Enterprises recently launched Gift Boxes



Please check us out on

[Instagram](#)

[Facebook](#)

[Linkedin](#)

You can place orders at www.wavind.org/catering

Welcome to Country & Smoking Ceremony at the @Homes Victoria's Prahran Social Housing Project -Ground Lease Model with the Icon team.

We were proud to be invited to join the Icon team for a traditional Welcome to Country & Smoking Ceremony at the @Homes Victoria's Prahran Social Housing Project -Ground Lease Model.

Waverley Catering was welcomed onto Wurundjeri Land by Uncle Perry Wandin & despite the rainy day it was a heart warming ceremony.

Representing Waverley were Julie & Tim who received such positive feedback regarding our food. These compliments were shared with the team on return to the kitchen.

@Icon are great supporters of Waverley Catering & Social Procurement, our positive working relationship means a lot to our employees who love to go on deliveries & see the work sites & watch construction projects grow & change quickly over time.

Important Dates & Key Contacts

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	Noella Malabar	Noella.malabar@wavind.org	9293 7905
Human Resources	Dina Karathanassis	Dina.karathanassis@wavind.org	9544 7222
Payroll	Kathy Matheas	payroll@wavind.org	9565 1912
NDIS	Manda Zoric	Manda.Zoric@wavind.org	9544 7222
Catering	Julie Bryson	Julie.bryson@wavind.org	9544 7222

Upcoming Important Dates

Public Holidays

Labour Day	Monday 13th March
Good Friday	Friday 7th April
Easter Monday	Monday 10th April
Anzac Day	Tuesday 25th April



Melbourne Disability Connection Expo 2023

Friday and Saturday 21st & 22nd April 2023

The Melbourne Disability Connection Expo will be held over two huge days at the Melbourne Convention and Exhibition Centre (MCEC) in South Wharf.

With more than 250 service providers under one roof, participants, their families and carers can exercise greater choice and control over their care.

If you are applying for the NDIS, are new to NDIS or have a current NDIS plan, are looking for service options or have questions to ask, then this event is a must-attend event for 2023. To register or find out more about Melbourne Disability Expo 2023 you can view it on <https://www.developingauscommunities.com.au/melbourne-expo-2023>



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 Social Enterprises or do not want to talk to Waverley Social Enterprises 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 like 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:

dina.karathanassis@wavind.org

noella.malabar@wavind.org

Frances.nigro@wavind.org

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

We love to hear from everyone !!

