



WAVERLEY NEWSLETTER

2024 Summer Edition

TABLE OF CONTENTS

Welcome

- 01 Acknowledgements
- 02 CEO Message

Waverley Updates

- 07 Welcome New WOWs
- 08 Birthdays
- 09 Expression of Interests
- 10 Insight Circle News
- 11 WOW Events
- 13 Employment Opportunities
- 14 Occupational Health and Safety
- 17 NDIS Update

Work Area Updates

- 18 Assembly

Events

- 19 Disability Expo
- 21 Footy BBQ
- 25 Halloween
- 29 R U OK Day Training
- 30 Mike Russell Awards Night

Waverley Stories

- 33 Corporate Volunteers
- 34 Victoria Police Training
- 35 Training Milestone
- 36 Loving the Work We Do
- 37 Learning In Action
- 43 New Workmates
- 44 Athlete Spotlight
- 45 Enjoyable Moments

ACKNOWLEDGEMENTS

1

Acknowledgment of Country

We acknowledge the traditional custodians of Australia and the lands upon which we live and work and pay our respects to Elders past and present.

We acknowledge the stories, traditions, and living cultures of Aboriginal and Torres Strait Islander peoples on this land, moving towards a shared direction of reconciliation to build a stronger future together.

Acknowledgement of People With Disabilities

We extend our deepest gratitude and appreciation to all individuals with disabilities who enrich our lives and contribute immeasurably to the diversity of our community. Your strength, resilience, and unique perspectives inspire us daily.

We acknowledge the challenges you may face and recognise the importance of creating an inclusive and accessible environment for everyone. Your experiences serve as a reminder that diversity is a source of strength and that every person, regardless of ability, has valuable contributions to make not just to our organisation, but our valued clients and wider community.



NICK WILLIAMSON

CHIEF EXECUTIVE OFFICER

Dear Waverley Community,

I have recently spent some time thinking about the amazing growth and contribution every one has made this year. It has been really pleasing to see what we have built this year.

This year in particular as we are celebrating 40 years of service to our community. Since 1984, we have grown significantly, and the number of people we have helped or given work to over that period has been incredible.

We have great staff crew and have always had amazing workmates at Waverley. Everyone is working hard to continue to expand our work offering across Packaging, Assembly, Catering, Grounds Maintenance and On Site Labour. Next year will also see a dedicated focus on improving our work environment, which will be a really exciting and fun development for us all.

As we look forward to our birthday celebrations on 9 December and the end of year break, I want to again extend my heartfelt thanks to each of you. Your efforts have enriched all of our lives of our employees and strengthened our community.

***Wishing you all a safe and joyful festive season.
Here's to another year of success and growth!***

Warm regards,
Nick

Melba Support Services open up a world of opportunities for people to live a fabulous life



Since 1972, Melba has been providing services that focus on supporting people to dream big, embrace life and do what they choose and value.

We help people live fabulous lives through our trusted support services, including:

- Accommodation Services, including Supported Independent Living (SIL) and Individualised Living Options (ILO)
- Individualised Supports to enable people to fully participate in life
- Respite Services including Short Term Accommodation and Assistance (STAA), ensuring both individuals and their support networks get the breaks they deserve
- Leisure and Recreation Program with tailored holiday options
- NDIS Support Coordination to help people get the most of their NDIS plan
- Community Participation and Inclusion Initiatives for meaningful engagement within the community
- Practice, Quality and Safeguards to provide a safe, fun pathway for people to achieve their goals and dreams



Get in touch

Want to find out more about how we help individuals to live a fabulous life and unlock a world of possibilities?

📞 CALL 03 9212 0100

✉️ EMAIL melba@melbasupport.com.au

📍 VISIT melbasupport.com.au





Friends of
Waverley



Introducing

FRIENDS OF

WAVERLEY

Where You Can Help Us Make a Lasting Impact

Friends of Waverley is a community-driven initiative to champion the mission of Waverley Social Enterprises. As a Friend, you support employment opportunities for people with disabilities and promote a workplace that values inclusion, growth, and friendship. Your involvement helps build a community where everyone has the opportunity to thrive.

Join Friends of Waverley and become part of a movement making real change - whether it's through donating, volunteering, or simply spreading the word. Together, we're making a difference, one step at a time.

See ways to become a Friend of Waverley on the next page. >>

Ways to become a Friend of Waverley



REFER COMMERCIAL WORK

- Hire us for Packaging, Assembly, Grounds Maintenance (commercial sites), or On Site Labour
- Refer commercial work to us
- Order catering for events and meetings wavind.org/catering/

For more information, please reach out to sales@wavind.org



LEND SUPPORT

- Provide professional services
- Refer an employee - If you know someone who would thrive as a part of our team, please refer them to us: wow@wavind.org

For more information, please reach out to fundraising@wavind.org



PROMOTE WITH US

- Engage in joint marketing initiatives
- Share Waverley through your marketing
- Book a WOW! Ambassador for your event

For more information, please reach out to communications@wavind.org



VOLUNTEER

- Corporate volunteering days
- Community volunteering opportunities

For more information, please reach out to volunteering@wavind.org



RAISE FUNDS

- Make a tax-deductible donation: wavind.org/donate
- Donate equipment, products, or in-kind support
- Workplace giving programs
- Host a fundraising event

For more information, please reach out to fundraising@wavind.org

**IF YOU WOULD LIKE TO BECOME
A FRIEND OF WAVERLEY
SCAN HERE:**



Every act of support brings us closer to a world where everyone has the opportunity to thrive. Let's make a lasting impact together!

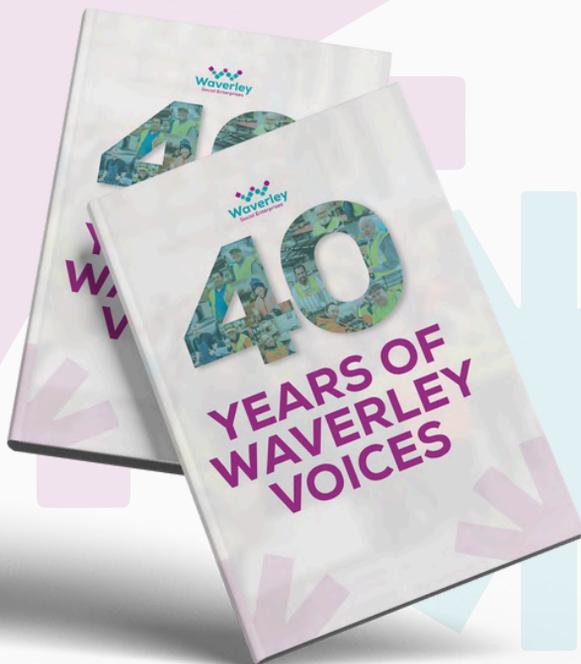
VOICES OF WAVERLEY

A SPECIAL KEEPSAKE

CELEBRATE 40 YEARS OF WAVERLEY WITH THE 40 YEARS OF WAVERLEY BOOK

Discover the inspiring stories of our supported employees and the profound impact of meaningful work in this beautifully crafted keepsake.

By purchasing a copy, you're not only celebrating Waverley's incredible journey but also supporting our mission to create more inclusive opportunities.



Order Your Copy by visiting the link below or by scanning the QR code:
<https://fundraise.wavind.org/waverley-shop>



Notting Hill

Start Date	Name
22/10/2024	Kiara Horrobin
17/10/2024	Bruce McDonald
17/10/2024	Naomi McDonald
14/10/2024	Adam Bakhach
08/10/2024	Tom Brown
07/10/2024	Subala Charoensak
03/10/2024	Michael Gong

Hallam

Start Date	Name
21/10/2024	Brian Whitehouse
21/10/2024	Nisha Chandler
21/10/2024	Vanessa Savage

HAPPY BIRTHDAY TO...



Brendan



Clayton



Lily



Emily



Netta



Heath



Naomi



Desmond

Desmond, our Notting Hill Production Manager on his birthday month!!!

Wishing a very special happy birthday to all our workmates celebrating this month! Your positivity and contributions make Waverley shine. May your year ahead be filled with joy, success, and smiles.

Happy Birthday! 🎂🌟

EXCITING OPPORTUNITY TO BUILD YOUR SKILLS AND INDEPENDENCE!

Waverley is offering a Certificate I in Education with a twist!

ABOUT THE COURSE

In 2025, we're giving workmates the chance to gain hands-on experience in hospitality and work in a real commercial kitchen. This course will help you:

- Handle food safely
- Learn food safety essentials
- Prepare simple, delicious dishes
- Build confidence and independence in the kitchen

HERE'S WHAT YOU NEED TO KNOW

Locations: Notting Hill and Hallam

Duration: 1 day a week for 50 weeks

Cost: FREE!

If you're ready to explore new skills, gain independence, and experience working in hospitality, let the experience team know!

Phone: 03 9544 7222

Email: experience.support@wavind.org

Contact: Sarah Exton, Manda Zoric or speak to your Support Mentor



Note: This is a personal development opportunity, and time spent in the course is voluntary. We can accommodate roster changes to add extra hours if needed.



EXCITING NEWS FROM OUR INSIGHT CIRCLE MEMBERS

The Insight Circle Committee has been very busy, and here's what they've done:

- Fun Events Calendar: They made a special calendar full of fun events for everyone at work. Now we can enjoy more fun together! (See next page)
- Helping with New Employee Survey: The team helped the Experience Team create a new onboarding survey for our new workmates. This will help us make joining our team easier and better for everyone.

Note: This is Notting Hill's Insight Circle. We'll share Hallam's in the next newsletter.



Our committee members have worked very hard and showed great dedication to improving things at Waverley.

Thank you, Insight Circle Committee! Everyone is excited about what's coming next!

Month	Event
September 2024	<p>Grand Final BBQ</p> <p>Wear your footy colours and enjoy a BBQ with workmates!</p>
October 2024	<p>Halloween Dress Up</p> <p>Put on your best costume, enjoy some treats, and compete for the prize for best-dressed!</p>
November 2024	<p>Mike Russell Awards</p> <p>Recognise and celebrate employees' years of service.</p>
December 2024	<p>International Day of People with Disabilities</p> <p>Honour our workmates by acknowledging disabilities and sharing experiences.</p>
December 2024	<p>End of Year Celebration</p> <p>Join us for a festive Christmas lunch with fun, music, and holiday cheer as we wrap up the year!</p>
January 2025	<p>New Year Kickoff</p> <p>Start the year with a warm morning tea to welcome 2025.</p>
February 2025	<p>Friendship Day</p> <p>Make friendship bracelets and help build a photo wall showcasing our workmate connections!</p>

Month	Event
March 2025	<p>Culture Diversity Week</p> <p>Celebrate diversity by wearing traditional clothing and enjoying culturally themed lunches.</p>
April 2025	<p>Easter Celebration</p> <p>Join an Easter egg hunt and indulge in chocolates and hot cross buns.</p>
May 2025	<p>Health and Wellness Day</p> <p>Participate in activities designed to support wellness for all.</p>
June 2025	<p>Creative Day</p> <p>Share your special projects and achievements with workmates.</p>
July 2025	<p>Christmas in July</p> <p>Celebrate with carols, treats, and a special visit from Santa!</p>
August 2025	<p>Game Week</p> <p>Celebrate with carols, treats, and a special visit from Santa!</p>

REFER A FRIEND



Got friends looking for work? We have lots of work to do, so having more people in the building to assist us would be great! Please reach out to us if you think you might know anyone who's looking to come and join us.

Together, we can continue to empower more people with disabilities through inclusive and rewarding employment.



FOR MORE INFORMATION OR TO REFER SOMEONE

Get in Touch!



03 9544 7222



experience.support@wavind.org

Contact: Sarah Exton / Manda Zoric

KEEPING SAFE AT WORK IS EVERYONE'S JOB!

Here are some important safety reminders:

1. No Mobile Phones on the Production Floor
 - Remember: Do not look at your mobile phone while walking on the production floor.
 - Why? It helps keep you and others safe. If you are looking at your phone, you might trip or miss seeing something important.

Please keep your phone in your pocket or in your locker while on the floor.

2. Look at Safety Cameras Before Opening Doors.

This is for everyone working at Notting Hill.

- When you go to open a door, make sure to check the safety camera first.
- Why? It helps make sure the area is safe before you enter.

Always look at the screen before opening the door to stay safe.

SAFETY STARTS WITH RESPECT AND CARE FOR EACH OTHER

Keeping Waverley safe is more than just rules and reminders—it's about looking out for one another.

 When you visit the canteen at Notting Hill, remember to say **"please"** and **"thank you"** to our workmates.

 Why? Showing respect and appreciation helps maintain a positive and respectful workplace, which contributes to everyone's happiness.



A small gesture can make a big difference! Respect and care are key to a safe and happy workplace.



As the holiday season and year-end shutdown approach, it's a perfect time to reconnect with loved ones and recharge after a busy year. We hope you're making the most of Daylight Saving Time and enjoying the extra daylight. Wishing you all a joyful and safe holiday season—remember, taking care of your well-being helps you fully enjoy every moment.

With warmer weather upon us, let's keep safety top of mind. Please take a few moments to review our heat safety tips and outdoor sun protection reminders for a safe, enjoyable summer, both on and off the job.



HEAT SAFETY TIPS



- ✔ Stay Hydrated: Drink plenty of water, even if you're not feeling thirsty.
- ✔ Take Breaks: Schedule regular rests in a cool, shaded area.
- ✔ Recognise Symptoms: Watch for signs of heat exhaustion like dizziness, fatigue, or headaches.
- ✔ Dress Comfortably: Opt for lightweight, loose-fitting clothes.
- ✔ Limit Outdoor Activities: Plan outdoor work or exercise for cooler times, like early morning or late afternoon.

OUTDOOR SUN PROTECTION TIPS

- ✓ Apply Sunscreen: Use SPF 30+ sunscreen 15 minutes before going out and reapply every two hours.
- ✓ Wear Protective Gear: Choose wide-brimmed hats, UV-protective sunglasses, and long-sleeved shirts when possible.
- ✓ Seek Shade: Whenever you can, stay under trees, umbrellas, or canopies.
- ✓ Mind Reflections: Water, sand, and concrete can intensify UV exposure.
- ✓ Check the UV Index: Keep up with the daily UV index to plan your outdoor activities safely.

INJURY OR ILLNESS

In case of injury or illness whether it's work-related or not, please notify one of the following:

- Manager
- Supervisor
- Support Mentor (if applicable)

Eloise will work alongside your Manager, Supervisor, and Support Mentor to coordinate a return-to-work plan tailored to your doctor's advice.

SAFETY REMINDERS

- Always wear provided safety gear.
- Be mindful of your surroundings—avoid using your phone while walking
- Keep walkways clear.
- Report any hazards or near misses as soon as possible.

New NDIS Support Lists Released

The NDIS has released updates outlining **what is considered an NDIS support and what is not**, helping to clarify the types of services that can be provided under the scheme.

It is important that you familiarise yourself with these updates to ensure you understand what NDIS can support you with.

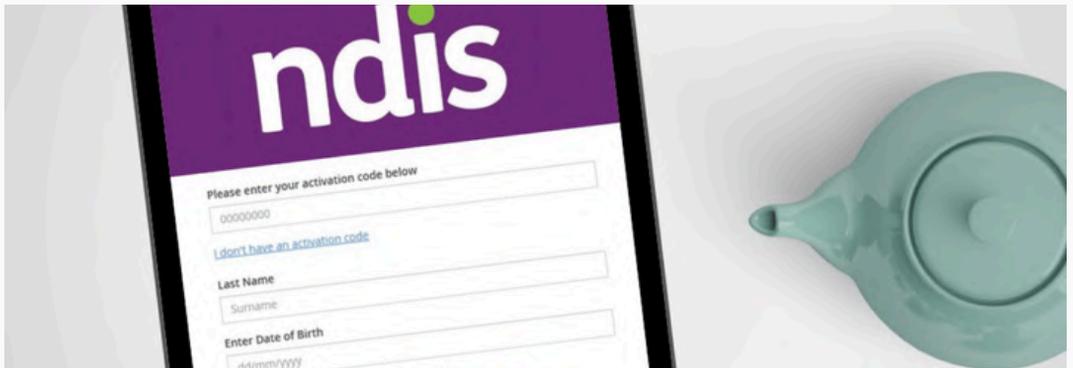
To assist with this, **an Easy Read version of the support lists is available on the NDIS website.**

You can access the Easy Read version directly via the link or QR code:

<https://ourguidelines.ndis.gov.au/would-we-fund-it/what-does-ndis-fund#what-is-an-ndis-support>



Please take the time to review this information to stay informed of this change.



MESSAGE FROM JUSTIN ROFF (PRODUCTION MANAGER, ASSEMBLY)

Lately, our Assembly team has been operating at full pace, tackling a high volume of tasks while also taking new opportunities to broaden our skill sets.

We've had the chance to collaborate closely with the Packaging team, assisting with various jobs that have allowed our team members to expand their experience and try new things.



We want to extend a heartfelt thank you to all team members for their hard work and dedication during this busy period. Looking ahead, we expect the coming months to be equally engaging. However, with the teamwork and commitment that has been demonstrated. Thus far, there's no limit to what we can accomplish together.

Keep up the great work, and let's continue to support one another through the challenges ahead!



We are proud to have participated in the recent Melbourne Disability Connection Expo, sharing our mission to provide meaningful work that brings joy, purpose, and a sense of belonging. The event was a fantastic opportunity to connect with potential Workmates of Waverley and showcase our diverse employment opportunities to commercial clients.

DISABILITY EXPO

A heartfelt thank you to our amazing volunteers who helped us unlock the WOW! for so many attendees. Your enthusiasm and dedication truly made the event memorable. Together, we're building an inclusive workplace where everyone can thrive.



















R U OKAY TRAINING



2024 MIKE RUSSELL AWARDS NIGHT

In November we held our annual Mike Russell Awards event. This one was particularly special as we celebrated some of our employees who have been with the company since we opened 40 years ago. The evening was a gentle reminder of not only how far we have come, but how exciting our future looks too!

A night of recognition, fun, laughter, dancing and connecting with peers. If you haven't joined us for the Mike Russell event before, be sure to come and join us next year.



2024 MIKE RUSSELL AWARDS NIGHT



2024 MIKE RUSSELL AWARDS NIGHT



If you would like to request copies of your photos, please email experience.support@wavind.org or speak to your support mentor.

WE LOVE WELCOMING CORPORATE VOLUNTEERS TO WAVERLEY!

Our clients are always inspired by the incredible work you do, gaining a deeper appreciation for your expertise and dedication. It's heartwarming to see how effortlessly you handle tasks that many find challenging. This quarter, we were thrilled to host 74 corporate volunteers, and having you present certificates made our visitors feel truly valued and special.



ANZ Team
28th August, Notting Hill



L'Oréal Credit Team
6th September, Notting Hill



Laing O'Rourke
11th October, Notting Hill



Deloitte
18th October, Hallam

LOOKING AHEAD:

Next quarter, we're excited to welcome two more groups from L'Oréal, and Hallam is eager to host even more amazing corporate volunteers.

Thank you for your support and for making such a positive impact!



The local police officers and PSOs from the Monash Crime Prevention Office and Transit paid a visit to our employees at Waverley Social Enterprises in Notting Hill and Hallam.





A Milestone to Celebrate: Yasha's Achievement

This year, one of our goals has been to master pallet stacking, and we're thrilled to celebrate a remarkable milestone achieved by Yasha!

Having been a valued part of the Waverley team for over seven years, Yasha has shown incredible dedication and perseverance. Despite being naturally shy, he worked tirelessly to refine his pallet stacking skills, and his hard work has truly paid off.

Today, Yasha amazed us all with his outstanding progress and determination. Well done, Yasha! Your growth and commitment inspire us, and we can't wait to see you continue to thrive in the years ahead.



Moises (Left) is all smiles while doing some pallet stacking, and said he was happy doing quality checks at the end of heat tunnel.

Well done!

Anthony (Right) is always happy and supportive of his packing and stacking group.





Clinton & Carroll (left) working in the wood section at NH.

They are an amazing team.

Meng learning woodwork from the best: Joel and Clinton. (Right)





Joseph is practising with the saw—a new task in the job he excels at: working on Birdmesh.



Dale is trying wood work. He is a quick learner and did amazing on this section.



Liam learning new skills for Brown & Watson.

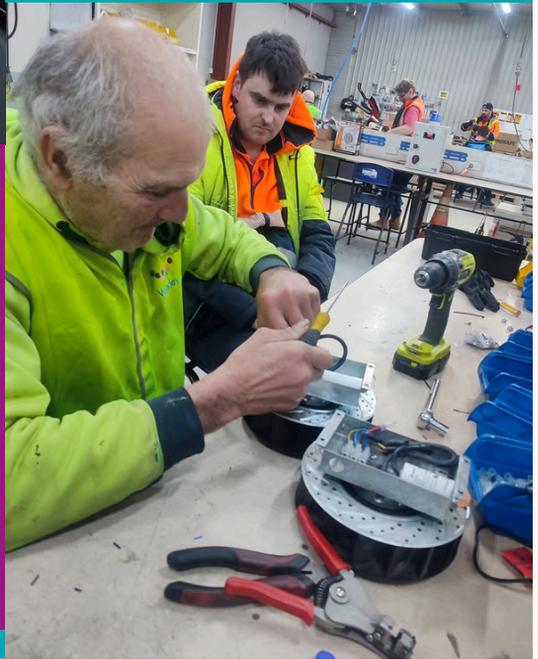


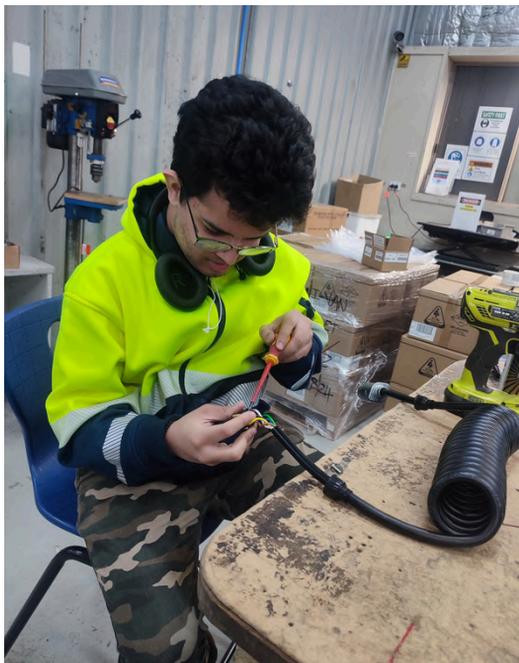
Adam (left) learning how to work on Fantech coils to be used for the fan.

Great job, Adam!

Andre (right) learned new skills and Fantech, and he can do the full job after just two days!

Incredible work, Andre!

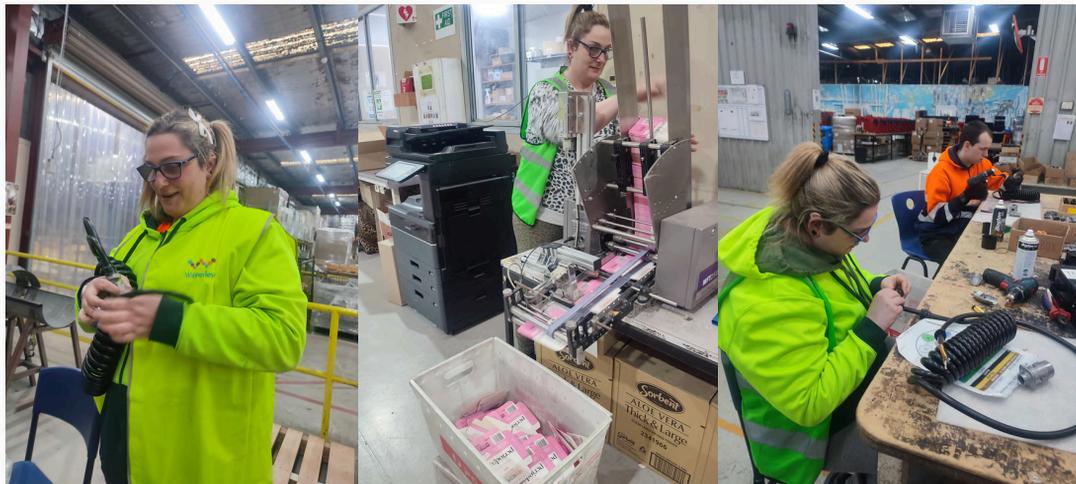




Nikhil (left) is working on Brown & Watson. He's an example of how new starters can find work they excel at.

Anthony (right) took on the challenge and gave it a go at Brown & Watson coils.





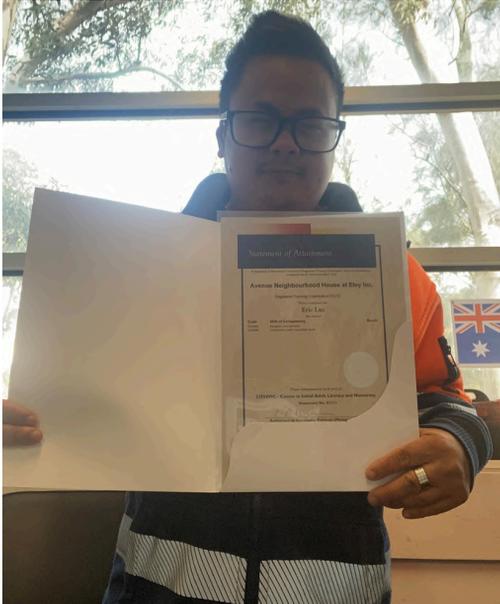
Marie packing her completed Brown & Watson coil, using the laser printer and trying work at the Assembly area. Way to go, Marie!



Pas has been encouraged to do more counting and he is doing amazing, everyone feels proud of him.



The students from Certificate II have a visit to Chesterfield farm, they have such a good time there.



Eric with his Certificate Award from the Avenue Neighbourhood House.

Congratulations!



Welcome to Waverley Social Enterprises, Jossie, Michaela and Tom!

Here's Jossie (left) showing flexibility working with all the packaging groups and passion for learning different jobs and skills.



Here's Michaela, our new addition to the catering team, preparing sliders for a big order. Well done!



And Tom Brown, trialing work at NH.



Rebecca is great at bowling!



Lisa doing a wonderful representation on the special Olympics, she won two gold medals and one bronze. She also received two ribbons in the swimming competition.



Andre enjoying his first visit to the Gold Coast.





Lan and Bobby having one of their usual dances, with an Elvis song in the background.



Kyle Martin, Peter Christoforou, and Jackson Sketcher in their last, best, and fairest at Noble Park Football Club.

THANK YOU!



Stories are powerful, and helps us showcase the work we proudly deliver for our valued employees, clients, and community.

A huge thank you to everyone who contributed to the Summer edition of the newsletter:

- Employees | Ash, Eric, Anthony, Sebastian, Heather, Fleur, Mark, Timothy, Patrick, James, Frankie.
- Executive Leadership Team | Nick, Scott, Sarah, Ariana, and Jess.
- Production Team | Des, Justin, Nick S, Julie, Sam, Pam, and Jo.
- Experience Team | Sarah, Natalie, Manda, Connor.
- Support Mentors | Srdjan, Deborah, Herly, Ingrid, Luke, and Angela.

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