



CONNECT

Community Living Options Monthly Newsletter

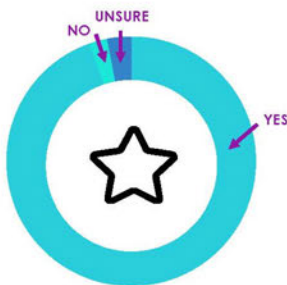
Issue 6, June 2020



FROM OUR CEO MEL KUBISA

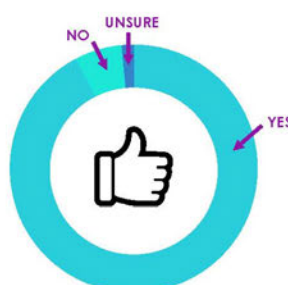
This month brings a focus to the NDIS Practice Standards Onsite Audit. The audit is to be held on the 2nd, 3rd and 4th of June. Due to COVID-19 restrictions, this audit is a remote audit. Thank you to all the staff and participants for taking part in the audit interviews, your support through this process is much appreciated. To prepare for the audit I hope everyone has had a chance to undertake the brief training to outline our NDIS Practice Standards Internal Audit and Outcomes thus far, our desk top audit demonstrated 100% compliance, so a good result to be going into stage 2.

June will also bring focus to our strategic planning phase and the development of the strategic plan and organisational plans that underpin our strategic goals. I can't thank everyone enough for participating in the organisational SWOT analyses, the pulse checks and surveys. I know there is a lot of information coming out so your feedback is most valuable in defining what we want to achieve in the next two years, what we want to consolidate and the innovative opportunities we want to pursue. So, is there is something you are passionate about achieving or improving? Do give us feedback. Here is what you said about our Values, Vision and Mission.



Our Values

Do you think the CLO vision defines our organisational goal?



Our Mission & Purpose

Do you believe CLO's Mission and Purpose defines what we do?

While our focus is still very much on managing the COVID-19 action plan and our gradual return to work and getting through the recovery phase in SA safely, I cannot but express our support for the sector with the tragic death of NDIS participant Ann-Marie Smith in the media last week. The circumstances surrounding her death are justifiably now under criminal investigation. We take this opportunity to ensure that no one is ever subjected to this type of neglect in our community. While we are shocked and appalled and will monitor this closely it is with the deepest thanks that I believe in all our staff and thank you for upholding the standards and quality care that you do for all our participants. Sharon Partington (now Acting Senior Manager) late last week developed a practice leadership and clinical governance handout to our operations staff. Given these circumstances in our sector and the drawing of our focus to COVID-19 response, it is a timely reminder of those policies, systems, processes and monitoring that we have in place to ensure quality care to our participants, thanks Sharon.

UPDATES

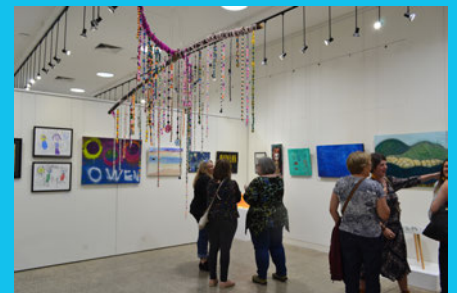
CLO Art Exhibition- Open to the public!

We are pleased to let everyone know that the CLO Art Exhibition at the Marion Cultural Centre/Gallery M will be open to the public again from the 9th of June!

On Friday the 20th of March, Gallery M suspended public access due to COVID-19 but we have been informed that our CLO Art Exhibition will be open to the public again as of early June with possible restrictions on opening hours and social distancing in place.

As our exhibition period was disrupted, Gallery M would like to keep our work displayed for an additional three weeks, closing on the 28th of June.

If you haven't had the chance to check out the exhibition yet, this would be a great opportunity to do so!



Health & Wellbeing Partnership- Anytime Fitness open from the 1st of June

Anytime Fitness has been in contact to let us know that due to COVID-19 restrictions being eased by the SA Government, they will be back open from the 1st of June!

Once they re-open, they will have a restriction on the number of memberships they will be able to take on to maintain how many people are in the gym at one time and social distancing, because of this they have offered our CLO staff priority access until the 12th of June. If you cancelled your membership or are wanting to sign up, ensure you sign back up before the 12th of June to guarantee your membership.





FROM OUR ACTING SENIOR MANAGER OF OPERATIONS

SHARON PARTINGTON

Hi Team,

As we continue to enjoy greater freedoms as a result of restrictions being lifted in South Australia, it is important that we continue to work together to ensure we keep up the great outcomes we have achieved to keep everyone well.

We are currently reviewing participant risk assessments and adding a section to identify ways that we can assist everyone to keep themselves safe while out in the community – for example maintaining social distance/good hand hygiene practices/tips on how to use public transport safely and utilising NDIS plans for KM's. This will be in place in the next couple of weeks so continue to work with participants to build these skills.

We are also continuing to roll out our online training modules and are finalising our Crisis Management training which really focusses on the verbal strategies that assist with managing behaviours. Good verbal communication is always the key.

Expanding our use of Microsoft teams has also been something we have been working hard on. Everyone should now have a CLO email account. If you haven't set yours up as yet, please do so as this is what we will be using to book people into training and for staff meetings.

I would like to recognise all our amazing staff who have continued to work with us to provide quality supports to our participants. Keep an eye on your new CLO email accounts for details on a special thank-you gift in recognition of your ongoing commitment to excellence.

And a big welcome to Lisa Feder, our new Regional Manager for the Metro region. Lisa is currently 'learning the ropes' and steps into the role fully from the beginning of June. Lisa has a wealth of knowledge and experience and has been working in the sector for 20 years. Do take a moment to say hello when you have a chance.

Thank you



FROM OUR CLINICAL TEAM

SUE GOODALL
CLINICAL SERVICES MANAGER

Hello from the Clinical Team,

May saw us hold our first Consumer Forum online using Microsoft Teams. We are going to have a bingo game each forum; with the winner scoring a \$20 gift card as a prize. Holding the forum online was a new experience for us and we learnt some things about how to make it better next time. It is also something we are considering ongoing so those people who may not be able to get to a CLO office can still take part in the fun. We hope to see a lot more of you come next time!



We are sad to see Kerry G, our Provisional Psychologist, move on to a new job opportunity; but we wish her well in her new role and thank her for all her wonderful work. Nick and Kerry B are continuing to learn their new roles and are already an asset to the Clinical Team.

CLO Community Living Options
GREAT OPPORTUNITIES - GREAT LIFE

Human Rights in a Pandemic

At CLO we want to make sure we are looking after your Human Rights while the COVID-19 pandemic is happening. This means we want to make sure you still have as much choice and control and ability to do the things you love while this is going on. We understand that things have changed a bit lately and that you may not have been able to go out and do things like you used to, or haven't been able to see your friends and family as much. Even though we all need to make sure we keep each other safe from getting sick and that we follow the guidelines that the Government and Health agencies tell us; we also want to make sure you get as many opportunities as possible to do things that make you happy, feel safe and what you want to do.

One of the big things for us to check is that you feel like you know what is going on with the COVID-19. We also want to know if you feel involved and that you get choice over things that are happening at the moment. So, we are going to ask you just a few questions to find out how you are feeling and if there is anything else we can do to help.

Please circle for Yes, No or Sometimes.

Have you been told about COVID-19 and what you need to do to keep yourself and others safe from being sick?



Sometimes

Do you think your support workers know about the safety measures to keep you safe from getting sick? (Like cleaning the house, washing their hands often and properly, doing things a bit differently so they don't touch you unless they really have to).



Sometimes

Do you feel like you are being given help with things like doing your favourite things, or doing things differently so that you can still do some of the things you like?



Sometimes

We have been asking you if you think you know all you need to know about COVID-19 and if we are doing everything we can to help you at this time by having you complete a short survey. If you didn't get sent a survey, please ask your CSC for a copy.

Have you been doing things a bit different? I know I miss seeing my Mum and Dad as much as I used to. They are elderly now and I have been doing the right thing to keep them as safe as I can but can't wait until I can go and visit them again. We have been supporting some people in understanding about the changes from COVID-19 by doing social stories and teaching the reasons we need to keep ourselves safe, wash our hands and limit the places we can go. It can be really tough to have things change so much and not understand why.

I have been having my first therapy sessions with a participant via Zoom. That was new for me to learn and I have been really enjoying still being able to see the people I am supporting. All of the Clinical Team have had to change the way they are doing therapy and behaviour support at the moment; a lot of it is online through video chat or emails and phone calls. It's strange to not be able to go and see people in person but it seems that everyone is adapting to the change and finding innovative ways to keep in touch.

HEALTH AND WELLBEING!



JASON WISNIEWSKI
ACTING CLIENT SERVICES
COORDINATOR AND QUALIFIED
PERSONAL TRAINER

Cross Education

I have recently learned about 'Cross Education' from my Physio; George McLemon (Reynella Sports Injury Clinic) and wanted to share, this may change the way you think about training. Cross Education suggests that eccentric (Motion of the active muscle while it is lengthening) training of a nonimmobilized limb can preserve size and strength of the opposite side.

So basically, if you break your left wrist, but still did eccentric training on the right arm you should be able to retain most your muscle on the injured arm.

There has been a lot of research and study to back this up, with more than 80% muscle being retained, although it is still unclear how this works exactly. If you do some research, you will find people have used this style of training/rehabilitation for over 100 years.

It seems from the few studies I have read that basically the injured side of your body tries to mirror the other side, causing muscles to contract on the injured side and basically increasing blood flow which can also help with the healing process. There are also theories that something is happening in the neural circuits of our brains.

Just remember it is always advised to consult your Doctor or Physician first before trying any fitness programs.

Here is a link I found of a recent study:
<https://journals.physiology.org/doi/full/10.1152/jappphysiol.00971.2017>



CONGRATULATIONS TO OUR REWARDS AND RECOGNITION WINNERS!



Southern Metro Shane Wilding

The Southern Metro Region would like to acknowledge the ongoing hard work and dedication of Shane Wilding. Shane has been with Community Living Options for 2 years and has been supporting Elisa. Shane has worked hard building the rapport with Elisa and provided on-going support to his team. Throughout these years, Shane has shown great integrity and built a trusting relationship with Elisa.

Shane has demonstrated commitment and has gone above and beyond supporting Elisa to be able to attend the gravesite of a close family member, this had been a great challenge. On the day of supporting Elisa to attend, Shane was able to provide a lot of encouragement and was able to assist Elisa to regulate her emotions. This has been a big goal that has taken over 4 years to overcome. Aside from the massive goal achievement, Shane has displayed a passion for the work he does by providing high quality supports, advocating for Elisa's rights, ensuring her supports are person centred and he has advocated for her and provided connection back with her family, Elisa now has regular phone calls with family members and was able to celebrate her birthday with her sister.

Shane has not only shown to be consistent in fulfilling his responsibilities but also puts a lot of effort into making sure all the services Elisa has access to are providing a quality service and meeting Elisa's needs. The Southern Metro team would like to thank Shane for all his hard work and dedication and are looking forward to what else he will achieve in the future.

Mental Health Project Lanre Oyekale

Lanre began work with CLO as a PCSW in August of 2019 in the Mental Health Project. Lanre has proven to be a strong team member, maintaining site standards and contributing to staff meetings. Lanre is active in designing developmental programs for his participants and working towards their goals. Lanre has assisted with several participants' transitions to the community and setting up their new homes. Lanre is a proactive problem solver and demonstrates initiative when faced with challenges. Lanre is currently a Key Person within our 3:1 service within the MHP and has been able to show his leadership abilities and ability to work in a high demanding site and demonstrates working within CLO's values and working with his participant to live a great life within the community setting.

Stephen Styles

Stephen commenced with CLO as a new employee in November of 2019. From the moment that Stephen arrived at the Union 2 site, it was evident that we are in the presence of an individual that has great respect for his participant and his co-workers. Stephen ensures his punctuality is a priority on site and will not leave until all the information is communicated through handover. He has been successful in building a rapport with his participant and their family in a very short time.

Although the participant Stephen supports is known to be skeptical of new staff, this has not limited Stephen's ability to encourage him to engage in all ADL's and community inclusion successfully. He is always well spoken and professional and he has shown a willingness to learn, while providing useful input towards developmental programs and towards staff operational issues. Union 2 is honored to have him and his efforts are appreciated by all. Stephen demonstrates working within CLO's values and working with his consumer to live a great life within the community setting.

Metro Greco team

The Metro Region would like to acknowledge the ongoing hard work and dedication of the Greco team throughout April for our reward and recognition.

Greco team deserve a big thank you and recognition for their consistent and person centred approaches that have enabled Serina to improve her choice and control and expand on her experiences and learning.

Thank you team Greco, your support is much appreciated and has fabulous outcomes and opportunities for Serina.

Fleurieu Karen Megaw

Karen commenced employment with CLO in May 2014. She has worked across most of the Fleurieu sites in her six years with CLO and has been a valuable team member. Karen is currently working in the tenancy team where she continues to work with passion and commitment in the delivering of supports that are deeply embedded in CLO's values. Karen advocates for all participants and we often have them contacting us to state how happy they are with the supports they have received. Karen is passionate in education, life skill development and choice and control. For example, Karen has supported tenancy participants to manage their NDIS transport funds to ensure they are managing their funds against the invoices, supported participants to build veggie patches and mow their own garden and to participate in surf lifesaving. Karen is an excellent role model for new team members and will communicate with the team to ensure their continuation of supports for participants.

Well done Karen and thank-you for all your hard work and ongoing commitment.



FROM OUR PEOPLE & CULTURE TEAM

REN THARAKAN
ACTING PEOPLE & CULTURE PARTNER



Hello & Welcome to the People & Culture Update!

Most of us get back pain at some point in our lives. It may be due to a sports-related injury, an accident, or a congenital condition such as scoliosis. But most of the time, upper or lower back pain develops during the course of day-to-day life. Repetitive activities at work or home, such as sitting at a computer or lifting and carrying, may produce tension and muscle tightness that result in a backache. General physical fitness and a healthy weight are important. But one surprisingly simple strategy can go a long way: Paying attention to your posture.

Tips for a Healthy Back

- Keep a strong core - having strong core muscles helps to provide additional support to your back. Core exercises could include a variety of sit-ups, planks, glute bridges, and superman stretches. If this seems too steep for you, begin with simply climbing the stairs a handful of times in succession or perhaps a weekly swim, cycle or yoga class.
- Keep a good posture - It is important to ensure that you keep the natural curve in your back and set yourself a reminder to take a break away from your desk to help your posture throughout the day.
- Ensure you are correctly lifting heavy objects - It does not matter what age you are, you can still cause injury and damage if you are not lifting heavy objects correctly. Always follow the correct WHS techniques.
- Keeping a check on your overall physical health - Ensure you are drinking at least 2 litres of water a day, taking part in the recommended 30 minutes a day of exercise. Losing any excess weight will also have a positive impact on the amount of pressure on your back.
- Your bed is vital in the care of your back - Having a good mattress that provides the correct support and comfort for your back can help manage stress.

For more tips and ideas on how you can manage your Health and Wellbeing refer to the Health and Wellbeing tile on SharePoint.



FROM OUR IT DEPARTMENT

JASON PENTLOW
IT COORDINATOR

Hello from IT!

CLO's workforce is growing rapidly, especially for our front line workers, which has highlighted the need for effective communication. Ensuring everyone has the tools available for this, especially during the current restrictions, has never been greater. IT has recently completed a project involving the rollout of a CLO email account for all employees, over 660 additional accounts have been created. Whilst this provides an email address that can be used for business communication, it also provides the ability for all staff to collaborate with Microsoft Teams and access our SharePoint site without being constrained to a shared office PC. All staff now have the tools available for good all round communication and collaboration, improving inclusiveness and feeling more a part of team CLO.



ACTIVITY – MAKING A WHEAT BAG!

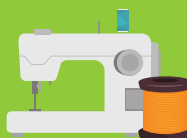
Serina and her staff recently made wheat bags for Mother's Day. The team wanted to share how easy they were to make if anyone would like to do this as an activity during COVID-19 isolation.

All you need is a small amount of fabric, a sewing machine (or needle and thread) and wheat to fill the bag.

Serina really enjoyed all the steps of making the wheat bag, especially using the sewing machine supported by staff.

If you would like a Social Story illustrating the steps to making a wheat bag, please email ridley@clo.org.au and the team will send one to you.

A very cheap, simple activity and you have a wonderful warming wheat bag for winter!



FUN DRESS UP DAY AT LAMONT



Some of the amazing team at Lamont did their very own 'fun dress up day' to bring a bit of fun into the day of the ladies they support. Everyone also went on a walk in their dress ups and received lots of positive comments from neighbours. Lots of smiles all round, awesome job team!

LUKE'S REWARD FOR HIS VOLUNTEER WORK



Luke has been volunteering with Ride on Entertainment for two years. Luke goes out to all the shopping centres where the rides are located and does a full inspection checklist of each ride-checking if all functions are in working order and if any repairs are required, he then reports this back to the organisation. After completing the checklist, Luke will also clean the rides. From all the hard work Luke has put into his volunteering, he has received his own ride. He was extremely excited!

JEFFREY & THE RIDER SAFE PROGRAM



Jeffrey has been engaging in the Rider Safe Program and is working towards his goal of bike riding independently. This is a fantastic achievement for Jeffrey and he cannot wait until the classes are recommenced post COVID-19 restrictions. He has also purchased a new bicycle that he is keen to use!



WHAT HAS EVERYONE BEEN UP TO?

ANDREW OUT & ABOUT



This year, Andrew spent Anzac Day visiting the Anzac Memorial at Brighton to pay his respects and went for a 5km walk. Staff praised Andrew for reaching 5kms on his walk and Andrew has said he really enjoyed the long walk and would like to do more walks in the future!

ROSIE'S AT HOME HERB GARDEN



Rosie with her first sprouted seedlings; Basil. The ladies love the plants and it is part of their daily routine to water them. They are looking forward to when they can plant them in their garden bed!

GETTING TO KNOW OUR BOARD



ALAN OXENHAM
CHAIR

What would you like people to know about you?

I grew up in Young, NSW. After completing an Arts degree at Wollongong University, I went on to study law. I became a solicitor in NSW in 1992 and in South Australia in 1994. I am self employed as a solicitor, mainly from my Strathalbyn office, with branches in Victor Harbor and Kingscote. I have been married to Philippa since 1993. We have two adult children; Tom (25) and Clare (22). I enjoy gardening, bush camping, renovating old houses, overseas travel and skiing.

What are your hopes and dreams?

- To travel again post COVID-19
- Health and happiness

What is important to you?

- Family
- Seeing my children grow up to be active contributors to the community

What are your favourite things?

- Skiing
- The beach
- Bush camping

Which of the CLO organisational values mean the most to you?

I believe that all of CLO's organisational values are equally important. However, if pressed, I feel that the values of Dignity and Respect as well as Individuality and Independence would be my key values.

HOPE, BELIEVE AND INSPIRE DRAWING COMPETITION

Last month, we put the call out for people to share with us how they have found inspiration and hope during tough times.

We asked for people to share a drawing with us and Andrew has kindly allowed us to share how he has found inspiration.



Andrew's entry

Andrew has done his drawing of Goku, a character from Dragon Ball Z and said he's inspired to be like Goku because he is a good guy who would save the world from the virus.

JAMAL'S TRASH TO TREASURE

Jamal has been working hard on producing some fabulous hand crafted items and is making items out of what may otherwise be thrown away. Jamal is legally blind but does not let this hinder the passion, artistic talent and creativity to run his own micro business and make what would be unused items into pieces of art!



Jamal is also a passionate and professional artist! Here is one of his recent paintings.



Title: I'm So Beautiful No 2
Med: Oil paint on stretched canvas
Size: 110 x 90 cm

To give an idea of the effort I go to in order to create not just my own original art works but how I hand craft my own scratch built frames. The frame is created from recycled pine (Baltic & plantation pine) with each component cut to size first then using a drill press to make the holes, routed, some bits cut to size again, individually stained, sections taped off and sprayed with gold paint, glued and screwed together, varnished 6 times - each coat lightly sanded and to finish with an orange oil furniture polish. The art work is inspired by my days when I use to participate in Riding for People With a Disability. Worked from several images to ensure I got it right.

