

CLO CONNECT

Community Living Options Monthly Newsletter

Issue 11, November 2020

JERED'S TRANSITION TO INDEPENDENT LIVING

Jered has recently transitioned from a CLO group home that he shared with two other participants. He has now successfully transitioned into his own house, and is relishing the independence that comes with this. Jered fractured his humerus shortly before he was due to move home, which added to some complications, however after a few weeks, Jered has been able to successfully return to day options twice a week and is now swimming at the Adelaide Aquatic Centre on non-day options days. He participates in all aspects of the swimming, including paying for his session.



Jered also recently had his first birthday party in his new home, where his extended family and his staff (mainly on their day off) attended. The staff also put together all the decorations with Jered for his birthday and also pooled together some money for a present for Jered from all the staff (some nice aftershave). This is further evidence of the tight bond that Jered has made with his new support workers.

With support from his incredible team, Jered has adapted to this significant change in his life and is thriving in his new environment.

Way to go, Jered!



NEW TRAINING SOFTWARE & SPACE

SAM FARRELL

Manager- Recruitment, Learning and Development

As you are all now aware, we are in the process of the PeopleStreme roll out, we are up and running with the Recruitment and On-boarding modules and our Learning Management System module. All training is now being booked and/or assigned through PeopleStreme by the Learning and Development team (in the initial stages), as we roll out different training packages with PeopleStreme (both face to face and eLearning). The L&D team will assign staff to training with the future expectation of staff being able to book themselves into or assign available training to yourself, you will also be able to see all the training you have completed.

We are committed to offering all our staff the best learning and development opportunities possible within our operating environment. We want to support our staff to build and/or maintain their individual professional capacity and to ensure that all staff feel capable and confident in their role. We offer online and face to face training across the regions, including our newly opened Training space which is located in North Adelaide to support CLO's growth and training needs. We look forward to seeing you at our trainings or at the office, from the L&D and Recruitment team.



UPCOMING EVENTS

Food Drive for Foodbank

CLO are participating in a Food Drive for FoodBank! FoodBank helps source and supply 1.2 million meals each and every week for people in their time of need - but with many still turned away, they urgently need our help too.

There will be drop off points at our main offices and we will be running the Food Drive for the month of November 2020!



We encourage all participants, staff, family and friends to get involved.

What are the most wanted items?

- Canned Fruit and Canned Vegetables
- Pasta
- Tuna
- Rice
- Spreads (Jam, Vegemite, honey)
- Cereal
- Tinned Meat or meals
- Baked beans/tinned spaghetti
- Long Life Milk *UHT
- Pasta
- Sauce
- Coffee
- Tea



Drop off points:

Adelaide
1020 South Road,
Edwardstown SA 5039

Fleurieu
13 Newland Street,
Victor Harbor SA 5211

Thank you for joining the fight against hunger in Australia!



AN UPDATE FROM THE MENTAL HEALTH PROJECT

JOUMANA EL-MERHIBI

Regional Manager- Mental Health Project

The Mental Health Project commenced in 2018, CLO were approached by The Office of the Chief Psychiatry to assist with transitioning participants from James Nash House and Glenside into the community setting as part of the 31 Homes Project. To date, we have successfully transitioned 19 participants and currently transitioning 2 others and engaged in service development for another 6 participants. 2020 has certainly posed new challenges with COVID impacting on transitions however, we were able to mitigate risk and safeguard our participants and staff to keep the program running.

It brings me so much joy that this opportunity has been provided to our participant group and they have achieved remarkable goals that they, themselves did not believe could happen. With dedicated support staff, great support networks and the world as their oyster, we share the following goal journeys and looking forward to more.



Alex was recently supported on a family holiday to Pt Elliot, taking in this gorgeous weather and enjoying the local food and scenery.



Jeffery has continued to excel and recently achieved his long term goal of safely riding his bike in the community after completing a short course.



In October we celebrated Mental Health Day/Week, bringing attention to mental illness and its major effects on peoples' lives worldwide. Vanessa attended and had a blast.



CLO COVID-19 CHAMPIONS

The role of CLO COVID-19 champions is to monitor compliance, educate and support our staff in adhering to COVID safe practices.

This is a vital role in assisting CLO to keep our staff and participants safe and more widely, continue the great work South Australians are doing in minimising the risk of a COVID-19 outbreak in our state.

Key requirements of the role:

1. Monitor and ensure compliance to the CLO COVID safe plan, immediately advising and educating staff members on non-compliance on how to be COVID-19 safe, examples include but are not limited to;
 - a. Leading the Implementation of the COVID safe cleaning procedures
 - b. Monitoring site PPE
 - c. Reminding others on social distancing and hygiene practices
 - d. Ensuring adherence to Infection Control training
 - e. Leading COVID safe discussions at team meetings.
2. Positively recognising and acknowledging COVID safe practices being implemented by others.
3. Be a resource point for COVID safe information and resources.
 - a. Educating staff on COVID safe practices and where to locate COVID resources.
4. Ensuring up to date communications and easy read resources are made available to participants at site.
5. Lead the education and support for participants to follow COVID safe practices.
6. Report to management any trends or concerns regarding the implementation of any of the above practices and processes.



SOCIAL ENTERPRISE- CANS AND BOTTLES FOR RADIOS

A CLO participant with complex behaviours, loves radios but currently cannot always manage their impulse control, this often results in the participant breaking the radios. The participant is often instantly remorseful of this action and wants the radio back. The site team developed the idea for the participant to fund the radios using an enterprise scheme which would enable the purchase of more radios.

We are asking all staff to use the boxes placed in the kitchen at the Edwardstown office to collect all cans and bottles that are used by staff.

If you would like to bring your cans and bottles in from home for the participants enterprise, that would be great!

A large bin has also been placed out the back of the Edwardstown office for larger collections.

CONGRATULATIONS TO OUR REWARDS AND RECOGNITION WINNERS! ☆

Metro Talinga Team

The Metro team would like to acknowledge the Talinga team. This is a relatively new service where staff have successfully transitioned Jered from a group home setting into his own home. The team have focused on providing excellent support for Jered and established high site standards.

The team have also demonstrated their values in innovation – establishing a new team with a focus on continuous improvement. Innovation ensures that we seek to find new ways to do things and lift our standards at every opportunity presented to us.

Well done team, thank you for working with Jered and his family to make his new home truly his own.

Southern Metro Peterson 7 Team

The Southern Metro team would like to acknowledge the team at Peterson 7. They have recently assisted a new participant to transition into her new home at Peterson site. Erin has complex support needs, is non-verbal and finds it challenging to adapt to new places and faces. From the very first day, the team has shown dedication to providing exceptional person-centred support to Erin. They have gone above and beyond to get to know Erin and learn about her communication styles. They have also had a strong focus on creating a personalised home and a place that Erin identifies as her home to give her a sense of safety and belonging.

The team are consistently trying to come up with new innovative ideas. They have started to create some amazing developmental tools to assist Erin regaining and maintaining her skills. One of the biggest achievements is that Erin has started feeding herself again, a skill she had lost for a long time.

We would like to thank each and every one of the team for their hard work, persistence, patience and dedication to support Erin achieving a great life.

Fleurieu Michelle Kivikoski

As an organisation during the month of October, we focused on supporting our participants to maintain their homes to a high standard along with ensuring a homely and safe environment. Michelle embraced this focus and supported the Fleurieu tenancy participants to be proud of their homes. Michelle has achieved this by providing person centred active support and positive role modelling.

Recently, a family member has recognised Michelle as their "Saving Grace" and has reported not having to support their family member with house work during their visits. This has been made possible by the high standards of cleanliness which is being actively supported by Michelle.

Well done, Michelle!

ORGANISATIONAL CHANGES AND THE 5TH REGION



SHARON PARTINGTON
Senior Manager of Operations

As you may know, CLO have seen exponential growth over the last few years with the introduction of the NDIS. Evidence of this can be seen with a workforce that has doubled over the last two years to just under 800 employees.

To manage this continued growth, the creation of a 5th Region will soon be implemented. The first stage of these changes will see some sites move from the Southern Metro region to the Fleurieu region. This will ensure quality person-centred service provision is delivered, whilst enabling CLO to continue to grow as an organisation. Furthermore, it also ensures funding levels are split evenly across regions.

Thanks to everyone for your ongoing commitment to provide quality services to our participants. We will keep you all updated as these changes roll out.

LOUD SHIRT DAY 2020

On the 23rd of October, we wore our loudest shirts to support CanDo4Kids and help raise funds for children who are deaf or hard of hearing. A big thank you to everyone who took part!

Together we raised a total of \$216.00, well done team.



POSITIVE BEHAVIOUR SUPPORT AND BIOPSYCHOSOCIAL FRAMEWORK



SCOTT MURPHY
Clinical Team- PBS Practitioner

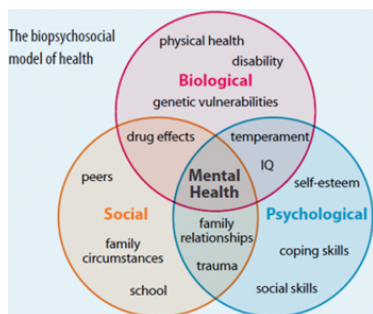
At CLO we work from a Biopsychosocial framework.

What is a Framework?

Frameworks are the fundamental foundation which informs the way we work.

What is the Biopsychosocial Framework?

Biopsychosocial relates to a holistic approach which takes into account an individual's Biological, Psychological and Social circumstances which may be impacting on their life.



Biological can refer to:

- Existing health issues
- Historical health conditions
- Genetic disposition.

Psychological can include, but is not limited to:

- Existing or historical mental health.
- Historical trauma
- Stress
- Impulsivity
- Irritability

Social can include, but is not limited to:

- Culture
- Socio-economic status
- Religion
- Peer groups (both pro-social and anti-social)

Positive Behaviour Support has arisen from the premise that challenging behaviours are shaped by personal and psychological experiences and helps the person to exert some control over their environment. All of the above are influencing factors on the way that people can act and can contribute to behaviours of concern. There is often not one factor which is identified within a person, but there are likely to be a combination. For example, if a person has a genetic disposition to stress, they may use drugs and/or alcohol to reduce the impact of the physiological and psychological effects. It is suggested that people reflect across all of the domains to determine which are the most prevalent. An example of this includes: behaviours of concern may simply be a result of a sore stomach and a person may be using behaviours of concern in the attempt to communicate this (as they might not have the skills to communicate in a pro-social way). Critical analysis and a good understanding that all behaviours are trying to communicate something plays an important role in improving quality of life and reducing the need to display behaviours of concern. Remember all behaviours have a function (reason), we just need to find out what it is.



CONGRATULATIONS TO OUR REWARDS AND RECOGNITION WINNERS!

Mental Health Project Western Phillips Team

We would like to recognise the Western staff team's efforts. Staff supporting the participant have exemplified and promoted a safe and clean environment whilst promoting a person centred active support model. Staff affirm a combination of these factors are key in supports. The staff at Western engage in weekly cleaning duties that are outlined clearly in the site calendar, and staff on duty ensure complete actioning of these tasks; responsibility is shared effectively across the team and with the participant. Team work has been key in maintaining required site standards at Western and involving the participant in cleaning task has made him aware of what is expected, thus building his capacity and independent living skills for the ultimate goal of a stepdown model in the future.

Well done team!

Union Faulkner Team

The staff at Union are passionate about maintaining a homely environment and ensure that their priority is to maintain a high standard of cleanliness and organisation within Darren's home. Through active support and graded assistance they support Darren to engage in all areas of daily living and have significantly increased his skills since his transition from Glenside. Darren now has the capacity to complete household tasks almost independently and requires minimal prompting. Darren continued to forget where items were located within his kitchen and he worked with his staff to label all his cupboards to assist with locating items and this has supported his further independence within the kitchen area. The team provide and demonstrate quality standards and working through all barriers with Darren to ensure that these are met with solution focused ideas and then implemented.

Well done team!

HEALTH AND WELLBEING

Stick to the basics

With today's increasing interest in fitness and healthy lifestyles, we have an enormous amount of information, it's easy to get overwhelmed with what works best.

It's always best to stick to the basics, especially when you are a beginner. See below 10 exercises you can do. Combine them into a routine for a workout that's simple but effective and sure to keep you in shape. Remember, all exercises can be modified to suit your fitness level.

1. Push ups
2. Lunges
3. Squats
4. Shoulder press
5. Dumbbell rows
6. Deadlift
7. Plank
8. Side plank
9. Glute Bridge
10. Chest press



FROM OUR HUMAN RIGHTS COMMITTEE



MOLLY SPINGHALL
Service Coordinator &
Chair of the Human Rights committee

The UN Convention Article
of this month is Article 9:

Accessibility



**United
Nations**

1. To enable persons with disabilities to live independently and participate fully in all aspects of life, States Parties shall take appropriate measures to ensure to persons with disabilities access, on an equal basis with others to:

- a) Buildings, roads, transportation and other indoor and outdoor facilities, including schools, housing, medical facilities and workplaces.
- b) Information, communications and other services, including electronic services and emergency services

2. States Parties shall take appropriate measures to:

- a) Develop and monitor standards and guidelines for accessibility
- b) Ensure all facilities and services that are open to the public have a range of signage, forms and communications that takes into account all aspects of accessibility for persons with disabilities.

This convention is important for us at CLO because our participants have rights that deserve to be respected at all times and as a provider it is our core role to ensure human rights are valued.

MEET ALEX!

Alex has been attending equestrian sessions in Gawler.

Alex has been taught brushing, feeding, caring and cleaning techniques in his sessions and how to ride safely and effectively. Alex is taught to give directions to the horse verbally, through touch, his legs and the reins; his teacher then lets Alex show off his skills by doing this independently. Alex's staff team are all really proud of Alex's accomplishments on his quick grasp of riding concepts and enjoy supporting him to see his improvements.

Alex is very much enjoying the sessions too and looks forward to recommencing his sessions soon!



TEAM CLO TAKES ON MOVEMBER

Throughout the month of November, we're taking on Movember to help raise funds and awareness to support men's health!

We would LOVE to see as many people as possible getting behind this great cause.

If you would like to 'grow a mo' and would like to join the CLO team, please [CLICK HERE](#) to sign up.

If you would like to sponsor someone that is growing a 'mo', you can also do so by clicking the above link.

There are also other ways you can get involved to support this great cause, you could:

- Move for Movember- Commit to running or walking 60kms over the month.
- Host a mo-moment- Rally a crew and do something fun and easy.
- Mo your own way- Create your own challenge, it can be anything!



MOVEMBER®

MEET LILLIAN!



Lillian Cooper is our new Finance Trainee. Lillian will be working from the Edwardstown office and will be predominantly preparing Service Agreements and associated tracking (amongst many other things). The finance team is very much looking forward to working with her.

Welcome to Team CLO, Lillian!

Follow us on social media:



Contact us:



hello@clo.org.au



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