

CLO CONNECT

Community Living Options Monthly Newsletter

Issue 16, April 2021



FROM OUR CEO

MEL KUBISA
CEO

We are excited to embed our planning cycle with sessions being offered on Clinical Governance and attendance at the NDIS Quality and Safeguarding conference. This will be supported by providing our participants and families the opportunity to engage in focus groups across April with our Teams undertaking SWOT's (strengths, weaknesses, opportunities and threats) to hear from all teams at CLO.

The Quality and Safeguarding virtual conference will take place on the 12th of May. This is when the senior team and regional managers will bring together your SWOT's and identify what actions we can take to continue to ensure the safe delivery of services and how we can learn from our collective experience to improve the supports we provide. Stay tuned for more details!

We are also very excited to announce that in October 2021, we will be running our first 'CLO Conference'. The conference theme is 'Transformation and innovation in person centred practice'. We are currently calling for abstracts, please refer to the below flyer for more information. We would like to see abstracts from our frontline staff, participants, family members and board members. If you would like to take part, please submit your abstracts to Brittany by the 10th of May.

CLO CONFERENCE

CREATING GREAT OPPORTUNITIES
AND A GREAT LIFE

ADELAIDE OVAL
28-29 OCTOBER 2021



ARE YOU INTERESTED IN BEING PART IN THE FIRST CLO CONFERENCE?

CONFERENCE THEME: Transformation and Innovation in person centred practice

TOPIC AREAS WE INVITE YOU TO SUBMIT AN ABSTRACT ON:

- 'Your story' - Lived experience of disability support
- Quality and safeguarding
- Improving quality of life - Restrictive practices and PBS
- Successful implementation of person centred practice
- Innovative practices in service delivery
- Building teams - person centred teams and delivering outcomes (we want to hear from our frontline staff)
- Organisational culture and transformation

WHAT IS AN ABSTRACT?

An abstract is a brief summary paper of what you want to present at a conference.

WHO DO WE WANT TO SEE AN ABSTRACT FROM?

We would like to see abstracts from as many people as possible! We welcome abstracts from our frontline staff, participants, family members and board members.

SUBMIT YOUR ABSTRACT TODAY

b.rutherford@clo.org.au

SUBMISSIONS CLOSE 10 MAY

The World's Greatest Shave

On the 12th of March, Sharon (PCSW) took part in the World's Greatest Shave to help raise funds for families battling blood cancer!

Sharon grew her hair for months in preparation, and on Friday, Mark, the participant she supports, shaved it off for her.

Mark has had an experience with cancer himself, so it was all about raising funds to give back.

Sharon reached her fundraising goal of \$1,000 and is very pleased to have short hair again!

Way to go, Sharon & Mark



Starlight Super Swim

We did it, Team CLO!

The Starlight Super Swim challenge finished up on the 24th of February and as a team, we swam an impressive 52.85kms and raised \$1,255 for the Starlight Foundation!

What an incredible achievement. A BIG thank you to everyone who took part in the challenge and to everyone who donated to show their support for Team CLO and this great cause.

A special thank you to Yasmin Salerno, Sam Warren and Serina Greco who joined Team CLO and helped Mel Kubisa to reach the goal of swimming 32kms in one month.

Overall, the challenge raised an incredible \$1.9 million for the Starlight Foundation! The money raised will help brighten the lives of over 48,717 sick kids.

Well done everyone!

Supporting
**Starlight
SUPER
Swim**



UPDATE FROM OUR CLINICAL TEAM

RAFFAELLA CALDERA

Positive Behaviour Support Practitioner

My name is Raffy, I am one of the Positive Behaviour Support Practitioners for the Mental Health Project as part of the Metro North-West team. I am Italian by birth and Australian by choice and I joined the CLO Clinical Team in January 2021.

I completed a Bachelor Degree in Clinical Psychology and worked for 13 years as a Psychologist in Children's Services before moving to Australia with my big family. I am the proud and lucky mum of 4 wonderful children. I am currently completing a master's degree in Positive Behaviour Support at the University of Queensland and I am in the process to be registered as a Psychologist at AHRPA.

On the 5th March, the Clinical Team ran events to celebrate International Women's Day. IWD is a day to celebrate and promote women's rights. International Women's Day takes place every year on the 8th of March and dates back to 1911 when many women were fighting for the right to vote. CLO hosted a morning tea and gave the participants flowers as a gift.



There was also an option to take part in some craft activities and make purple and green ribbons, card making and an origami version of the Mimosa flower. International Women Day was an opportunity to reflect on the woman's condition in different countries and different cultures. It was a wonderful event.

There will more exciting upcoming events. The Clinical Team is a multicultural "family" that include Australian, Greek, Chinese, and Italian members. In the coming months, we will be sending out social stories about cultural diversity to promote integration.

Last but not least, the Clinical Team is organising a cooking program to be run following COVID-19 restrictions. If any participants are interested in attending, please contact me, Sam, Nick, Scott, Sam or Grace.



MESSAGE FROM PEOPLE & CULTURE

LEANNE PHILLIPS

People and Culture Coordinator

Code of Conduct and Statement of Confidentiality

Thank you to everyone who has completed and returned their Code of Conduct and Statement of Confidentiality Agreements. Your cooperation in keeping CLO and yourselves compliant is very much appreciated. If you are still yet to sign and return these documents, please do so as soon as possible as this is a compulsory requirement and please contact People and Culture with any questions or further information.



Position Descriptions

You would have seen some recent email communications requesting everyone sign and return their Position Descriptions. As mentioned in the email, we do require all staff to have a signed Position Description on their file. Thank you to everyone who has already provided this and if you haven't already, please complete this as soon as possible. You can contact People and Culture should you have any queries or concerns.

CLO CAMP

Written by Jodie Brown

On Monday the 22nd of February, we left to go and meet the others that were going on the camp. I was dropped off at Morphet Vale to meet Bianca and Matthew. We then met up with Andrew, Emma and two staff went with us, Kerrie and Sam.

When we got there, we stayed in cabins at the Marion Bay Holiday Park. The boys were in one cabin and the females in the other. Most of us went swimming on the first night when we got there. Then for tea on Monday night, we ended up having a BBQ tea. I enjoyed myself by feeding the ducks as well.

On Tuesday, it was time for all of us to head down to Marion Bowland to do some bowling, and I did fairly well. I knocked the bowls down two times, and we played two games. We also had lunch at Marion Bowland, and in the afternoon, it was back to our cabins to do whatever we liked. Some people wanted to go swimming again, but it was our choice what we wanted to do, so I decided not to because it was getting closer to the end of the camp and the next day we had to pack up and leave the campsite.

On Wednesday, it was time to pack up and leave our cabins and head for home. What an exciting camp it was; I may go again next year.



CAREER OPPORTUNITIES AT CLO

We currently have multiple exciting employment opportunities across the CLO organisation.

Are you looking to take the next step in your career or just looking for a change?

Do you know someone that would be a great fit to CLO, someone who might be looking to expand their career, or is at the start of their journey with CLO?

If this is you then we encourage you to explore the current opportunities we have available by heading to the [CLO website](#) where you can get further information on the positions available.

We look forward to hearing from you!



SOCIAL CLUB- SPEED MEETING

On CLO 3rd of March 2021, participants from both Metro North West & Metro North East regions joined in for social club event "speed meeting". The objective of this event was for participants to join into a fun, interactive game, where they could spend 5 minute intervals, learning as much as they could about each other. This event promoted social interactions, and provided an opportunity for our participants to meet new people, and build upon social inclusion. Many of us were lucky enough to see the sparks of new friendships occurring, as well as others catching up with friends they have met in the past and grow friendship circles with other participants. Once the activity concluded, everyone joined in for a bunch of board games and interactive activities. It was a great afternoon with everyone chatting and playing games, and it was interesting to learn what some people's answers were to questions like if you have a super power what would it be, who your favourite actor/actress is, and if you had one place in the world to go, where would it be.

Vennesa said "It was it good to meet the other participants, the drinks and chocolate where the best bit, we played games -snakes and ladders mostly."

All staff involved at CLO also enjoyed the time to hang out, chat and play the games, and it was great to see so many faces pop in to say hi. We hope to do a similar event soon, and we are excited to see some new faces next time. Be sure to look out for an invite and come along for some fun!



ENTERPRISE AGREEMENT UPDATE

SRIHARI SURAPANENI

Employee Relations Advisor

We would like to thank all employees that participated in the feedback and voting process that created our new CLO Enterprise Agreement 2019.

After the vote was finalised with the majority of employees voting yes, we sent the agreement to Fair Work and we are pleased to advise that this has now been approved.

The new Enterprise Agreement 2019 will come into effect as of the 1st of April 2021.

The updated pay rates, penalties and allowances will be reflected in the first full pay period post the approval, so this means it will be seen by employees in the pay period ending on the 13th April 2021.

The new Enterprise Agreement brings many exciting and positive updates for our workforce and this means some changes/updates to some of our workforce processes, these will be advised over the next few weeks as updates are actioned.

Some of the exciting changes to be implemented include:

- Increased Passive Allowance**
- Above Award Hourly Rates**
- Increased Casual Loading**
- Increased Sunday Penalties**
- Changes to PPT Contract Hours (recognising staff's ongoing roster hours)**
- Phone Allowance**
- Casual Conversion Clause**
- Increased Excursion Benefits**
- Family & Domestic Violence Leave**
- Increased Allowances**



We are as excited as you are about the Community Living Options Enterprise Agreement 2019 which brings a lot of positives for our CLO Workforce!



ANNUAL LEAVE CALL

Annual Leave Call – Leave between May 2021 and October 2021

We are currently seeking all applications for planned leave from May 2021 to October 2021 to be submitted by April 16th 2021.

Planned leave is one of CLO's workforce planning objectives aimed at building and strengthening our workforce management approaches to further increase stability and forward planning capacity.

We therefore ask all employees to ensure to get their leave applications in within the requested timeframes.

Please submit your leave application through your normal process and system.

If you have any questions, please speak with your Coordinator or Manager.



FROM OUR HUMAN RIGHTS COMMITTEE



MOLLY SPINGHALL

Service Coordinator &
Chair of the Human Rights
committee



United Nations

The UN Convention Article of this month is Article 11:
Safe in emergencies

States Parties shall take, in accordance with their obligations under international law, all necessary measures to ensure the protection and safety of persons with disabilities in:

- a) Situations of risk
- b) Situations of armed conflict
- c) Humanitarian emergencies
- d) Occurrence of natural disasters





MESSAGE LEARNING & DEVELOPMENT

GREG PORTMAN

Staff Development Coordinator

Hello Team CLO,

My name is Greg Portman and I'm coming up on 10 years with CLO (July 2021). I commenced with CLO as a PCSW before making a move into Rostering after a few years as a PCSW. Since July 2020 I have been with the Learning and Development team as 'Staff Development Coordinator'. This has been an exciting change, not without its challenges.

The most significant change to Learning at CLO is the roll out of PeopleStreme. This system allows for Supervisors/managers & the L&D team to assign and track training. It also allows staff to book themselves into training events for times and dates that best suit themselves! PeopleStreme has significantly improved the flexibility of when and how training is now delivered.

The L&D has also developed many eLearning training programs that can be launched directly from your PeopleStreme account and completed at a time that best suits you! Ongoing training is an important part of developing skills and acquiring knowledge to help you to provide the best support possible to our participants. To this end we are always open and encouraging of constructive feedback on the training delivered, so please complete those feedback forms.

We currently have approx. 33% of assigned eLearning training from Oct 2020 not yet completed. If you have any outstanding training, please log into your PeopleStreme account, and complete all outstanding eLearning courses and/or book into any outstanding face to face training events.

If you have any questions regarding our training courses please contact us in L&D.



Tip – PeopleStreme best performance is achieved using either Microsoft Edge or Google Chrome web browsers. If you experience any performance issues with PeopleStreme Learning module, please ensure you are using one of those web browsers.

HERBERT'S DAY OUT AT URIMBIRRA

Herbert recently enjoyed a day out at Urimbirra with staff member, Hayley. He enjoyed feeding the animals and whistling to the birds and loved seeing a rainbow lorikeet land on Hayley's head and nibble on her beanie. Herbert appeared to thoroughly enjoy himself and once he got home he couldn't wait to share his adventure with other staff members.



CONGRATULATIONS TO OUR REWARDS AND RECOGNITION WINNERS! ☆

**Fleurieu
Michael Howell**

The Fleurieu region would like to congratulate Michael Howell for demonstrating truly person-centered active support for participant Chris.

Michael has worked with Chris to provide new experiences which he has thoroughly enjoyed. Most recently Michael supported Chris to experience his choice of wine tasting in beautiful McLaren Vale. Michael has also supported Chris with planning future activities to participate in other new experiences. This has brought a sense of freedom and true choice and control to Chris.

Well done Michael – Keep up the great work!

**South Metro
Sandra Felix**

We would like to congratulate Sandra Felix for the South Metro reward and recognition for March.

Sandra commenced working with CLO in 2020. She was inducted during COVID-19 which was a difficult time for any new staff to learn CLO systems and procedures. Sandra rose to the challenge of not having on-site support of her SC during this time and was able to confidently navigate and self-initiate her learning. Her reporting and documentation is always completed to a high standard.

Sandra has built a great relationship with Chris and his family. She has provided great person centred support to assist Chris achieve his goals. Sandra has hiked Waterfall Gully and regularly walks very long distances with Chris. Chris will often joke that no one can keep up with him but Sandra does a great job. She has supported Chris to go to different beaches where he can surf and body board and encourages him with his Art. Chris is also an avid gardener and Sandra has spent many hours supporting him to make a beautiful backyard where he can relax and enjoy the butterflies and birds that are attracted to his garden.

Well done Sandra!

☀ JACOB ENJOYING HIS SUMMER

Jacob has been getting out and about with his support and enjoying the last of Summer. He has been swimming at the Marion Aquatic Centre showing off all his skills, learning how to catch public transport and beating everyone at bowling. Jacob has also enjoyed a game or two of pool and shown his skills with Golf.



Follow us on social media:



Contact us:

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