

CLO CONNECT

Community Living Options Monthly Newsletter
Issue 22, October 2021



FROM OUR CEO

MEL KUBISA
CEO

Hello CLO Team,

It's hard to believe that we are coming to the end of our first quarter. Even with the constant challenges that COVID brings us, I am pleased to see that our participants and staff have been busy and social over the past three months.

Our Participants out and about

One thing that makes me very happy is being able to share the opportunities for Participants to be active in our Community. It has been a busy month as you will see.

- Attending the Best and Fairest Presentation for the Adelaide Crows.
- Viewing the Light Show and Van Gogh Exhibition in Adelaide.
- Short mini break in Victor Harbor with family.
- Participated in local Special Olympics Bowling Event.
- Attending a live music event on Hindmarsh Island.
- Launching an album of singer-songwriter songs and being interviewed on local radio.
- Going to school camp.
- Retiring from work and having a great retirement party complete with cake.

Clinical and Allied Health Team

Our new Clinical and Allied Health team is building in strength. The Team facilitated the Participant Forums my like/My say where they discussed self advocacy, CLO Culture and the Diversity Policy. The minutes for these sessions have been sent to everyone.

Children Services Team

Our Children Services Team ended the quarter with an outstanding result. They were an Innovation Finalist in the inaugural SA Child Protection Awards. The team attended the celebration at the Convention Centre, alongside the Premier, Steven Marshall and Minister for Child Protection, Rachel Sanderson. Even though they did not take home the trophy, it was fantastic recognition of the good work that this new team is already achieving.

The Children Services Team are demonstrating a person centred model for children and young people that focusses on the wellbeing and safety of the child, whilst also supporting development of functional, social and behavioural skills.

We are nearing readiness to open our third CLO purchased house for Children Services and we have already commenced services for our Placement and Support Packages (PaSP) model of support for Children Services. Overall, it has been a really positive first quarter for this team.

Culture

The culture of our organisation has been a big focus this quarter. We are reviewing our 'bringing the values to life – let's talk culture masterclass' and the 'CLO therapeutic model' training. These are both the cornerstones of 'how we do things around here' and how we can all contribute to a great, vibrant and outcomes based culture.

Our focal point has been to consolidate our actions based on the culture survey conducted last year by Voice Project. We are working through:

- clarity in our roles and structures,
- creating efficiencies through technology and system /process reviews,
- leadership capability assessment and accountability.

Our first CLO Conference is in October 2021 and I am very much looking forward to celebrating this amazing opportunity to get together. Especially after our second year of managing COVID which has limited our opportunities to connect with each other and hear the amazing stories from all the teams.

I would like to thank Jodie Harvey for developing and continuing to support the COVID-19 roll out of the vaccination program for both Participants and our People. Jodie achieved great outcomes in this program.

Let's continue to celebrate great outcomes for the people we support through the great work that we do.

CLO CONFERENCE 2021

We are very excited to host the first CLO Conference on the 28th and 29th of October!

Thank you to everyone who reserved their ticket and we very much look forward to you joining us.

We are very excited to have Richard Bruggemann, Christine Bigby, and Maurice Corcoran join us as our keynote speakers.



Richard Bruggemann

Disability Advocate and SA Senior Australian of the year



Christine Bigby

Director, Living with Disability Research Centre, La Trobe University



Maurice Corcoran

Senior Policy Advisor at Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability

To close day one of the conference, we will be holding a round table with the CLO board. This is your opportunity to ask the board any questions you may have on quality and safeguarding at CLO.



If you can't attend on the day but have questions you would like to ask, please submit your questions [here](#) by the 22nd of October and we will share the answers with you following the conference.



ALLIED HEALTH AND THERAPEUTIC SOLUTIONS

LOUISE MOUNTFORD

Senior Manager Clinical and Therapeutic Services

This month has brought a rebirth of the team with the renaming of the team and settling into our new building. To enhance the rebirth, we had a team building and refocus day where all of the Positive Behaviour Support Practitioners, Support Coordinators, Nurse and Administration whizz were present.



The day provided us all with the chance to bring together our collective strengths and work towards strengthening an already incredibly dedicated group of people. Some of the work we did on the day included activities to get to know each other better, understand our roles, develop a team agreement, analyse the practices we use and areas we can explore, and look at self-care practices while at work.

We also engaged in some team work activities without using formal communication. One activity was "Architects and Engineers", where the architects were given the task to instruct the engineers to build a house out of Lego but were not able to use any formal communication. In the next activity the architects were able to use formal communication, but each team had a "disruptor" to sabotage the team from building a mode of transportation. This provided us all with a robust discussion around the benefits of communicating clearly and working together as a team and problem solving around what to do when things don't run smoothly.

Another activity we ran involved teams of three to draw the qualities that are required to undertake the role within this team. It was clear from the images presented that while the graphics may have looked different between the teams that the team as a collective shared the same ideas around the qualities we need to have to enable us to be the best at what we do.

This has also been a time to look at recruiting additional behaviour practitioners to our team to ensure we are responsive to the needs of the participants. Watch this space for upcoming announcements. Stay tuned too if this is a career path you are interested in as we will be holding an information session in the near future about how to take your career in behaviour support to the next level.



SAFE WORK MONTH



MICHELLE ROGERS

Health Safety & Wellbeing Partner

October is Safe Work Australia – Safe Work Month. The theme for 2021 Safe Work Month is: "Think Safe, Work Safe, Be Safe".

In order to recognise the initiative, we ask that you spend time during your October team meeting discussing why we "Think safe, Work safe, Be safe".

In preparation you will need to bring along a photo of the reason why you work safely (Eg family, children, pets, hobbies, sports team etc).

You will also need to prepare a team poster. You could use butcher's paper with your team name and the words "Why do we work safely?".

Make sure you take some photos of your teams and the posters so we can share with each other.

We look forward to seeing everyone responses!



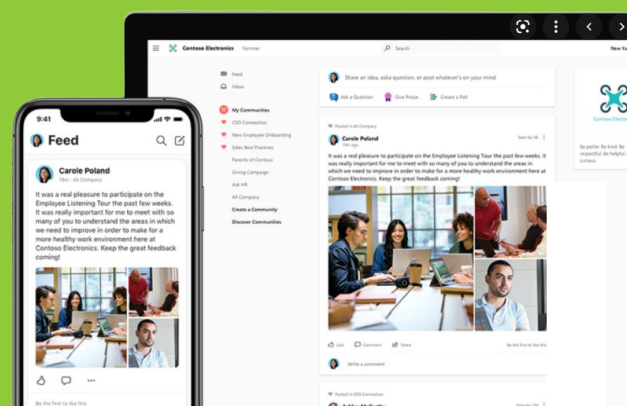
A NEW WAY TO COMMUNICATE- YAMMER!

We have listened through our Employee Voice Committee, and we are excited to share that Yammer is now live!

Yammer is a digital platform that will provide interaction, real time updates and peer to peer recognition for us all to celebrate the outstanding work being delivered across the organisation!

We have sent out a 'How to Yammer' with information on the platform and do's/dont's and a user guide via email and encourage everyone to jump on the platform and check out the great features for yourself.

If you have not set yourself up on Yammer, please [click here](#).



CONGRATULATIONS TO OUR REWARD AND RECOGNITION WINNERS!

Metro North East Asheri Bukuru

Asheri displays CLO's values and mission in his work, particularly the values of relationships, empathy and rights. Asheri has built a strong rapport and professional relationship with our participants and has actively followed up avenues to ensure and advocate the participant's choice and control.

Asheri's work shows person-centred active supports, ensuring his participant is supported in making his choices and is in control of his life and daily routines. Asheri is creative and engaging whilst providing participant supports and utilises his personal interests and hobbies.

Asheri consistently shows great initiative and problem-solving skills, supporting his participant to explore different activity options such as board games, sailing and vocal lessons and try new things that they may enjoy and benefit from.

Well done, Asheri! Another great example of the brilliant work our support workers are doing on the frontline to promote great opportunities and a great life.

Metro North West Parbati Bhattarai

Parbati has been a very valuable member to the organisation, contributing to the development and maintenance of various new services during the Metro North West region development. Parbati has a very unique skill set, leading others by example, being a fantastic team player, and has very effective communication skills both to her colleagues and her participants.

Parbati regularly displays exemplary person centred approaches, is always willing to coach others within the team, is always keen to tackle new challenges and suggesting ideas for community engagement and continuous quality improvement.

Parbati is flexible, adaptable, determined, and is extremely hard working; putting the interests of her participants first in order for them to achieve their goals successfully and to achieve great opportunities and a great life. Parbati's contribution to positive culture at CLO is invaluable and is never shy to provide constructive feedback, high level problem solving and voice her plans to assist everyone around her to succeed.

Congratulations, Parbati and keep up the fantastic work!

Fleurieu Lawrence 16 Team

Congratulations to the Lawrence team for hosting a wonderful Father's Day BBQ lunch.

We would like to make special mention of Julie Stapleton for being the driving force behind the event.

Julie and the team showcase CLO values in their efforts to support our participants maintain family connections and provide opportunities to develop these special relationships.

All staff played a part in ensuring that this was a successful event. Whether it was supporting participants with the purchasing of gifts, providing support with menus, grocery shopping and preparation of food, or whether it was assisting with cleaning and putting up of decorations.

Fantastic work Team!

South Metro Karen Fitzgerald

Karen upholds the CLO vision in her work by spearheading great opportunities for community participation and community inclusion. She has also worked hard to build great rapport with stakeholders, aligning with CLO value 'relationships'.

Karen has demonstrated innovation in the way she brings new activities and opportunities for her participant by continuously working on goals and new creative projects.

Well Done, Karen and thank you for the great work you do!

Children Services Caitlin Curnow

Caitlin's positive and vibrant energy is hard to miss! Since commencing with CLO, Caitlin has demonstrated diligence, flexibility and consistency. Caitlin is able to move around sites with ease and supported one of our young people to transition to SIL. Caitlin advocates greatly for the young people she supports and always strives for a great outcome.

Great job, Caitlin and thank you for all that you do!

KAREN'S GETAWAY AT GLENELG

Karen recently enjoyed a little getaway with Support Worker, Sam!



Karen stayed at the Stamford Grand Hotel in Glenelg and stated "I loved it, great views from the room and the food was great."

During her stay, she also enjoyed a delicious dinner at the Moseley and enjoyed a live band at the Gov.



PEOPLESTREME PROJECT

LEANNE PHILLIPS

Acting Employee Relations Advisor

A quick introduction to our PeopleStreme Performance Module which will be rolling out in the next few months.

- The PeopleStreme Performance Module will allow all employees to view their performance records in one place on PeopleStreme.
- PDPs can be completed within the Performance Module, which will automatically link into the Organisational Plans and Position Descriptions.
- Staff will be able to create plans, request 1:1 meetings with their supervisors and arrange coaching sessions.
- We will be creating pilot groups across the organisation with teams using and testing the system before we roll it out to the organisation.



DID YOU KNOW?

Phone calls from Telstra public phones are now FREE!

Daniel wanted to share this handy information with the CLO team as he would like everyone to know that they can use these phones to make calls for free if they do not have access to a mobile phone.



NEW TEAM MEMBERS + NEW ROLES



MEET BRETT

We are very pleased to welcome Brett Rankine to CLO. Brett is our new Senior Manager, People and Culture and will be leading the People and Culture, Recruitment and Learning and Development departments.

Brett brings a wealth of knowledge as an experienced Executive and Adviser across many different sectors. He has extensive experience in workforce management, strategic and operational planning and management.

Welcome to Team CLO, Brett!



MEET CHRISTIANNE

We would like to welcome and introduce Christianne Gimenez to CLO.

Christianne has commenced as Recruitment Coordinator and will be based in the Edwardstown Office, overseeing the Metro Central Region.

Christianne brings diverse recruitment experience working extensively as a Recruitment and HR Consultant in varying organisations, with a strong background in implementing effective strategies for attraction and retention from her experience in the UK. Christianne brings a unique skill set that is adaptable to changing environments that will drive further strategic outcomes within the Recruitment Team.

Welcome to Team CLO, Christianne!



CONGRATULATIONS HELEN

We would like to congratulate Helen Weston who is the successful candidate for the position of Administration Coordinator.

Helen has been with CLO for a few months, first providing Mel with temporary EA support and then as a member of the administration team at Edwardstown.

Helen has a great background in finance and administration and experience in leading teams.

Congratulations Helen!



CLO team member, Yasmin Salerno will be walking 40km for the Black Dog Institute to raise money for mental health research and to help make a difference to the lives of Australians impacted by mental illness and suicide.

To support Yasmin and this great cause, please [click here](#).

ANNUAL GENERAL MEETING 2021

The Community Living Options (CLO) Annual General Meeting is scheduled for 5.00pm on Thursday 18 November 2021 and will be held at the Arkaba Hotel.

Due to continuing COVID-19 restrictions, we are again limiting attendance numbers to 40 and will be conducting a Board meeting followed by a dinner. As we have currently met our quorum requirements, seating will be on a "first in, best dressed" basis.

RSVP essential by 8 October via Amanda a.easterbrook@clo.org.au.

If you are unable to attend on the day, we will be able to provide a video link for you to watch the proceedings. Please advise if you would like to take up this option.

WORLD MENTAL HEALTH DAY 2021

The 10th of October is World Mental Health Day.

The goal is to raise awareness for mental health and provide an opportunity for people working in mental health services to talk about their work and what more needs to be done to make mental health support a reality for people worldwide.



In the lead up to World Mental Health Day, the National Mental Health Commission has set out to recognise the outstanding work of the Mental Health Workforce in keeping Australians safe.

There are over 76,000 members of the mental health workforce in Australia, including psychologists, psychiatrists, GPs, mental health social workers and mental health nurses and liaison officers, non-clinical workers and Lived Experience and peer workers.

This year the focus is on celebrating this workforce who are dedicated to supporting the mental wellbeing of others.



This month for CLO's Health & Wellbeing focus is on the 'Mind Your Health' workplace challenge.

We encourage you all to get involved in this challenge to help create a mentally healthy workplace.

This challenge aims to encourage you to think of your wellbeing.

A sneak peak of the challenges:

- Stay in the present
- Get more active
- Tell someone you're grateful

From October 5th notifications and challenges will be posted on Yammer.

Get involved and let us know how you go and stay connected on Yammer.

