

CLO CONNECT

Community Living Options Monthly Newsletter
Issue 25, January 2022



FROM OUR CEO

MEL KUBISA
CEO

Hello Team CLO,

To kick off the new year, I want to recognise the hard work and amazing support that you have all shown in the past month.

I send a huge thank you to everyone at CLO for managing a difficult and confusing year end with the outbreak of COVID-19 Omicron in SA, whilst also managing the roll out of the vaccine mandate for frontline workers in the Disability Sector. I know that every role at CLO went above and beyond to ensure safe and continuous supports for our participants.

A huge thank you to our Frontline Workforce. It was your flexibility and support when some of our team tested positive or had to go into isolation that ensured that we had continuous support. I also thank our Rostering Team, Team Leaders and Practice Leaders who have worked hard to keep things going by supporting shift coverage where necessary.

A huge thanks to the teams that mobilised the collection of Rapid Antigen Tests late on New Year's Eve. Thanks to our RN, Jodie for her support in developing last minute training to ensure we had a resource which enabled effective RAT testing of our Participants. This work was all completed while preparing to comply with working from home requirements recommended by the government. Many thanks to Michelle for coordinating our COVID-19 responding and supporting our management and frontline teams to ensure good governance of WHS and safety at this time.

I also thank everyone for their positivity in the face of changing goal posts and directions within the sector in relation to COVID-19 directions and requirements. We have received some amazing feedback about our CLO team and their commitment to our Participants and CLO values.

I thank the DHS for supporting our sector in the provision of PPE and for lobbying to gain exemptions that helped us better manage our critical workforce.

Our sector has been through constant changes and you have remained focussed on Christmas and New Year's celebrations for our Participants to ensure they had a fun and safe time. We have always been resilient, strong and very adaptive to the challenges that come our way and we will continue to do so.

I do hope 2022 brings us more stability, more opportunities to celebrate outcomes and innovations. We do hope that we see a settling of COVID-19 disruptions that our sector has seen. I also send best wishes to all who have tested positive and hope that you are recovering well.

I look forward to starting our new year with a strategic planning schedule to run through until July. We are committed to building a strong and capable workforce to deliver quality disability services. So, keep an eye out for information about our forums and surveys, so you can contribute your views and suggestions and help continue to build a stronger and better CLO

International Day of People With a Disability -Bounce

On the 3 December it was International Day of People with Disability (IDPwD).

This is a day to celebrate the contributions and achievements of people with disability and promote awareness, understanding and acceptance in the community.

This year we celebrate with some of the participants going to bounce for a fun day. They enjoyed eating a spread of pizza and wedges.



- It is an opportunity for our community to make positive changes to the lives of 4.4 million Australians with disability.
- We all have a role to play in ensuring people with disability have the opportunity to reach their full potential and participate in all aspects of community life.
- Let's all take action all year round, to make our community more inclusive.

From all the Staff and Participants at CLO, we hoped everyone had a safe and happy festive season.
Welcome to 2022.



Auricchio OLYMPICS

On November 28th participants, Luke, Laura, Gabrielle, Sophie and Eugene from Auricchio 6, 5 & 7 and Houston competed in the First Annual Auricchio Olympics, organised by Auricchio 6.

As the participants got to the park, They had free play with bowling and ball catch while waiting for everyone to arrive. Parents came to join in and cheer.

They each took a turn at the egg and spoon race carefully balanced the ball on the spoon. Support Workers and parents even had a go. Everyone showed great sportsmanship as we cheered each other on.

Next was the ring toss. Everyone stood as far as they wanted or as close as they needed to get the ring on the peg.

After a water break, the participants took leaps, bounds and steps over the hurdles.

Next was a test of aim, we all picked a ball, stood back and threw it onto the net. All the participants got it in!

As everyone took another water break, the sausages were starting to sizzle ready for lunch.

It was now time to throw beans on the donut. Support workers placed a mat down that looked like a donut, (everyone thought that was so funny). Everyone picked up a coloured beanbag and threw it into the donut hole. It was so much fun.

With the struggle of finding the water for the tub, it was well worth it!

Next was fill the cup, support workers put the tub of water on the middle and containers on the outside in a circle. Participants were given a cup, the aim was the first to fill the container.

To add to the fun, a water fight started, everyone was laughing and throwing water everywhere. It was a great way to close the games and cool everyone down on such a beautiful sunny day.

Lunch was ready! Everyone sat down for a sausage sizzle, salad and drinks.

After lunch, it was time for the medal ceremony. Luke, Eugene, Laura, Gabrielle and Sophie all received a real medal with their name engraved on it. Everyone clapped and cheered each other on.

Congratulations everyone and great sportsmanship.



Ridley's Paper Mosaics

Here at Ridley, we love to fossick for and hold paper! One of our favourite regulating activities is to rip up that paper.



For the last year we have incorporated this calming activity into parts of our every day or week – one, to practice mindfulness by slowing things down, and two, as an art activity to value our love of paper!



Rather than wasting paper, keeping in mind 'reduce, reuse, recycle', we decided to create magical pieces of art! Our participant has made varying kaleidoscopes on canvases, both as gifts for family and friends and for her home. She is very proud of her creations.



We have also upcycled some treasure boxes and given new life to old furniture!

This has been a fun way for our participant to turn a passion and therapeutic activity into something we can all enjoy every day, something she can share with family and friends, and something to be super proud of!



PEOPLE AND CULTURE



JORDANA TAGIRARA
People and Culture Coordinator

Employee Engagement Survey

Big thankyou to all that have completed the Employee Engagement Survey.

We had a total of 385 response this year. Amazing effect everyone!

We appreciate you taking the time to fill out the survey and give us your feedback and helping us to identify what we do well and what we can do better.

Prize Draw Winners are:

Antonio Pedicini
Natasha Draut
Birat Ghimire
Tricia Onley

Results will be given through the EVC in January 2022.



Health & Wellbeing

In 2022, we will be releasing a Health & Wellbeing Calendar from Jan-June. This calendar has been created to help create awareness and support better wellbeing at CLO.

The calendar will be available on the Health & Wellbeing SharePoint page for all to see.

We are also going to be putting a calendar in all offices across site, so that staff and participants can get involved.

If you get involved in any activities or celebrate a particular day, we encourage you to upload posts on Yammer and/or email through what you have done.

We will continue to post on Yammer 'Health & Wellbeing Checks' – this post will have tips and ideas that coincide with the calendar entries.

If you have any feedback or ideas on what CLO should focus on from a Health & Wellbeing perspective, please contact your People & Culture Coordinator.

LEARNING AND DEVELOPMENT



SARAH JOHNSTON
Manager Learning and Development

At this time of year thoughts often turn to family and loved ones. With that in mind, every day that you come to work we want you to get home again safe and well. A big part of staying safe and free from injury at work is to keep all your Work Healthy and Safety (WHS) trainings up-to-date, including your Manual Handling training.

Physical injuries are often the result of manual handling tasks, and since 1st July 2021 at CLO, manual handling has accounted for approximately one 3rd of all injuries we've seen in the workplace. Overtime, regardless of our best efforts we all can become complacent to the manual handling task we do each day, so it is important to refresh our knowledge and skills. If you are due for a refresher training, please speak to your manager to have the appropriate Manual Handling course assigned, and scheduled for you to attend.

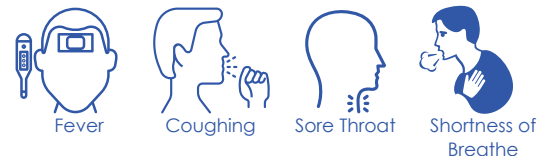
The L&D team are pleased to announce several new courses which are available to help you not only learn but change your world. In PeopleStreme you will now be able to find the following revamped and brand-new courses:

- Conflict Resolution
- Dignity of Risk
- Report Writing
- Resilience and managing change

In the spirit of innovation we would also invite you to leave feedback on each course, so we can continue to help you along your learning journey by constantly improving learning delivered.

COVID-19

Common Symptoms to look for:



Other symptoms can include runny nose, acute blocked nose (congestion), headache, muscle or joint pains, nausea, diarrhoea, vomiting, loss of sense of smell, altered sense of taste, loss of appetite and fatigue.

Do you have any of the above symptoms?

If so, you need to get tested for COVID-19 immediately and begin self-isolating until you receive a negative result.

Below are some resources (linked to websites) you can access if you are isolating waiting for a negative result:

FINANCIAL ASSISTANCE

- [SA Paid Pandemic Leave Scheme](#)
- [SA COVID-19 Cluster Isolation Payment](#)
- [Crisis Payment](#)
- [Cost of living concession](#)
- [Centrelink support](#)
- [International Student Support](#)
- [Beyond Blue- Financial Support and Mental Health Tips](#)



MENTAL HEALTH SUPPORT

ACCESS Call Access Programs
PROGRAMS EAP on 8215 6799
eap & workplace consulting

[Beyond Blue](#) 13 14 65
[SA COVID-19 Mental Health Support Line](#) 1800 632 753
[ASKPEACE for CALD communities](#) 1300 364 277
[Thirrii for Aboriginal and Torres Strait Islander communities](#) 1800 805 801
[Affordable SA](#) 1800 025 539



IF YOU ARE LOOKING FOR FURTHER ADVICE GO TO THE SA HEALTH WEBSITE

CONGRATULATIONS TO OUR REWARD AND RECOGNITION WINNERS!

Metro North Weld 1

I would like to recognise the awesome work of the entire team of Weld 1 for supporting KL to do Christmas shopping, wrapping gifts and Christmas decorations using art and craft.

The team have also successfully introduced few new developmental programs to help Kirsty cope with her anxiety.

The hard work of the team is turning into tangible outcome for the participant regarding her housing, gardening, personal grooming, budgeting, healthy eating, community access, attending appointments and coping with her mental health and well-being. The whole team has worked so hard towards this and we have noticed this. Congratulations on the outstanding work.

The team's dedication, reliability and accountability for service delivery is incredible. I want to thank the whole team for the ongoing contribution and the extra effort you put into your daily responsibilities to ensure a smooth transition. Your creativity and willingness to learn continuously exceed the expectations. The value the team has added to the company has helped new level of productivity and ingenuity. I also appreciate that you have stayed dedicated to your own tasks while assisting with the onboarding and training of new hires. This says a lot about your skills and generosity.

The person-centred active support that is being delivered to the participants, the relationships that are being built with her and other stakeholders and the way you are representing the organisation is exceptional and is highly appreciated.

Business Services Michelle Rogers

This month we would like to recognise and say thank you to Michelle Rogers, our Health and Wellbeing Partner.

Michelle has gone above and beyond over the last month, as we prepared to comply with the COVID emergency management directions. Michelle in addition to her role, took responsibility for CLO's risk assessments and processes in the event of a participant or employee being positive case or a contact.

Due to the time pressures and daily meetings, where we were required to report back on all actions, Michelle worked outside of regular hours, on occasion, to ensure that CLO was prepared.

With such tight timeframes, it was impressive to see work produced that was of such an exceptional quality, so quickly.

Thank you, Michelle, we have really appreciated, you're a star!!

NEW TEAM MEMBERS



MEET TRENT

I would like to welcome the newest member of the IT Team.

Trent has joined the IT Team as a Trainee and will be working towards a Certificate IV in Information Technology. He will be based mainly at the Edwardstown office and over time I'm sure will become a familiar face (and voice) providing IT support across CLO. Please take the time to introduce yourselves if you see him around the office.



PEOPLE AND CULTURE

MORGAN CUNDY

Recruitment Manager

The Recruitment Team have been working this month on the preparation and roll out of new services in particular Children Services. As we continue to grow in this space, we are eagerly looking for people that are interested to be part of a team, that will provide a therapeutic home environment for our young people under the Guardianship of the Chief Executive, Department for Child Protection (DCP) by assisting them in developing social and living skills to achieve a holistic quality of life. This also includes celebrating successes all things big and small along the way.

If you or someone you know are interested in supporting our young people to experience a great life and great opportunities, please contact the Recruitment Team directly or scan the QR Code!



BRETT RANKINE

Executive Manager People and Culture

CLO Enterprise Agreement 2019 Implementation

The external provider that CLO has engaged to calculate the back pay has commenced work, however given that there are several pay fortnights to recalculate for every employee at CLO this will still take some time.

At this stage, we are still aiming for the calculations to be completed for processing is end of January 2022.

Back payments will be processed separate to your normal pay and we will send a letter outlining the details of back payment.

We are doing everything we can to ensure these payments are completed as soon as possible.

We will continue to update everyone as we progress.

We would like to thank everyone for your patience and understanding during this process, if you have any further questions regarding this, please contact People & Culture to discuss.

