

CLO CONNECT

Community Living Options Monthly Newsletter
Issue 26, February 2022



FROM OUR CEO

MEL KUBISA
CEO

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 rollout 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 support for our participants.

A huge thank you to our Frontline Workforce. It was your flexibility and dedication 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 assisting with 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, ensuring we had a resource that 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 goalposts 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.

SUPPORT OUR FUNDRAISER TO HELP SICK KIDS!

CLO IS once again taking on the Starlight Super Swim Challenge in February to help sick kids and their families.

Every minute of every day, a child is admitted to a hospital in Australia. Now more than ever, hospitalised kids need fun and positive distraction to help them cope with the isolation and fear they are facing.

If you can, please support our effort by donating to our fundraising page!

You can also join the challenge yourself, and make your pledge to swim and support this fundraiser – check the link below for more information.

Thank you so much to those who donated already, and let's spread the word: forward this message to your family and friends too. Every donation counts!

JOIN CLO'S FUNDRAISER



Support our #SuperSwim to help sick kids!

donate or enter the challenge through the links below

Contribute at:
<https://superswim.org.au/melinda-kubisa>

Join the challenge:
<https://superswim.org.au/get-involved>

Team Leaders Message: Thanks Team CLO!

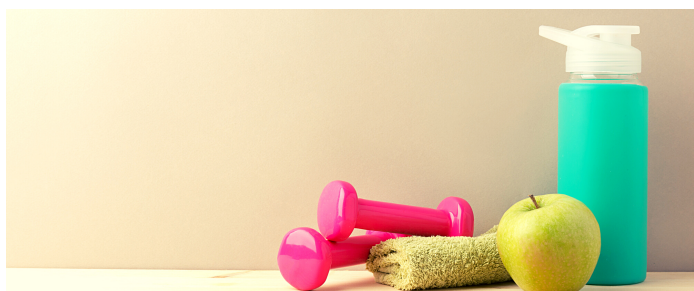
Over the past several months many CLO participants, support workers and the leadership team have experienced their fair share of stress and hardship.

I took some time to consider the challenges we are all currently facing: Working many hours with big workloads. Coming to work to support participants when you may be going through tough times trying to care for your own family and friends, as well as doing all you can to look after yourself.

I would like to take a moment to recognise the excellence in the support you provide, the resilience of you have shown during this pandemic and staying true to the CLO vision, mission and values. Keep doing what you are doing and remember that when times get tough, you can lean on your colleagues, supervisors and the EAP.

- Michael Overeem

WHS TIPS: COVID-19 COPING STRATEGIES



With the borders opening in November 2021 South Australia has seen a rise in the COVID-19 numbers across the state, and unfortunately at CLO, we have not been immune to the spread of the virus.

We have all been affected through isolation from loved ones and usual supports, changes to normal daily routines, changes to or loss of work, difficult financial situations, as well as anxiety about becoming unwell.

Here are some tips to help with your mental health during this time:

- Try to maintain a daily routine.
- Connect with family and friends or other supports in your community.
- Look after yourself through regular exercise and healthy meals.
- Don't over-indulge in alcohol or comfort foods.
- Make sure you have time out to relax, unwind and do activities that you enjoy.
- Have a range of self-care strategies
- like cups of tea, time with your pets, getting outside in the sunshine or reading a book.
- Try to minimise exposure to the extensive COVID-19 content on Social Media – ensure you have access to accurate and current information from reliable sources.
- Practice mindfulness.

Check [SAHealth Website](#) and access more help and resources in terms of mental health support.

Luke's Adventurous Day

A Participant Story By Lauren Hawkins



Today, Luke and I made apricot bliss balls: These are to be put in coffee mugs and wrapped with a coaster he has designed as gifts for his family. Luke did the whole process except the chocolate drizzle. This is a massive achievement and baking is something Luke has never participated in.



After this, we went to see an anime movie at Marion cinema. Again, a massive achievement. He insisted on not taking his headphones as he wanted to hear others laughing and having fun. Luke has not gone to the cinema since he was a child as he got to a point where he couldn't cope. He stayed the whole movie and chatted as I have never heard him before and after the movie. He was really excited. They advertised a continuation sequel coming in 2022 and Luke said we need to see the rest together. Which will be a nice thing for him to achieve.

Extremely proud of what he achieved today!





PEOPLE AND CULTURE

JORDANA TAGIRARA

People and Culture Coordinator

Employee Engagement Survey

A big thank you to those of you who contributed to the Employee Engagement Survey.

We had 385 respondents this year! Now that we have the results, they will be distributed shortly. We hear you and we plan on implementing change.

Health & Wellbeing



For the first half of the year, we have created a Health & Wellbeing calendar, that will help to create awareness and encourage team building to improve our team culture. The calendar will be released monthly with an initiative for the month – there will be posts throughout the month with days to 'acknowledge and celebrate'. For these days we suggest all staff get involved with their participants and share this on Yammer: these activities are completely up to you, but we encourage positive and open conversations where possible.

We have published the calendar for January, with this month's Initiative as 'Summer Wellbeing'. Let's focus on having a happy mind and body. See the poster for ways to do that and share how you have worked on your Summer Wellbeing.

Share with us on the CLO main page on Yammer and tag the Health & Wellbeing Page. If you have any feedback, please contact your People & Culture Coordinator.



LEARNING AND DEVELOPMENT

SARAH JOHNSTON

Manager Learning and Development

Hi Team CLO,

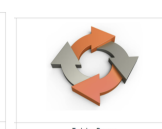
We hope that you are doing well and staying safe out there. Over December and January, the Learning and Development team have again adapted our courses to ensure that all essential training has remained available.

Where possible face to face training moved to virtual training through Microsoft Teams, with some limited training modules remaining in the office, giving everyone the opportunity to continue to tick off their learning activities in the safest possible way.

Staff can continue to book themselves into training via PeopleStreme, if they have already been assigned a course by their supervisor. Staff can also request to be assigned to a course via email or on PeopleStreme by browsing the Course Library.

If the training is flagged to be delivered through Microsoft Teams, a Teams link will be included in the invitation to attend and as part of the course information: just click the link to join the session. Microsoft Teams sessions, for those of you who have not attended one yet, can be accessed via your personal device so long as you have a camera and a microphone, e.g. your smartphone, a laptop or tablet.

To assist staff with ease of access and get the most out of all our training we have a range of guides, tools and resources available on our SharePoint tile.



We look forward to having you come and join us for your next training session!

- Sarah, Greg, Elyse, Matt and Hayley

NOW AVAILABLE ON PEOPLESTREME!

PPE & COVID-19 eLearning course



Access your **Learning Activities**

in PeopleStreme - Add/View

Course Library and enrol

BOOK IN TODAY - COMPLETE AT YOUR OWN PACE

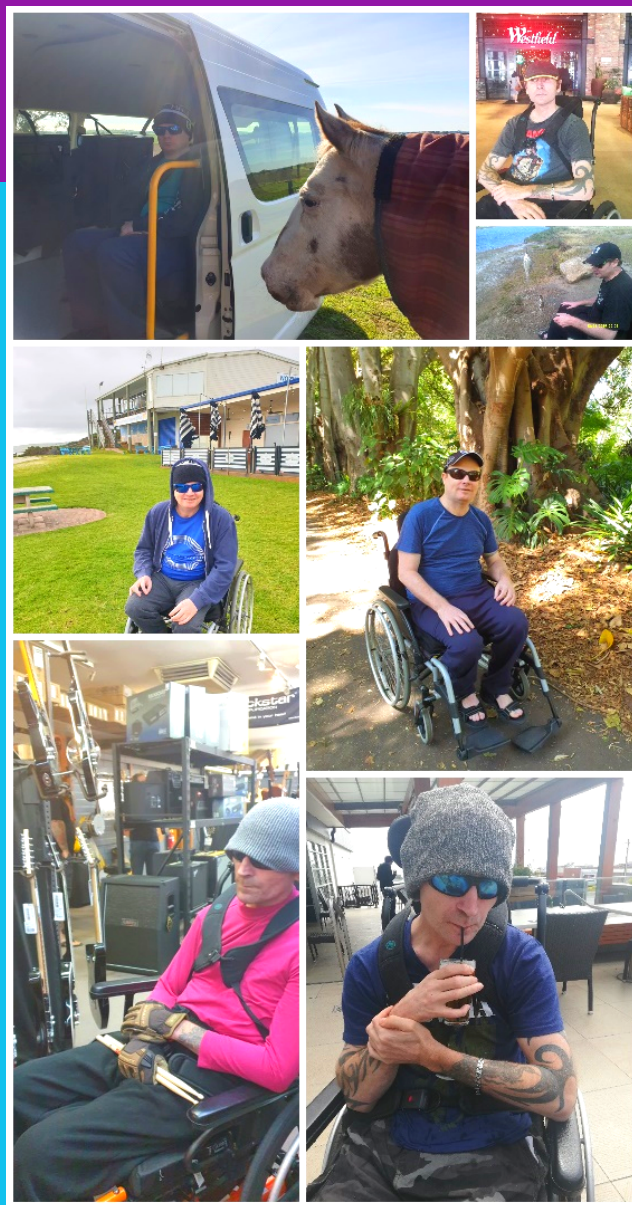
CONGRATULATIONS TO OUR REWARD AND RECOGNITION WINNERS!

Fleurieu Michael Howell

Michael has been instrumental for the participants at Saltash to achieve their goals of social and community inclusion and maintaining high-level site standards. Michael is constantly coming up with new, creative and innovative ideas to try out. He is passionate about promoting the best quality of life for participants possible no matter what their perceived or real limitations may be. He is reliable and flexible, always willing to assist with shift cover to ensure participants have familiar staff at all times. Michael brainstorms with participants and other staff to research new places to visit and new things to experience for the participants to choose outings, from the botanic gardens, watering holes, the Fringe Festival, fishing to wine tasting adventures in McLaren Vale and local national parks.

Over his three and a half years with CLO Michael has demonstrated the passion, dedication, 'out-of-the-box' thinking and true person-centred active support all our participants deserve and that we should all strive to achieve.

Congratulations, Michael. Keep up the great work!



Southern Metro Cheryl Hubbard

Cheryl Hubbard, Practice Leader at Wilcox has been working at CLO since 2013 September and is currently working at the Wilcox site. She has displayed commitment beyond her role to the well-being of the participants. Developing great relationships and rapport with family and stakeholders which she uses to improve person-centred support.

Cheryl is very accessible to her Team Leader, colleagues and stakeholders and will respond to emails even when not on duty. She is always on the lookout for improvement and is accepting of change, ready to learn and act responsibly in her role.

Cheryl can be trusted to run the Wilcox Team with very little fuss and is identified as an emerging leader.

NEW TEAM MEMBERS



ALEXANDRA HATZIPANAGIOTIS

Meet our new Intake and Referral Coordinator, Alexandra. She comes with many years of experience in the sector as Intake Coordinator, as well as youth work and support coordinator. She will be working closely with the operations team to fill vacancies and onboard new participants.



PREE VILARINO

Pree is our new Marketing and Communications Coordinator. She is a digital marketing specialist with experience in various facets of marketing, photography, video, web development and graphic design amongst other things to support our communications and marketing requirements.

