

# CLO Connect

Newsletter of Community Living Options

May 2022 | Issue 29



## SOCIALS TIME: LET THE FEAST BEGIN!

We had a lot of fun at accessible picnic and BBQ spots.  
See us out and about and plan your day out with friends!

GREAT OPPORTUNITIES - GREAT LIFE





# EMERGING LEADERS PROGRAM



**Do you see yourself as an upcoming or aspiring leader in the disability sector and want to progress your career at CLO?**

We are excited to announce that we are now taking applications for our next intake of our **Emerging Leaders Program**, that is due to commence from **June 2022**.

This program is specifically designed for current support worker staff who aspire to move into a leadership role at CLO and are looking for professional development opportunities that will support this career goal. The program is constructed to begin building leadership understanding and capability, specifically aligning to CLOs Vision, mission, and values.

Application for the program is through submission of a letter advising why you want to be involved, your aspirations in the disability sector, your key achievements to date, and anything else you want to add about yourself as a support worker and upcoming leader. All applications will be reviewed by a panel and preferenced against the following selection criteria:

- o Are a current permanent CLO staff person and have been employed for at least 12 months.
- o Demonstrated a genuine want to move into a leadership role at CLO
- o Demonstrated commitment and passion for the community services sector
- o Outcomes demonstrated in the work assessment completed by your supervisor

If you want to grow and develop professionally with us and can dedicate the required time and focus needed to complete the program, please submit your application to **landd@clo.org.au**

**SUBMIT AN APPLICATION AND GROW YOUR CAREER IN CLO!**

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Everyone took turns sizzling up some lovely snags and caramelised onions. Good job all, those look delish indeed!



# SOCIALS TIME: LET THE FEAST BEGIN!

Participants and support workers alike had a jolly day out in our Southern Metro Easter lunch. Everyone enjoyed a hearty meal and some even showed off their sausage sizzling skills! After the lifting of gathering restrictions, it's good to be back in nature amongst a small group of friends in one of the many barbeque spots that dot parks in our region. We are all about socials, always keeping our COVID-safety practices first of course!

There are a lot of awesome accessible picnic sites in the Greater Adelaide parks. So check out the best places near you at the side column and start planning your own delicious snags barbie with your besties!



## PICNIC AREAS AND BBQ SPOTS IN THE GREATER ADELAIDE



- **Veale Gardens**  
*South Terrace, Adelaide SA*
- **Victoria Park**  
*Wakefield Road, Parklands SA*
- **Angus Neill Reserve**  
*196-203 Esplanade, Seacliff SA*
- **Belair National Park**,  
*Queens Jubilee Dr, Belair SA*
- **Hazelwood Park**  
*Davenport Terrace, Hazelwood Park*
- **Semaphore Foreshore**  
*Semaphore Rd, Semaphore*
- **Onkaparinga River Recr. Park**  
*River Rd, Noarlunga Downs SA*
- **Para Wirra Conservation Park**  
*Wirra Campground, Yattalunga, SA*
- **Soldiers Memorial Reserve**  
*Esplanade, Victor Harbor SA*

Find more barbecue spots near you at: [www.meatinapark.com.au/public-BBQ-Adelaide](http://www.meatinapark.com.au/public-BBQ-Adelaide)



# A LOVELY EASTER DAY



Daniel was thrilled about his dairy-free Easter chocolates. Yum!



We had the most awesome day together at Metro's Easter event. Although the group was small everyone had a great time! We had fun activities such as decorating easter bags, playing lawn games, having a BBQ lunch, completing the easter eggs hunt, feeding the ducks and chatting away. It was so nice we could all be together on this very special holiday!



Some really cute Easter bags were made at the spot





# HIP, HIP, HORRAY!



Patrick and Allan came to Andrew's place, so he could all celebrate Allan's birthday party together, and had a lovely cake to share. Happy birthday and all the best to you, Allan!



## CELEBRATING ACHIEVEMENTS

We love celebrating our participants daily achievements: new hobbies, days out, personal goals and milestones conquered, and the heart-warming awesomeness they are across the year! Bit by bit, we keep walking towards their best lives, all together.

- 1 Christopher went to Oakland's Wetlands for a good time and laughter with Michael.
- 2 Andrew arrived home from his KI holiday to find that his kitchen modifications had been completed. Andrew was absolutely elated about it and couldn't contain his excitement.
- 3 Cara received a puzzle from our Edwardstown office and had a lot of fun doing them.
- 4 Robert visited his mother's grave in Murray Bridge in the day after her birthday, bringing her a small posy from shrubs and plants in his garden.



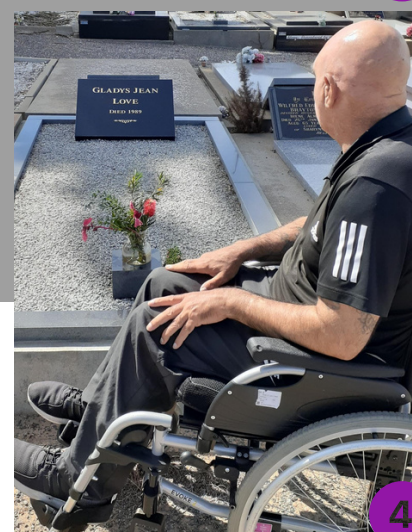
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## HEALTH AND WELLNESS

# POSITIVE CONNECTIONS

Check our latest initiatives and join us in creating a positive impact on our health and wellbeing!



**JORDANA TAGIRARA**  
People and Culture Coordinator

**HEART WEEK 2022**

We are working with the Heart Foundation for the Month of May.



 CLO is joining the Heart Foundation Walk

CLO has registered a walking group to help reduce stress, be more alert, have a healthier body and build strong relationships.  
Stay Turned for how you can get involved

#MindfulWalking #PositiveConnections

## DEFEND OUR NDIS: NATIONAL DAY OF ACTION

On April 28th, we reunited for a morning tea and rallied under the National Disability Services 'Teamwork Works' campaign for a strong NDIS at the centre of the upcoming Federal election. In a friendly reunion outdoors, we talked about the importance of a genuine and ever-growing partnership between the NDIA, participants, and service providers. May the next term be a time of positive changes towards a better NDIS, where all partners contribute to co-design policies and tailored solutions to the best interest of people with disability, their families, and carers!



Our CEO Mel Kubisa and the Executive Manager of Operations Wendy Pettifer speak to the audience about the importance of a stronger NDIS





## THIS MONTH AT CLO

### JOIN THE MILLION PAWS WALK

This May, walk to fight animal cruelty and be a hero for dogs this year. CLO is supporting this RSPCA fundraising and we'd love if you joined us! Register through the page below and let's create impact together supporting the Million Paws Walk campaign:  
<https://www.millionpawswalk.com.au/fundraisers/communitylivinoptions>



## OPEN CALL: EVC REPS NEEDED

Would you like to be part of our community engagement group to represent our workforce and act as a driver of positive changes and improvements at CLO? The Employee Voice Committee is looking for new representatives in Metro North, Metro South and Fleurieu. Send an EOI to [s.partington@clo.org.au](mailto:s.partington@clo.org.au) and join the EVC to support your local team by having their voices heard!

### EMPLOYEE VOICE COMMITTEE

Your EVC representative is your point of contact for your thoughts and concerns to be heard and acted upon.



## CALLING OUT FOR QUALITY REPS IN ALL REGIONS

## JOIN OUR QUALITY AND SAFEGUARDING COMMITTEE!

If you have an interest or experience in Quality and the NDIS-related safeguarding framework, stand up for improvement and make a difference



### What does the QSC do?

- Review of reportable incidents and actions – trends and analysis
- Reviewing and implementing changes to NDIS legislation and policy. Updating the organisation of all relevant changes
- Members are to keep updated with Quality and Safeguards commission changes, inform committee, and keep organisation updated
- Reviewing Complaints - trends and analysis
- Review quality site audits undertaken
- Review Key personnel register

## NEW PEOPLE IN CLO

## WELCOME TO THE APRIL NEWCOMERS!

Let's all give a warm welcome to our new workmates. Welcome to team CLO guys! We are very happy to have you with us!

- Leigh Hudson
- Sukhsimran Kaur
- Sunita Pandey
- Rajneesh Arora
- Mandeep Gill
- Felicity Taylor
- Rebecca Drury
- Lisa Mundy





## REWARDS AND RECOGNITION

# CONGRATULATIONS TO THE CARLTON TEAM!

The Southern Metro Region would like to celebrate the achievements of the Carlton team in this month's reward and recognition allocation. The Carlton team works in ways that reflect our values-based culture: they promote active support, show person-centredness in every aspect of Andrew's life and work collaboratively to support Andrew in achieving great outcomes. Andrew provided us photos and a bit of feedback about his team which he asked me to share:

"I don't know where to start, there are so many good things.

**Kelvin:** he helped me set up and maintain my garden. With Kelvin's encouragement, I am now able to mow my own lawn! I grow my own veggies which help me eat healthier and I am also planning on selling some. He also helps me do more things around the house for example putting my dishes away and keeping everything tidy.

**Christian:** he helps me to increase my physical activity for example encouraging me to go for walks and to play basketball. He also assisted me to fix my phone which is very important to me to stay connected to my friends and family.

**Anton:** I enjoy sitting with Anton on the front porch and talking about lots of things. I like chatting with people and with Anton, I feel I can talk about anything. He is a great listener."

Thanks to Andrew for the heart-warming words! Our wonderful team surely deserve it.

**DALE GOVETT**

Regional Manager



## COMMUNICATIONS & IT BITES

# FEEDBACK ON SHAREPOINT: WHEN AND WHY TO USE IT

CLO encourages all employees to communicate, especially when it's about continuously improving our work procedures and talking openly about any challenges or concerns. We have multiple channels to do so, including direct communication with Team Leaders, Regional Managers and also the Employee Voice Committee.

If you ever want to provide feedback on a workplace topic or you would like to talk to someone or would like more information on a matter, we have the Feedback tile on SharePoint at your disposal. This tile leads to the Staff Feedback and Issues Log, which allows you to talk directly to our Leadership Teams. In other words, this tool gives all employees a direct outlet to provide positive feedback or express any concerns they might have, for further follow-up or mediation where required.

Our Board gets notified directly of all feedback reported through this outlet. They will work together with you and all relevant employees in tailoring the appropriate corrective or preventive actions for a solution or improvement.

You can access the Feedback tile straight from the SharePoint main screen:



## CALENDAR & EVENTS

# MAY: DATES TO LOOK FOR

- **29 Apr-8 May:** Tasting Australia
- **01-07 May:** Deaf Awareness Week
- **2-3 May:** Eid al Fitr (End of Ramadan)
- **May 1-31:** SA History Festival
- **May 08:** Mother's Day
- **13-15 May:** Bowerbird Design Market
- **18-24 May:** Mental Health Awareness Week
- **May 20:** Global Accessibility Awareness Day
- **May 21:** Australian Federal Election
- **May 21-22:** OZ comic-con Adelaide
- **22-28 May:** Schizophrenia Awareness Week



## A MESSAGE FROM HESTA

# 2022/23 FEDERAL BUDGET

FROM OUR SUPER PROVIDER'S BLOG (HESTA.COM.AU)

With an election imminent, this year's Federal Budget contained a range of funding announcements but no major changes in relation to super. The Budget confirmed the Federal Government's ongoing commitment to the 12% Superannuation Guarantee, which is important to help our members continue to build their retirement savings. HESTA welcomed measures aimed at increasing women's workforce participation, but this Budget was a missed opportunity to improve women's long-term financial security. Let's look at some of the key proposals (yet to be made law) that could affect your super and finances.

### CHANGES TO SUPER

**Extension of the temporary reduction in superannuation minimum drawdown rates.** For the third year in a row, the government has temporarily reduced minimum drawdown rates for income streams. During the 2022-23 financial year, normal minimum rates will again be reduced by 50 per cent. This change gives income stream recipients the choice to preserve more capital while investment markets continue reacting to instabilities. The minimum drawdown requirements determine the minimum amount of an income stream that must be withdrawn from super each year.

### MEASURES DESIGNED TO EASE THE COST OF LIVING PRESSURES

#### Tax offset for low to middle-income earners

Over 10 million Australians are set to benefit from an additional one-off \$420 cost of living tax offset for the 2021-22 tax year. The cost of living tax offset will be applied by increasing the existing low and middle-income tax offset (LMITO) which applies to earners making up to \$126,000 a year. So if you already receive the LMITO, this increase will be added to your existing offset automatically.

#### Cost of living payment

The Federal Government will provide a one-off, tax-exempt payment of \$250 to eligible people including pensioners, welfare recipients, veterans and concession cardholders – to be paid automatically into their accounts. This one-off payment acknowledges the rapid price increases we've seen in necessity items recently.

#### Cut to fuel excise

The fuel excise (the money the government takes each time you fill up your car) has been immediately halved to 22c/litre. This measure is in place for the next six months – although we imagine it will be difficult for the government to reinstate the 44c/litre excise in September.

#### Expanded paid parental leave scheme

The government has proposed to expand its existing Commonwealth Paid Parental Leave scheme to integrate the Dad and Partner Pay schemes. The single scheme will apply equally to family units or single parents and provides 20 weeks of paid parental leave, giving families greater flexibility to choose what works for them. In addition, the government is broadening the income test to include household income up to \$350,000 per year. Eligible single parents will also be able to apply for an additional two weeks of paid parental leave.

#### What we would have liked to see

We're pushing for Australia's next government to deliver reforms to super:

- paying super on Commonwealth paid parental leave, and
- introducing a superannuation carer credit for new parents to help get their super balances back on track following unpaid parental leave.



## SOCIAL RESPONSIBILITY

# DRIVE FOR DIGNITY

Thanks to everyone who donated to help end the campaign against menstrual poverty. The stash of products we collected will make a real, on-the-ground difference in the lives of people who need it most!



We believe that you deserve to live the life of your choice, the way that you choose.

We believe that choosing who walks through your door makes all the difference. That support workers are to respect, listen, care for and empower you to achieve your goals.

We believe that your choices, personality and passions are uniquely yours, and we're determined to let you shine.

## LET'S CONNECT

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