

NittyGrit

Identitywa Staff Newsletter
Thursday 8 Aug 2019

Identitywa
Sharing the journey



Royal Commission

into Violence, Abuse, Neglect and Exploitation of People with Disability

Click [here](#) to go to the Royal Commission website for more information or to make a submission.

At the July Northbridge meeting, staff were briefed about what Identitywa has done in response to the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability.

There are a number of commitments outlined in our **Position Statement** including updating our community on the Royal Commission's progress.

Actions so far...

- May** Media release re the announcement of the Royal Commission posted: Website/Social Media/eNewsletter/Nitty Grit
- Jun** Identitywa Royal Commission Working Party established – to meet fortnightly
- Jul**
 - Board approves Identitywa Position Statement
 - Northbridge meeting – staff briefed
- Aug** Position Statement released: Website/Social Media/eNewsletter

No guessing where these guys (from Broadway and Loxleigh) are going and who they are barracking for...
Go Eagles!!!

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Latest News

Click on the Link to our Website

- Identitywa's response to the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability
7/8/19
- Taking a regular short break provides a variety of experiences for James
1/8/19
- Updated NDIS Price Guide and Support Catalogue for 2019–20 released
30/7/19



The PlenaryPost is the Plenary Council e-newsletter. It is published fortnightly and features all the news and information related to the Plenary Council happenings around the country.

[Click here to go to the first edition.](#)

New Arrangements for Behaviour Support and Restrictive Practices



NDIS Quality
and Safeguards
Commission

From 1 July 2020, the new *NDIS Quality and Safeguards Commission* will commence in WA. This will see the introduction of new arrangements for Behaviour Support and Restrictive Practices.

"Whilst we will be making information available to staff, it is important that all staff make the most of the resources provided to them including the regular training sessions being held," said Executive Manager Services, Lee-Anne Brensell.

"Our commitment to, and implementation of Befriend and Person Centred Active Support, remain key objectives. I firmly believe that by embedding these practices into our everyday working life, they will drive our service quality and compliance with the new regulations."

Listed below are the regulated restrictive practices subject to regulation under the NDIS Commission:

Seclusion is the sole confinement of a person with disability in a room or a physical space at any hour of the day or night where voluntary exit is prevented, not facilitated, or it is implied that voluntary exit is not permitted.

Chemical restraint is the use of medication or chemical substance for the primary purpose of influencing a person's behaviour. It does not include the use of medication prescribed by a medical practitioner to treat or to enable treatment of a diagnosed mental disorder, physical illness or physical condition.

Mechanical restraint is the use of a device to prevent, restrict, or subdue a person's movement for the primary purpose of influencing a person's behaviour. Mechanical restraint does not include the use of devices for therapeutic or non-behavioural purposes.

Physical restraint is the use or action of physical force to prevent, restrict or subdue movement of a person's body, or part of their body, for the primary purpose of influencing their behaviour. Physical restraint does not include the use of a hands-on technique in a reflexive way to guide or redirect a person away from potential harm, consistent with what could reasonably be considered the exercise of care towards a person.

Environmental restraint is the restriction of a person's free access to all parts of their environment, including items or activities.

Important Policy Information for Staff

Updated Policies & Procedures



- Injury Management Policy & Procedure • Injury Management System
- Occupational Safety & Health Policy

Occupational Safety & Health Policy

Identitywa is committed to meeting Occupational Safety and Health (OSH) mandatory requirements. In securing workplace safety and health, Identitywa aims to achieve best practice in OSH and fulfil its statutory duties with regard to OSH at all times. OSH is a joint responsibility of all workers.

Workers are required to:

- take reasonable care to ensure their own safety and health;
- ensure their actions or omissions do not put at risk the health and safety of others;
- comply with instructions given by the employer and follow policies and procedures regarding OSH;
- use adequate protective clothing and equipment as provided in the correct manner;
- cooperate with Management in the implementation of health and safety initiatives; and
- report all workplace accidents, incident and hazards.

All Identitywa Policy and Procedures are available on the Staff Portal. The login details for the Staff Portal are: Username *Identitywa* | Password *StMary18*



And the winner is...

Aspiring
Passionate
Supportive
Creative
Dedicated
Encouraging
Motivated
Courageous!



Submit your nomination electronically by clicking [here](#).



Identitywa 2019 Staff Award Nominations Now Open



Sharing experiences and refreshing staff's knowledge

Identitywa Family Support Workers (FSW) working in the northern suburbs gathered for a workshop in July.

Coordinated by the Balcatta Team, areas included:
Working Alone, IT, medication updates, shift reports and what is required by the Staff Relief Office (SRO).

The workshops were very interactive, with lots of feedback provided by all the participants.

Feedback included:

"Delivered very well. Enjoyed interacting with other FSWs."
Wendy

"This workshop is very valuable. We know more about how the shift report should be done and made comments about the app that we are using to submit our reports." Jay

"Was great to have a refresher on things that I was unsure of. Very helpful." Adrianna

At the end of the day, FSW were all invited to recall one of their most memorable stories of supporting an individual.

"The impact that support workers have on the everyday lives of

people they work with was palpable as each shared how they had contributed to people achieving their goals, whether it be cooking for themselves, improving their health and wellbeing or just feeling comfortable to be out in their community," said Wendy Cox, Area Manager - North.

"We also had some fun when we asked the FSW to offer advice to themselves as a new recruit. "One strong message shared by many of them was 'to be patient, to be persistent and consistent!'"

Following the success of the workshops, additional workshops are currently being planned to take place at the end of the year.



FSW, Romina, shared some of her stories about supporting Rob at the workshop

Rob and I have many positive stories about when we are in the community. From a lady who gave us her seat in the bus, to a nice gentleman who gave us his "Leisure Island" tickets and the man who volunteered to snap photos of us in the city.

One favourite was when Rob, who brought his new football to Yokine Open Space to play with, unfortunately, kicked the ball so hard into a tall tree it got stuck! I did everything to get it down but just couldn't.

Eventually, a kind bus driver came and helped us, grabbing a broom in his bus and managing to get the ball down. Rob and I were so thankful to him.

Living Life

*Person Centred Active Support
- little and often, every moment
has potential, graded assistance,
maximising choice and control.*



Clive is internationally famous for his story telling through his artwork. He recently finished a series of drawings featuring the memories of his housemates. Mindy and Jo look very happy with theirs!



Wow! Dale got to go on stage and sang 'What about me?' with Shannon Noll on a recent night out. Shannon asked Dale to help with auctioning a signed poster for charity...it sold for \$550!



Jenny had a fabulous time when she visited Scitech.



Janine achieves her goal to knit herself a beautiful beanie.



Justinian housemates along with Dom from Broadway and his advocate, Shirley, all got dressed up for the recent 30th Advocacy Ball.



Enjoying the winter sun, housemates from Wilcock share a picnic lunch at Tomato Lake.



George loves leather jackets and he thought it was time to update his old one. So...off to the shops where he tried on the latest styles, deciding the one that best suited him before paying for it. He left the store feeling pretty happy with himself and his very smart purchase!



Jessica loved her recent birthday celebrations which included a birthday meal with her close friends, Dale and Kaye.

As pasta is her absolute favourite meal, her local Italian restaurant, *Al Dente Pasta* was the obvious choice.

Person Centred Active Support has brought profound change to Roland's life

Building his confidence to go out in his community without using his wheelchair has been a personal goal for Roland, and for the staff supporting him.

“For someone who was not confident to leave his wheelchair, it has been wonderful for all of us who support Roland to see him feel comfortable to leave his wheelchair and to take short walks out in his community,” said support worker, Shuvo.

"He is enjoying his outings in a completely new way, with the freedom to go places which he wouldn't have been able to do before."

Of course, staff are required to carefully plan each outing to ensure Roland is supported safely and that he feels totally secure.

"It is so fantastic to watch him be active in his choices and having control in his life," said Shuvo.

"Making the move from his wheelchair has definitely opened up a whole new range of experiences for him."

Roland enjoying a wintry day at the beach.



HR Corner

Expressions of interest from current staff members are welcomed for the following positions. Please contact Human Resources on 9474 3303 for more information.

DISABILITY SUPPORT WORKER | Level 7 / part time contract

The successful candidate for this position will have a commitment to the *rotation of the roster* requirement and hold a Certificate IV in Disability or equivalent. They will also be willing to work a rotating roster across mornings, afternoons and weekends. If you are interested in applying for this position, please submit a one-page expression of interest letter to Human Resources: nadia.kent@identitywa.com.au

DISABILITY SUPPORT WORKER - Based in houses located in the South East / North/North East Areas | Permanent lines

The successful candidate for this position will have a commitment to the *rotation of the roster* requirement. Application closes: 4.00pm, 20 August 2019. If you are interested in applying for this position, please submit a one-page expression of interest letter to Human Resources: nadia.kent@identitywa.com.au.



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If you would like to share a story please send it and any photos via email to Michelle.ebbs@identitywa.com.au or call 9474 3303.

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