

## Barkuma Strategic Plan 2012 – 2015 under construction.

In the past few months, work has commenced across the organisation on our new Strategic Plan 2012 – 2015. The aim of the plan is to develop strategies which will guide and direct Barkuma's future activities, review our current vision and values and generate confidence and excitement in our future.

Key stakeholders, including representatives from our client group, families, carers, staff and board members, have all had an opportunity to participate and provide valuable feedback to help formulate the Plan. There will also be future opportunities for stakeholders to provide comment on the draft Strategic Plan.

The Strategic Plan 2012 – 2015 will be a shared vision of the future which reflects our commitment to people living with disabilities and their inclusion in the community. The entire planning process is expected to be completed by April 2012, at which time we intend to launch and disseminate the plan to all.

## Kate Collins out and about.

In our June edition of In Focus, we were pleased to announce that Channel 9 Newsreader Kate Collins had become Barkuma's newest Ambassador.

Since then Kate has been out and about learning about Barkuma and meeting some of the great people behind the scenes. First stop was Barkuma Commercial Services at Elizabeth. This was an opportunity for Kate to see the concept of Supported Employment first hand and witness the wonderful work that

## Your wellbeing: staying fit, trim and terrific.

We all know that keeping fit and active is beneficial for our health and wellbeing. But did you know just how many benefits it provides?

### Regular physical activity can:

- help prevent heart disease and stroke, type 2 diabetes and prostate and breast cancer
- improve aerobic fitness and muscular strength
- improve blood pressure and cholesterol levels
- improve sleep
- lower stress and anxiety levels and reduce feelings of depression
- improve balance and posture
- help maintain a healthy weight
- improve bone strength.

### Regular exercise is a bit of work but it can help you feel great and:

- have fun with friends and assist to make new ones
- enjoy increased confidence and self esteem
- lift your mood and feeling of wellbeing.

Here are some tips for keeping fit and active wherever you are. For more information and ideas for keeping fit, speak to your key worker!

### At work:

- take the stairs instead of the lift
- go for a walk at lunch time
- get off the bus, train or tram one stop early and walk the rest of the way
- park the car 15 minutes away and walk the rest of the way.

### At home:

- limit time in front of the TV or computer
- jobs like cleaning and gardening are good exercise
- go to a park, take a ball or frisbee and be active
- walk or cycle to the shops
- take the dog for a walk.



### At play:

- be active with friends - go for a regular walk and finish at a cafe
- have a go at something you've always wanted to try – e.g. golf, dancing, netball, volleyball
- plan active outings such as swimming or bush walking
- join a gym or leisure centre .

### Remember to:

- start slowly and warm up well
- gradually increase your physical activity level
- wear comfortable, flat-soled shoes.

Information taken from [www.be.active.com.au](http://www.be.active.com.au)

is undertaken at our factories. Kate was given a tour of the facility, then had the opportunity to meet the Employee Committee where she answered questions from our curious supported employees.

Following this, Kate was invited to learn more about our Open Employment services. She visited the Intercontinental Hotel and the Adelaide Convention Centre and gained insight into the multiple benefits open employment provides to the client, employer and community.

"It's great to see the wonderful work that Barkuma is involved with. You are making a real difference to the lives of people with disabilities and it's obvious that their

employment offers significant benefits across the board," Kate said.

We thank Kate for her time and effort and look forward to her continued enthusiasm and contribution in raising awareness of Barkuma's work.



NOVEMBER 2011

NEWSLETTER OF BARKUMA INCORPORATED AND PERSONNEL EMPLOYMENT



## Governor recognises outstanding employers.

The Personnel Employment Employer Awards were held at Government House on Monday 31 October 2011. A total of 23 exceptional South Australian employers were acknowledged for their commitment to employing people with a disability.

His Excellency Rear Admiral Kevin Scarce AC CSC RANR, Governor of South Australia, presented the awards.

The awards show appreciation to those employers who provide opportunities for the inclusion of people with all abilities in the workplace, which is an important step in helping to change community attitudes.

Craig Harrison, Personnel Employment's Executive Manager, says these businesses uphold the values of Personnel Employment.

"The awards aim to recognise the employers' individual efforts and demonstrate Personnel Employment's appreciation for their ongoing commitment to our clients," Craig said.

"The recognition of an employer for their commitment to a diverse workforce sends

a strong cultural message to employees, that they work for an employer who puts the Australian value of 'a fair go' into practice.

"I encourage potential employers to be open and look at the client's abilities rather than their disabilities when employing staff," said Craig. "Taking on a person with a disability improves staff morale and increases tenure in the workplace."

Craig also acknowledged the support of the Governor and Mrs Scarce in making Government House available, which has hosted the event since its inception.

Among this year's 23 award winners are Drakes Foodland, IKEA, KFC Eastwood, Highbury Hotel and Australian Plastic Recycling.



# A great night to celebrate 25 years.



Personnel Employment officially celebrated its 25th anniversary in September with a great night at the Adelaide Convention Centre. This was an excellent opportunity for everyone involved with Personnel Employment, both past and present, to recognise its achievements and celebrate what has been a fantastic journey.

Among the guests was long-term client Nick Brooks who has been with Personnel Employment for over 20 years and has been working at the Hilton Adelaide since 2007.

Nick stole the show and gave a fantastic speech which brought home the real difference that employment can make in the lives of people with disabilities.

Nick is a prime example of how Personnel Employment can assist people with disabilities to make an active change in their life and increase their skills and social networks.

Craig Harrison, Executive Manager for Personnel Employment was the MC for the evening and along with Chas Allen, President of Barkuma, provided a wonderful account and reflection of Personnel Employment over the years. We would also like to thank Michael Schmitt from the Hilton Adelaide for his kind words and for donating the evening's major prize.

Board members, staff, clients and guests all enjoyed a lovely evening with entertainment from local band Black Magic. The relaxed setting meant everyone had

a chance to let their hair down and show their skills on the dance floor.

Throughout the night there was a competition running requiring guests to estimate how many people with disabilities Personnel Employment had helped over the last 25 years. Now here's a number to ponder: 4356. That is how many lives that we've changed since 1986. Executive Assistant Bronwyn Robertson had the closest guess with 4300, and was the lucky winner of a night's accommodation at the Hilton Adelaide.

## Todd conquers the virtual skies.

Todd Brine has been a client with Personnel Employment since 2010. Working with his key worker Ian, Todd secured work experience at Adelaide Airport Ltd (AAL) in the Administration Team and has since gone on to secure part-time employment.

Adelaide Airport Limited recently featured an article on Todd in their newsletter. Below is an excerpt from the article about one of Todd's more exciting days at work!

As part of AAL's work experience program, which offers broad exposure to the Aviation Industry and AAL's business, Todd was promised a flight in one of their flight simulators. When AAL staff contacted Flight Training Centre, one of our

tenants at our Parafield site, they were only too happy to provide Todd with the unique opportunity of a flight in their DA42 flight simulator.

Qualified Flight Instructor Kyle Joyce was on hand to assist, but Todd proved to be a competent newcomer. Kyle commented that "Todd flew our Diamond DA42 Twinstar simulator, which is the aircraft flown for our advanced Multi Engine instrument training. He picked up the necessary skills very quickly and by the end of the lesson he was landing the aircraft safely into Sydney International, even handling a freak 'snowstorm'."

Todd is no novice when it comes to aviation simulations. He regularly plays the air traffic control simulations and when he was advised of the possibility of experiencing the Flight Training Centre simulator, he went out and purchased one of his own. This allowed Todd to brush up his skills on his home computer, before taking to the virtual skies. His practice must have paid off because

as well as handling the extreme weather conditions into Sydney, he proudly told AAL staff that he had negotiated a perfect ten-point landing into Adelaide International Airport.

Todd's passion for the Aviation Industry holds him in good stead for the AAL working environment. His visit to the Flight Training Centre is one he says he "will never forget".

Excerpt from Adelaide Airport newsletter article.



## Personnel Employment and ECH Inc, a growing partnership.

ECH is a not-for-profit organisation providing quality, affordable homes and support to enrich the lives of older people. Personnel Employment's Employment Coordination team has recently partnered with ECH to identify and develop employment opportunities for our clients.



Personnel Employment currently has four clients working at the Marten site in Largs North. They're involved in housekeeping and hospitality work as well as delivery of hygiene items throughout the homes.

Belinda Sharp is the Residential Site Manager for ECH. In Focus spoke to Belinda about her experiences with Personnel Employment and working with people with disabilities.

### Tell us about your working relationship with Personnel Employment at ECH Marten.

"I find working with Personnel Employment to be extremely smooth and problem free. They are always available if we need them if an issue arises. The work they do for us in matching the client to the role has proven extremely accurate."

### What are some of the challenges faced with employing a person with a disability?

Surprisingly, I have not come across any great challenges. Our staff have been very accommodating with the whole process and the Support Workers from Personnel Employment have been helpful with assisting their clients in the workplace.

### What are some of the benefits you have found from employing someone with a disability?

The benefits are huge! Morale at the facility has been boosted as our staff are enjoying the positive interaction they are having with these employees. I have found that the positive attitudes of the Personnel Employment clients has been contagious

and actually rubbed off onto our staff. The financial benefits are just an added bonus for us.

### Have you noticed changes in the skills and confidence of our clients Heather, Houy, David and Angel since starting with ECH?

The greatest difference that I have noticed has been with Houy. She was extremely shy and quite nervous at first. Over time she has become quite outgoing and friendly, she interacts very well with staff and the residents love her! We have received formal compliments about both Houy and David, who are a pleasure to have on site. All four of these employees are. Their skills are on par with other staff in similar roles.

### What would you say to an employer considering employing someone with a disability?

Do it! The benefits so far have been great. If you are considering employing someone with a disability, I would recommend working with Personnel Employment without hesitation.

Since working with Belinda at the ECH Marten site, Personnel Employment has secured opportunities at three other ECH sites. We hope to extend this to more sites in the near future.



## The Barkuma Green Team, working for a sustainable future.

The Barkuma Green Team is a group of staff passionate about conserving the Earth's natural resources. By promoting strategies to reduce waste and increase recycling within the organisation, we demonstrate a personal commitment to Barkuma's larger organisational values.

Our aim is to inspire, teach and empower others. We believe that small, individual steps forward can lead to the development of a work culture which values our environment and resources.

Our many achievements over the years include:

- Electronic pay slips in place of paper.
- In conjunction with Playford council, planting many trees and shrubs at our Elizabeth site with 65 supported employees participating in the project.
- Supported employees at our Campbelltown factory now use water bottles in place of foam cups.
- Reminder notices to turn off electrical items when not in use, including computers at all sites.
- Recycling bins in kitchens.
- Recycling of e-waste: CDs/DVDs/floppy disks and PCs.
- Recycled paper is now used for brochures and corporate stationery.



The Green Team also sends out electronic weekly Green Tips to all staff to encourage their participation in 'being Green'.

In 2012 we plan to celebrate and participate in special Green community events, for example Earth Hour, Earth Day, World Environment Day, National Tree Planting Day and National Recycling Week. Our ultimate aims are to encourage staff, clients and others to think of new ways to promote individual responsibility towards recycling and energy and resource savings across Barkuma.

### QUOTE OF THE WEEK

"Always do your best. What you plant now, you will harvest later."

Og Mandino