



## A Fair Go for All Campaign



From  
the desk  
of the  
Executive  
Director

The Victorian State Disability Plan 2002-12 affirms the right of people with a disability to live and participate in the community on an equal footing with other citizens of Victoria. However, government funding has not kept pace with the cost of delivering disability services, or the demand for accommodation, daily support, respite, or aids and equipment for people with disability.

The current pricing structure for disability services was developed in the early 1990s, on the basis that disability services were provided via group support in specialised segregated facilities. Today, our community expects a better deal for people with a disability - individual attention and quality disability supports, and the opportunity to participate in employment and community activities.

However, government funding falls well short of covering the cost of providing quality disability supports, and has done for a number of years. Inadequate funding, combined with productivity cuts, inadequate annual funding indexation, lack of capital investment and new compliance

costs, have severely eroded the capacity of disability service organisations to maintain buildings, invest in technology, and supervise and develop their workforce - in addition to service provision.

Years of under-funding for disability services has been compounded by:

- A sharp decline in revenue for disability service organisations
- Little real increase in state funding in the 2009 Budget
- A Government portable long service leave scheme that is likely to add up to 2% extra payroll costs for disability service organisations
- Increasing client attached funding with new costs associated with planning, tracking and reporting on individual funding allocations
- The Disability Act (2006) with new compliance costs has been introduced with no additional funding for these new costs

Failure to systematically invest in disability supports will jeopardise the quality and sustainability of disability services, and ultimately the access of people with a disability to the supports they require.

National Disability Services (NDS) is the industry peak body for disability services across Australia. It promotes the development of quality services and life opportunities for Australians with disabilities. NDS works to:

- increase the capacity of its members to operate efficient and effective services through the provision of information and advice, networking opportunities and access to corporate support; and to
- influence governments at state/territory and federal levels to provide a policy environment that is responsive to the needs of people with disability and their service providers.

The NDS A Fair Go for All Campaign is supported by a broad network of Victorian service providers who are

*continued over page >>>*

### IN THIS ISSUE...

- 1 The Executive Director Reports
- 2 Raeoni Turner Appointment
- 3 Nadrasca Industry Community Services Community Options
- 4 People News
- 4 FaHCSIA Audit

### DIARY DATES...

The Nadrasca AGM will be held on  
**20th October 2009**  
7.00pm  
at  
Head Office.

### STOP PRESS

Footy Competition...  
and this year's  
winner is...

Raeoni  
Turner!



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A Disability Service Organisation  
ABN 90 125 235 047  
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## A Fair Go for All Campaign continued...

concerned about the inadequacy of funding and the social exclusion of Victorians with disability.

NDS is not affiliated with any political party.

They aim to:

- raise the profile of disability issues
- ensure people with a disability get a fair go
- ensure Nadrasca and other organisations are adequately funded for the services they provide
- ensure that all political parties recognise the importance of long term sustainability of quality disability services

Disability service providers work every day with families and carers, to make a positive difference to the lives of people with disability. Our services are grounded in local communities, foster quality of life outcomes for people with disability, and continue to demonstrate innovation and commitment to the aspirations of the State Disability Plan.

In an effort to raise awareness of the campaign's key messages, we would like you to contribute local stories and seek your commitment to participate in a statewide campaign prior to next year's state budget and election in November 2010. Your participation, large or small, in the NDS *A Fair Go for All* Campaign will make a difference.

## WHAT YOU CAN DO...

As an individual there is much you can do to support the campaign. You can get involved in one or more of the following activities:

- building relationships with politicians/candidates
- writing letters to the editor
- getting on air
- becoming a supporter of the Coalition for Disability Rights Alliance
- letter campaigning
- blogging
- telling your story

Please contact Nadrasca or NDS if you are willing and able to assist.

## Other News...

### General Manager Nadrasca Community Appointed



I'm pleased to announce the appointment of **Raeoni Turner** to a new position as General Manager Nadrasca Community.

The retirement of Brian Parr allowed Nadrasca to review its organisational structure. A number of issues were identified that will impact the future direction of the organisation.

They were:

- The introduction of the Disability Act (2006)
- The Office of the Senior Practitioner and Disability Services Commissioner and reporting requirements across Day and Accommodation Services
- Ageing clients and retirement program
- Ageing in Place (i.e. in the home)
- The introduction and implementation of Individual Support Packages to clients



- Future service delivery models as a result of these changes (Day & Accommodation)
- Recreation and Leisure as identified in the Nadrasca Needs Analysis survey
- The Introduction of the Quality Framework
- Interaction with DHS (One point of contact rather than three)
- A large number of our Accommodation Services residents are also Day Services clients
- Planning and synergies across the services and needs and support of clients.

It was deemed necessary to have a person overseeing all activities that are currently funded by DHS to eliminate duplication and the possibility of demarcation. Raeoni will have overall responsibility for the effective operation, management and strategic development of:

- Accommodation Services (Shared Supported, Lead Tenancies and Independent Living)
- Seniors @ Nadrasca (Including Jolimont Road)
- Community Options
- Community Services
- Outreach and
- Leisure & Recreation

The Board of Directors congratulate Raeoni on her appointment and wish her well with the challenges and exciting times ahead.

**Gus Koedyk**  
Executive Director



## A Spot of History



The sale of Nadrasca's holiday property in Somers, which has been derelict and unused since 2001, was settled on 28 September 2009.

Money from the sale will be quarantined and used to purchase another holiday property, leisure or recreation program.

## Happy Spring!

*The fields are rich with daffodils,  
A coat of clover cloaks the hills,  
And I must dance, and I must sing  
To see the beauty of the spring.*

I have settled into Rooks Road and my office is adorned with fabulous artwork from various Nadrasca artists. It has been great to have many visitors coming to check out the new office.

In 2008 the organisation underwent a Needs Based Analysis with Nexus Research. One of the research objectives was to establish other services people would like Nadrasca to provide. One strong response was a request for recreation and leisure services. As part of my new role I will be investigating the models of services and the requirements in this area. I hope to send out a brief but succinct survey in the next month to identify what is missing.

Another area of change is the introduction of Individual Support Packages. This funding supports a self-directed approach to foster a person's ability to actively participate in decisions that affect their lives. An Individual Support Package allocates funding to a person with a disability for the purchase of supports that will best meet their ongoing needs and achieve their goals.

Over the past twelve years Day Services has received funding for school leavers with access to their services. From 31 December, those accessing Day Services 2009 will receive individual funding. Donna Hayes, Manager of Disability Partnership and Service Planning with the Department of Human Services, will be sending out information about this change later in the year. If you have any concerns about the new system please contact me, Hema or Betty.

**Raeoni Turner**  
General Manager  
Nadrasca Community



## High Street Community Options News

- We have purchased attractive furniture and had old furniture re-covered to ensure that our foyer area looks welcoming.
- All Community Options Sector staff attended the 'Its All About The Person' Conference on 7 August. Three Residential Sector staff also attended. The conference theme was 'Making It Real'. An article and photos appeared in the 1 September Whitehorse newspaper.
- Planning meetings for Community Options Support Plans 2010 were held on the 7 September. Throughout the day we met with our clients and their support people to assist them in their choices for the Community Options Programs.
- Congratulations to High Street staff, Rose and Sam, who now have endorsed licences.
- Six staff across both sites are taking part in the one year Positive Behaviour Support Cultural Change Project (PBSCC). Rhonda, Maryanne, Tara, Liz, Larry and Homayon will pass on their knowledge to Nadrasca staff, and to other services in the Eastern Region, under the guidance of Sandra Healy. A total of twenty-four people over six services are participating in the training (run by Sandra Healy Consultancy).
- The PBSCC Project was funded through the Office of the Senior Practitioner and DHS. Funds are also available to train and support parents and carers to use the Positive Behaviour Support module. The aim of the project is to train parents/carers to train other parents/carers.
- Funding has been received from the Department of Human Services to assist in the renovation of the Springvale Road side of the building. We are in the process of clearing out these rooms, with the help of the able-bodied men based at the Nadrasca Farm. Thanks to all who are assisting - your help is much appreciated!
- We have taken delivery of a water tank which will help keep the buses clean and the plants watered.
- Congratulations to Mark Chrisfield and Sue Barr who were married on 21 August. Our very best wishes for the future.

**Betty Hamilton**  
Program Manager

## Nadrasca Industry

### Service Awards

At the September Employee Meeting a number of individuals were presented with Service Awards recognising their service to Nadrasca.



Presented with a Gold Watch and a Certificate in recognition of **25 years** of service were:

Helen Baker  
Carol Pappin  
Christine Box  
Meredith Armitage  
Marina Louis  
Debra Broughton  
Andrew Frankvoort

Other Awards presented were:

<b>30 Years</b>	<b>15 Years</b>	<b>10 Years</b>
Paul Sheridan	Roland Douglas	Andrew Blight
Ben Cook		

### New Employees

We have recently welcomed the following employees to our workforce:

Kevin Dale	Nicole Kelly
Kerry-Ann Middleton	Joshua Rawkins
Thomas Raisbeck	Erin Smith

Congratulations to you all. We look forward to a long association together.

### Supervisors

We recently farewelled Karen Whitfield after four years of service. Karen has decided to take on other interests. Karen received presents from employees and staff who thanked her for her efforts and wished her all the best for the future.

### Football Tipping Competition

A Tipping Competition for employees and staff ran during the AFL Season. It was a close race which went down to the last home and away round. The winners were:

First	Raeoni Turner	129 points
Second	Mark Hiney	128 points
Third	Angela Turra & John Soles	127 points

Our winner Raeoni admits to knowing nothing about football, claiming that she and her niece based their selections on how they felt on the day. We think they just picked the team colours they liked best.

Congratulations to all who participated and made this competition a great event.

**Peter Ray**  
General Manager  
Nadrasca Industry

# PEOPLE NEWS

## Holidays!

*I went to Bendigo on the coach with Karen and Robyn. I went on the steam train and the talking tram, and went to the lake and shops. I stayed at the motel and went to the pub. Nice holiday. Noel*

The Mt Dandenong Residents had a great time on their recent holiday to the Theme Parks in Queensland.

### Here are some of their comments!



*Very interesting, very nice. I liked having my photo taken with Shrek at Movie World and Austen Powers and Dirty Harry. I had my photo taken with the pilot in the cockpit when the plane was parked, and I went to the pokies too. Len*

*We had lots of rain on the Gold Coast, especially at Movie World.*

*I had my photo taken with Marilyn Munroe and the dolphins at Sea World. I liked the outdoor spa in the Broadbeach Resort. I liked the pokies and nearly won. I liked the dinner at the Surf Club. I met the pilots of the Virgin Blue jet and also got to go with Len on the escalator onto the tarmac. Matt*

*It was a very good holiday. I liked the car stunts and the dolphins at Sea World. I had champagne and enjoyed the plane. The pilot was nice to us. Christine*



'Groovy Baby' - Christine & Austen

## Cabaret

A list of prohibitions in 1930s Germany set the mood for the opening night of Nadrasca's CABARET at The Whitehorse Centre on 11 June.

Two bizarre figures - the emcees - appeared in the spotlight to greet the audience, singing 'Willkommen'. Then Berlin's night-life sprang into action at the Kit Kat Klub, a seedy cabaret.

Exciting aspects of an increasingly decadent city were highlighted in 'Don't Tell Mama', 'Telephone Dance', 'Two Ladies', 'Perfectly Marvellous' and 'Money Song'. As the story unfolded, the shallow aspects of Berlin's lifestyle became evident. The German Mark was devalued and so were the values of its people! Anti-Semitism in the form of a Nazi Training Class was appropriately demonstrated by local primary school students against an eccentric kick-line of older community assistants.

CABARET ended on a sad note, with a sea of swastikas and the dissonant strains of 'Willkommen'. It was 'a night to remember' made possible by keen participants and staff, support from Nadrasca and amazing efforts from the community. An Appreciation Dinner was held on Sunday 22 August to honour their efforts.

**Heather Cook**  
Instructor



## FaHCSIA Audit

We recently underwent our annual audit on behalf of the Department of Families and Housing, Community Services and Indigenous Affairs (FaHCSIA) against sections of the Disability Service Standards. This audit is required under our Commonwealth Funding Agreement.

The auditors were extremely complimentary about Nadrasca and the work we do. Some of their comments were:

*Efforts to continually publicise and promote the work done by Nadrasca Industry Services Division, whilst placing a strong emphasis on their peoples' abilities, is evident through excellent brochures, marketing activities, newsletters and general community based activities. Nadrasca also often receives commendations from high profile business clients in appreciation for the quality of services they provide.*

*...management continues to be actively involved in speaking to community groups as a means of both promoting the work and services provided by Nadrasca, whilst confirming the valued contribution of their employees. From an organisational perspective, management and staff have continued in providing excellent support and commitment both to their supported employees and in sustaining the future viability of the business.*

*....recently the organisation has also focussed on other wider society issues, such as their ageing workforce and provision of services to support their transition to society, as well as transitional employment programs to assist young people with disabilities.*

**Peter Ray**  
General Manager  
Nadrasca Industry

Nadrasca News is a regular publication. Contributions or ideas for future editions are welcome. Please contact A1Admin Pty Ltd on 03 9877 0369. Editorial team: Gus Koedyk & A1Admin  
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Need something printed? Call Jessie at Nadrasca on 03 9873 3001.



## The Farm - a moving experience!

Twelve willing and enthusiastic clients, and two full-time staff members made our move to the farm at 82 Morack Road on the 29 June 2009. After three weeks travel training for independent travellers and re-routeing some bus runs, the gardeners have all settled in well. Glen and I have had positive feedback from the gardening crew and their carers about their transition to the farm. Current projects include giving the top south paddock a facelift, a new deck for the gardeners' core room, expanding the sanctuary garden and generally maintaining the site. We have purchased a 20 foot container in which to store our tools. Now the gardening crew can run from this site on a full-time basis. A big thanks to all who have fully supported us with our move to the Farm, and to the many groups who come to work or just take in the atmosphere.

**Rodney Kayne**  
Instructor