



## Everyone needs to stand against Violence, Abuse and Neglect

*From the Desk of the Executive Director*

Over the last 18 months, there has been significant focus in the media in relation to the abuse and neglect of people with a disability. Charges have been laid against a number of people and two Disability Support Workers have been found guilty and had jail sentences imposed for 18 years and 5 years respectively. One of the biggest fears parents and carers have is that their child or the person they support could be abused while in the care of a disability organisation and disability support workers, particularly in segregated and/or isolated settings.

Last year Victoria's Ombudsman launched a major enquiry into the handling of abuse allegations in the disability sector. The Victorian Government has also committed to undertaking a Parliamentary enquiry that is expected to report in June 2015. More recently, it has been announced that a Commonwealth Senate Committee will hold an inquiry into the abuse of people with a disability. The Senate Report is expected in June 2015.

The Senate Terms of Reference are quite extensive and include, but are not limited to:

- the experiences and impact on people with a disability affected by violence, abuse and neglect;
- the incidence and prevalence of all forms of violence, abuse and neglect in institutional and residential settings;
- the responses to violence, abuse and neglect against people with a disability, as well as whistleblowers;
- the different legal, regulatory and data collection frameworks across the Commonwealth, States and Territories to address and prevent this;
- what should be done to eliminate barriers for responding, and what needs to be done to protect people;
- what are the systemic workforce issues contributing to violence, abuse and neglect and the challenges that arise from moving towards an individualised funding arrangement like the NDIS;

- the capacity of service providers to identify, respond to and prevent these instances; and
- what elements are required in a national quality framework that can safeguard people with a disability.

'Violence, abuse and neglect' in the Terms of Reference is broadly understood to include, but is not limited to: domestic, family and interpersonal violence; physical and sexual violence and abuse; psychological or emotional harm and abuse; constraints and restrictive practices; forced treatment and interventions; humiliation and harassment; financial abuse; violations of privacy; systemic abuse; physical and emotional neglect; passive neglect and wilful deprivation.

Nadrasca only exists to provide a range of services for people with a disability and the support workers we employ are only employed to support people with a disability. Nadrasca supports the most vulnerable and marginalised people in the community and we have a zero tolerance to violence, abuse and neglect and this is comprehensively covered in Nadrasca's Duty of Care Policy.

For that matter, anyone in the community has an obligation to report any issue of concern as soon as they become aware of it. Staff will be protected by the organisation and supported by the Whistleblowers Act 2001. Anyone can also ring the National Disability Abuse and Neglect hotline (1800 880 052) which is a free and independent telephone service for reporting cases of neglect and abuse of people with disability in the community.

Preventing and responding to abuse and violence is a matter of high importance. The safety of people with a disability does not always rest with a single person or set of rules, but rather, a network of individuals or activities. We are all responsible for protecting the Human Rights of people with disability. Failure to do so could be seen as neglect.

**Gus Koedyk**  
Executive Director



Louisa Hanna's artwork on ADEC brochure and wine label. Read more about it on Page 3.

# Nadrasca Community News

Our year began with a guest speaker from Ireland, **Mary Kealy**, former CEO of the Brothers of Charity in County Cork. The organisation spent ten years transitioning people into the community from congregate care. Mary spoke to Community Support Workers about: Social Role Valorisation and the importance of people being part of their community; connecting individuals into employment and a home of their own; the importance of belonging; and how to discover an individual's potential, gifts, interests and passions.

Nadrasca Community has been approached by the Faculty of Health Sciences, La Trobe University to be part of a research project on Hospital Encounters for people with a cognitive disability living in the Eastern Health catchment area. The study plans to investigate what happens when adults with cognitive disabilities go to hospital. It will focus on how the

person is treated during their hospital stay and the impact of this on their health. Researchers will observe some or all of the participants' hospital encounters, ask to see hospital information about the person and talk to the people about their time in hospital.

If you would like to participate in this project, please contact your Site Managers/House Supervisors or me for further information.

Sincere thanks to the Whitehorse Community Chest for their \$2,887 donation towards sporting equipment for the *My Life, My Future* facility.

**Raeoni Turner**  
General Manager, Nadrasca Community



## Farm News

Things have been going well at the Farm this year. It is great to be back from our break. We harvested a wheelbarrow full of corn in the first week, which was devoured by the crew – we even had some to take home! The pumpkins are growing strongly and we use plenty of farm-grown herbs during our Friday cooking group. The crew have been cleaning up the site and doing external jobs since we returned. It's been hot work in summer conditions!

**Rodney Kayne**  
Coordinator, Nadrasca Farm



## My Life, My Future News

We warmly welcome Daniel, Laura, Brodie, Damian, Eleanor, Joslyn, Stacey, Bevan, Ben and Zac to *My Life, My Future*. It's been a busy start to the year with everyone doing two days of practical work experience at Nadrasca Industry each week.

Brodie, Daniel and Peter have weekly paid work delivering pamphlets for the local real estate agent. We have restarted florist deliveries and Cary has been learning the invoice system at the florist. Everyone has enjoyed getting to know one another and working as a team to maintain our workplace. Some people are looking forward to starting Certificate 1 in Work Education in the next month and hopefully others will be finishing their certificates soon.

We are continuing to build on the car washing activity and developing brochures to promote our service in the local area. Our new team members have noticed a big change from school life to the adult world of responsibilities with its impact on daily living. We are looking forward to supporting each person as they pursue their skills, abilities and passions, and find purposeful, valued roles.

**Maryanne Weir**  
Coordinator My Life, My Future

## Nadrasca Training Services News

In December/January, Nadrasca appointed three Training and Development Facilitators who will resource, grow and expand Nadrasca's training offering.

**Dominique Guihenneuc** brings experience from her role in Vocational Pathways at Ashwood School, supporting students and families in the transition process post-school with work experience placements and further education options. Dominique has a Certificate IV in Workplace Training and Assessment. She is passionate about

engaging people in further training by using creative and dynamic methods of delivery. Short films are on the way – watch this space!!

**Jacqueline Francischelli** previously worked in Nadrasca Community as a Support Worker. She has a Bachelor of Education and Graduate Diploma of Auslan, as well as Certificate IV in Workplace Training and Assessment. Jacqueline is a qualified Auslan teacher with 12 years' teaching experience. Jacqueline is hearing impaired and worked for VicDeaf as a House

Supervisor for 11 years. She has many deaf and hearing friends with whom to practice her signing.

**Natalie Mulartschuk** was previously a Training and Support Coordinator for Nadrasca Industry. She has been a primary school teacher with specialised training in numeracy and literacy, and has a Graduate Diploma in Education, and Certificate IV in Workplace Training and Assessment. Natalie has been involved in Nadrasca's Training Services since its inception and has proudly seen a number of students graduate.

## High Street News

High Street is looking forward to an exciting 2015. The Advocacy Committee is planning some exciting events for the year, and we extend a big welcome to Weyn, Declan and Andrew who started at High Street in January.

In December 2014, **Louisa Hanna** (right) entered an artwork in the Transitional Spaces Art Exhibition at the Atrium in Federation Square, organised by the Art Ability program of ADEC (Action on Disability within Ethnic Communities). Louisa won an award which included a monetary prize and an Artist Pack. Her artwork is on the cover of the Art Exhibition catalogue and has also been used for a wine label. The original artwork is on display at High Street. Congratulations, Louisa, on this remarkable achievement.



**Hema Kumble**  
Manager, Community Options

## Witt Street News

Everyone is back and very happy to re-connect with their groups within the Witt Street service, our school communities and the local community.

Our pamphlet delivery has resumed and the people in that group are very happy to be making a little extra spending money – I can't think of a better way to get fit and healthy. Our 2015 activities include working with iPads, computers, going to parks and gardens, cooking, community access to local shopping centres, bowling, art, craft, going to the gym, library and swimming.

Our flexi days continue to give people the opportunity to spend time with their key support person. This also allows everyone to get to know their groups better and to choose the activities to meet the chosen goals identified in their Plans.

We look forward to a happy, successful, healthy year ahead that will, I am sure, bring changes and some challenges along the way.

**Betty Hamilton**  
Manager, Community Options

## Accommodation News

The residents of Gardenia Street were very excited to receive new wheels late last year. The new Nadrasca vehicle is a Hyundai iMAX that seats eight people. It has an automatic step and handrail to assist residents to get in and out of the van safely.



Christmas came and went in a flurry of holidays, meeting up with friends and families, parties, picnics, relaxation and sporting fun. Every year has seen our houses stay open for longer periods and this year was no exception. The majority of houses were only closed for a couple of days over the Christmas break, and three houses remained open. For those without families around at Christmas, a wonderful Christmas dinner with all the trimmings and festive atmosphere was held at Panorama Drive. A fantastic day was had by all.

We have farewelled **James Pattison** from Panorama Drive after many years with Accommodation Services. We wish him a happy retirement. We will miss his cheerful smile and welcoming bow. James, we wish you the best of luck on this next part of your life's journey.

February has seen us all settled back into routine, with our lives becoming busy again – there is even talk of Easter eggs and hot cross buns. Meghan has gone on a short holiday, but will be back by early March.

**Maryanne Harding**  
Acting Manager, Accommodation Services

## Seniors News

The Seniors Service greeted 2015 with enthusiasm and the prospect of exploring new art media. The first new medium is Visual Arts Photography and all the artists are excited about the prospect of using a camera to express their art.

Extensive research has been carried out on lesson plans to determine how best to create art through photography. Our artists are visual learners and will view YouTube videos to learn the best way to capture subject matter in photos and to understand the various perspectives of contemporary photography. Continual learning is the pathway to understanding. Art builds skills which are useful in life and keeps creativity flowing.

The Fledglings Sculpture Project, a collaborative effort between the Seniors and the Farm, began in February and March. Staff and farmers applied their creative talents to shape the wings of the sculpture, using Western Australian Jarrah sleepers (pictured right).



Rodney Kayne's creative talent with a chain saw was instrumental in making this project come to fruition. The official opening of the Sculpture will be announced in the next newsletter.

We have two other major projects for 2015. Stay tuned!

**Paula Euthimiou**  
Service Manager, Seniors

**Nadrasca Industry continues to grow and prosper.** Opportunities for continuous education, training and experiential learning on the production floor are being embraced by all. This training will enable our employees to increase their skills and knowledge, with the opportunity of entering open employment.



In the first week back in 2015, all Industry staff attended a two-day training course by Aspect Australia on Autism Spectrum Disorders and Positive Behaviour Support. The insight and knowledge imparted was of great benefit to everyone, giving participants a better

understanding of how to offer support to our employees.

The large truck and the van both now boldly advertise Nadrasca Printing's commercial printing services (*pictured left*).

After over 37 years of service to Nadrasca, **Liz Shearer** has decided to retire. She is looking forward to new challenges and opportunities. Liz was presented with a Service Certificate, gifts and flowers. She will continue to visit occasionally to keep in touch with the many friends she has made at Nadrasca.

**James Pattison** also retired after 33 years with Nadrasca and has moved into a facility that offers him greater support. Jimmy was farewelled by all his friends at Nadrasca, and will be presented with a gift from Nadrasca at his new residence. Jimmy, in his inimitable fashion, is revelling in his new surroundings.

Congratulations to the following people who were presented with their Service Awards in December 2014:

<b>Daniel Miller</b>	<b>15 years</b>
<b>John Finlayson</b>	<b>15 years</b>
<b>Marina Louis</b>	<b>30 years</b>
<b>Paul Trevarthen</b>	<b>30 years</b>
<b>Benjamin Cook</b>	<b>35 years</b>

## PEOPLE NEWS

### Appointment

Nadrasca is pleased to announce the appointment of **Chris Bourke** to the position of Chief Operating Officer for Nadrasca effective from 1 December 2014. Chris was previously the General Manager for Nadrasca Industry, having been in this position for almost three years. Chris' appointment was the result of a lengthy recruitment process over the last six months of 2014 that commenced with 61 applications.

Chris will be responsible for directing, administering and coordinating the internal operational activities of Nadrasca in accordance with the policies, goals, and objectives established by the Executive Director and the Board of Directors. He will lead and direct the following functions and/or business units: Nadrasca Industry and Nadrasca Community, Organisational Development, New Business coordination, including transition and opportunities with the NDIS, and organisational promotion and communication. Chris will also assist the Executive Director in the development of organisation policies and goals that cover operations, personnel, financial performance, and growth of the functions and/or business units mentioned above.

We offer Chris our congratulations on his appointment to this challenging role in a changing disability sector environment, particularly with the anticipated rollout of the NDIS.

### Wedding Bells

**Michael Scoon**, one of our support workers in High Street, is getting married in March. We offer the happy couple our congratulations.

### Vale: Robert Wright

Robbie commenced work at Nadrasca Industry on 13th May 2002. He was hearing impaired and also had cerebral palsy. Robbie was well liked by staff and other employees and recently completed his Certificate 1 in Work Education. He had expressed interest in Certificate 2 in Warehousing Operations. Robbie was saving up to compete in the Special Olympics in the US in 2015. He was a fluent signer and was often on Facebook. Robbie loved to tease and joke around, but was a very hard worker, always friendly, helpful and motivated. Robbie passed away on 16th January.

We extend our condolences to Robbie's father Joe and his family. Robbie will be sadly missed by his many colleagues.



### Special Olympics National Games

**Sharon Morse** (Industry) competed at the 10th Special Olympics National Games held in October last year in Melbourne.

She won a gold medal in the Tennis singles and a silver medal in the doubles, and had an absolutely fabulous time catching up with her old tennis friends, as well as making new ones.

A total of 48 players from teams from Victoria, Queensland, South Australia, ACT and NSW competed in the tennis. Overall, there were over 1,000 athletes competing in 16 different sports. It was a great event, complete with Opening and Closing Ceremonies.