

WOLLEMI NEWS

Greystanes Disability Services



Everyone is Welcome

Amanda Coleman-Watson, Chief Executive Officer

I am privileged to be leading an organisation close to my heart that remains true to the mission of actively supporting people with disability to live engaged and meaningful lives.

Greystanes advocates for a world that is genuinely inclusive, this means society and spaces are adaptable. To be equitable people need to be actively in it and afforded choice and control.

When we make the world inclusive and accessible great things start to happen, and people can be visible. Advocating for the rights of people with disability remains central to our work.

Paired with providing consistent quality support to people to live life on their terms to provide high quality support requires the effort of a team.

Shout out to support staff, thank you team! Support staff across Home and Living, Home Support Services, Community and Centre participation are essential. Without the commitment of support staff, we could not provide 24-hour consistent and personalised support across services.

This month's issue:

Disability Advisory Council

Welcome New and Returning Staff

What do they do?

Voices of Lived Experience

Coming Soon

Catch-up with Rana

Photo Gallery

Suggested Reading

Thank you

Greystanes Organisational Structure



Disability Advisory Committee



I am pleased to announce that Greystanes has established a Disability Advisory Committee made up of people with disability. The Committee was established to elevate the voices of people with disability.

The members of the Advisory Committee have varied lived experiences and are supported by Greystanes across home support, community participation and Home and Living services. Meetings will be held 3 times a year and easy-read minutes are distributed following meetings. Committee members are paid for their time to attend. Welcome Committee Members!

As a new initiative, I look forward to the opportunities this will provide and look forward to extending opportunities for people with disability to be part of co design and development of Greystanes supports. Greystanes is sincerely pleased to have formed this important initiative.
Amanda



Congratulations to Kristie Zito. Kristie was awarded a Rotary Pride of Workmanship annual reward. Kristie was nominated by Greystanes for her creativity, initiative and going above and beyond for the people Greystanes support.

“Respect me”

“Always include me”

“Take a lot of care “

“Take your time “



Welcome

New Directors, returning Director, new support staff, new Team Leaders and the NDIS Operations and Home Support Services Manager.



*Alexis Viles
Greystanes Director*



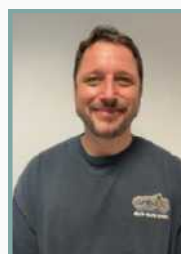
*Christine Macqueen
Greystanes Director*



*Don Ringland
Greystanes Director*



*Tory McPhee
NDIS Operations &
Home Support
Services Manager*



*Lucas Holecek
2 Wilfred Team
Leader*



*Serena Walsh
Sinclair Team Leader*

Tory McPhee

Every newsletter we will introduce a staff member. Amanda reached out to Tory, and we are very excited to welcome her back to Greystanes Tory as the NDIS Operations and Home Support Services Manager. Tory's wealth of NDIS knowledge, passion for advocacy and all-round positivity is a great asset to Greystanes.

Tory is responsible for liaising with NDIS participants and their stakeholders around the development of Service Agreements, Schedules of Support and Consents in response to NDIS funding allocations or changes, Quotes for Services and Scheduling of Participant Supports

Tory works with Jana Pliskova and Genevieve Ward and is responsible for the oversight and direction of Home Support Services. Tory can be contacted at tmcphee@greystanes.org.au



EVERY THURSDAY

SMALL \$2 x 1 expresso shot
LARGE \$3 x 2 expresso shots
Milk and Soy available

PLACE YOUR
ORDER IN THE
WOLLEMI ROOM

WE RETURN IT
WITH LOVE



Voices of Lived Experience

Written by Anita Ferrari

With support and an invitation from Amanda, I joined Voices of Lived Experience. It is a small collective of disability sector workers and leaders, who either have lived experience and work in the disability sector or have joined as allies of those with lived experience.

Facilitated by Roger West, a Human Rights Lawyer, the purpose of this group is to drive change through the strengthening of human rights within organisations.

My 12-month goal is to support other employees with lived experience by raising awareness through being open about being a neuro-spicy Greystanes employee.

In being brave enough to openly disclose my neuro-spiciness, I hope to encourage understanding of neurodiversity in the workspace and advocate for those who may be silent about their lived experience. To have a safe environment they need to find enjoyment in their work life.

Unfortunately, workers everywhere are reported to remain silent in disclosing their neurodiversity in the workplace.

Neurodiverse workers in Australia, report a higher instance of workplace bullying, unfair performance management processes, and fewer opportunities for career progression.

Studies have found employees with lived experience may miss out on career progression and opportunity due to misconceptions that neurodivergent employees will not make effective managers, or they will challenge established communication norms embedded in the existing workplace culture.

People with lived experience in the workplace are at higher risk of burnout and poor health, as masking symptoms to fit in is very emotionally taxing to the point of exhaustion.

Dr Ben Gauntlett, former Disability Discrimination Commissioner of the Australian Human Rights Commission wrote, "People with disability are hard-working and diligent employees who enable organisations to better understand and cater for a significant group of people in the community."

Continued on the next page



Catherine, Stuart and Deslie at the Pop Up Art Exhibition in May

Voices of Lived Experience

In normalising diversity in the workplace, the people Greystanes supports benefit, as it embeds a human rights-based culture that organically flows through Greystanes. It demonstrates that Greystanes is dedicated to inclusion and rights for all.

***Raising awareness facilitates understanding.
Understanding drives change***

My goal is to celebrate all the diverse extraordinary skills and knowledge that employees possess and normalise the diversity of lived experience within the workplace.

If you wish to reach out as either a person with lived experience, or as an ally of peers you work with, with any ideas of how we can further promote understanding and inclusion, please don't hold back. You can be an anonymous voice or dare to be brave with my full support.

I am confident that Greystanes Disability Services as a collective can champion and facilitate a total inclusive environment where all can be their authentic glorious self in their work, and life. *Anita*

In July we wished Scott farewell as he moved to be closer to his family. It was not long before his housemate Mathew was able to visit Scott in his new home in the Central Coast.



Coming Soon

"Potter 4 Pink" Pink Ribbon Day on Friday 18 October at 11am

Disability Advisory Committee, 28 October 2024

November AGM and Garden Party (TBC)

Blues Brothers Fundraiser Trivia Night, 30 November 2024, Blackheath Golf Club



Catch up with Rana

Hi, my name is Rana and I live in Woodford. During the week I attend the Greystanes day program in Leura. I like fashion, shopping, make up, music, painting and baking cakes. I am excited to be catching up with you every few weeks in this newsletter!

Today I looked up ideas on how to make a scarecrow. We want to hold a scarecrow competition in our lovely garden. Spring has arrived in all it's glory and I found some lovely flowers!

On our next catch up I will post a photo of the scarecrows! I hope you'll have lots of fun in the meantime!

Rana



Photo Gallery



Wuthering Heights Day in Hazelbrook



Melissa and Jeff painting at the pop up art exhibition in May

Photo Gallery



Winter Magic BMCAN Awards for Banner Artwork



Sausage sizzles for everyone!



Gina and Nicole



Billie is wondering where Tora is



Amanda hosing down the carpark



Nickolas loved meeting Leura Fire and Rescue

Thank you



Thank you to Wilma, Jeff and Sofia for sorting out all the keys! It was a mammoth task



Thank you to Misty Mountain Quilters for making this beautiful custom designed quilt.



Thank you to Sylvia for her donation for a gymnasium equipment at Grose Street

We give our profound thanks to the Leura Gardens Festival, Margot Egan and the Blue Mountains Grammar School for their very generous donations in 2023/2024. We have just purchased items from their donations and photos will be in the next issue.

Suggested Reading

State of Disability Sector 2023 Report: <https://www.nds.org.au/about/state-of-the-disability-sector-report>

Changes to the NDIS as of 3 October 2024

<https://teamdsc.com.au/resources/new-ndis-act-timeline-of-changes>

Changing of the Guard Press Release 01/10/2024

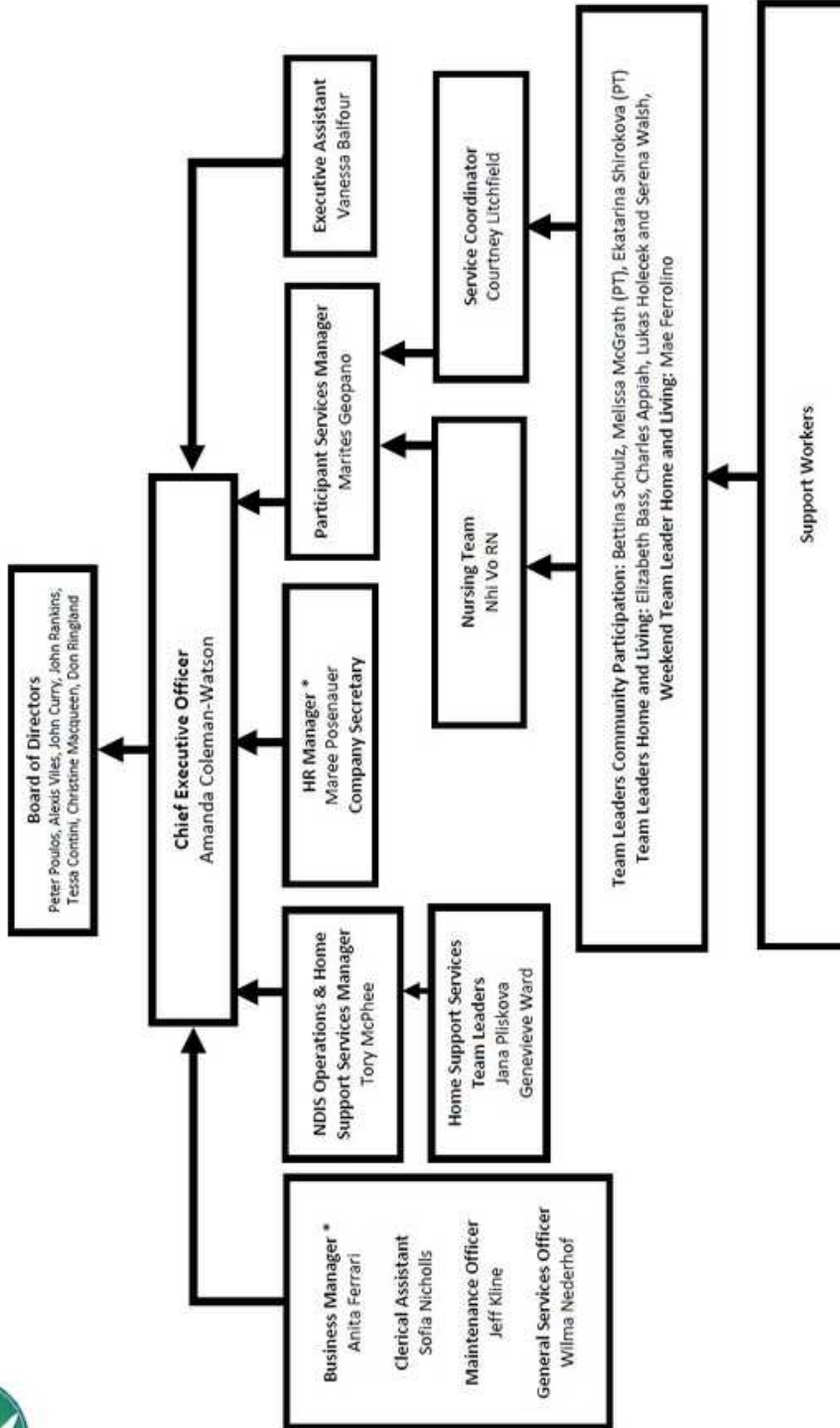
<https://ministers.dss.gov.au/media-releases/16196>

Health Practice Alerts: <https://www.ndiscommission.gov.au/workerresources>

If you have any news, stories, photos or useful tips that you would like to share in the next newsletter please contact Vanessa Balfour at vbalfour@greystanes.org.au



Greystanes Disability Services



* Accounts and Payroll processing are outsourced to external contractors