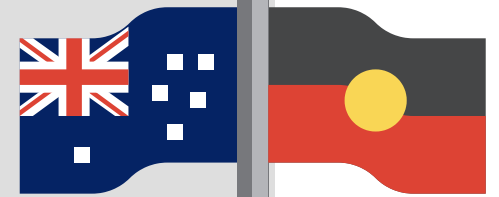


PHASE MONTHLY

"A World Full of Abilities"



INSIDE



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4. New Bunbury Support Coordinator



JONAS SAYS

Dear PHASE Community,

NAIDOC Week and the Voice referendum hold significant importance for disability service providers as they align with the principles of inclusion, empowerment, and advocacy. These initiatives provide a unique opportunity for disability service providers to strengthen their commitment to diversity, equality, and the rights of all individuals.

NAIDOC Week, an annual celebration of Aboriginal and Torres Strait Islander cultures, allows disability service providers to engage with and learn from Indigenous communities. By participating in NAIDOC Week activities, PHASE staff have the rare opportunity to deepen their understanding of Indigenous history, traditions, and challenges. This knowledge enables us to provide more culturally appropriate and sensitive support to Indigenous individuals with disabilities, ensuring their needs and aspirations are acknowledged and respected.



The Voice referendum, which aims to establish a constitutionally enshrined Indigenous advisory body, has direct relevance for disability service providers. People with disabilities, including those who are Indigenous, often face unique barriers and systemic challenges in accessing services and opportunities. The Voice seeks to address these issues by providing a platform for Indigenous Australians, including those with disabilities, to directly influence decision-making processes and policies that impact their lives.

For disability service providers like PHASE, supporting the Voice referendum means recognising the importance of self-determination and empowerment for Indigenous people with disabilities. By actively advocating for the establishment of the Voice, service providers can contribute to dismantling structural barriers and fostering a more inclusive and equitable society.

Additionally, PHASE has a responsibility to ensure that the rights and needs of all individuals are respected and met. By aligning with the principles of the Voice referendum, PHASE can demonstrate its commitment to engaging with Indigenous communities and incorporating their voices and perspectives into its service delivery. This engagement can help shape more effective, culturally sensitive, and inclusive disability support practices.

In summary, NAIDOC Week and the Voice referendum provide service providers with opportunities to deepen their understanding of Indigenous cultures, promote inclusivity, and advocate for the rights and empowerment of Indigenous Australians with disabilities. By actively engaging with these initiatives, PHASE will contribute to positive change, foster cultural awareness, and ensure that its services are accessible and respectful for all individuals, regardless of their cultural background or disability.

Warm regards,

Jonas Mulombwa | Managing Director



EMPLOYEE OF THE MONTH

Celebrating exceptional support work

At PHASE we believe that we are only as good as our support staff. They form the backbone of our organisation and we pride ourselves in hiring and nurturing some of the most dedicated talent in the



industry. We invite our support staff to put forward names of their colleagues who they believe should be acknowledged for their exceptional work. The winner receives a \$50 gift card and a certificate.

This month's Employee of the Month award goes to **Prince Ampiah**. Prince has received positive feedback from multiple staff members regarding his support for our participant. His mannerism and attitude towards our participant as well as staff have made him a favourite. One feedback is that our participant knows when Prince has arrived at work. Our participant gets so excited to see him and awaits his arrival with so much joy.

Prince has also shown how reliable and efficient he is as a staff member and always has good communication. We want to acknowledge him and his work and for this we have chosen him as our Employee of the Month.

“Disability only becomes a tragedy when society fails to provide the things needed to lead one’s daily life.”

Judith Heumann

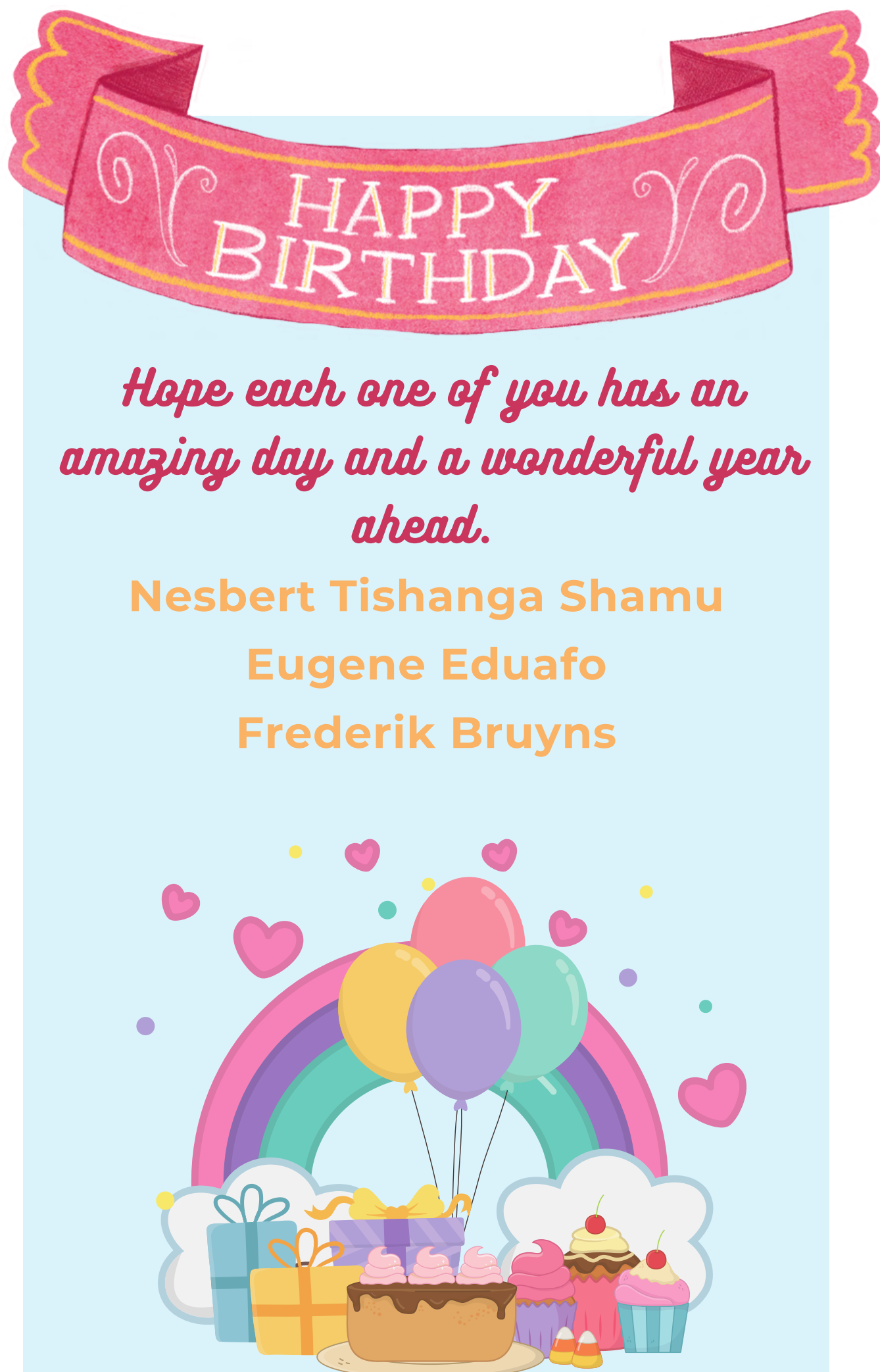


NEW STAFF

WELCOME
TO THE TEAM!

Welcome to PHASE

This month we welcome to the PHASE family **Charles Egwuekwe, Naom Cheruiyot** and **Billy Ken** who will be joining our troop of committed and enthusiastic support staff. We hope you have a long and happy association with us, We are very happy to have you as part of our team.



SPECIAL SUPPORT STORIES

The care we provide.

This month we were happy and proud to hear from an external source about the good work being done by our staff member Aquila. The PBS Practitioner for this particular participant had been informed by the parent that the participant had a great day with Aquila. They would like Aquila to support the participant again on a regular basis. Aquila was able to support and engage the participant for the entire shift, which gave the participant's unwell family member some much needed time to rest.

The family member is extremely happy with Aquila's support for her family member and can't praise Aquila enough for his service.



“Being disabled should not mean being disqualified from having access to every aspect of life.” Emma Thompson

DIVERSITY PHASE



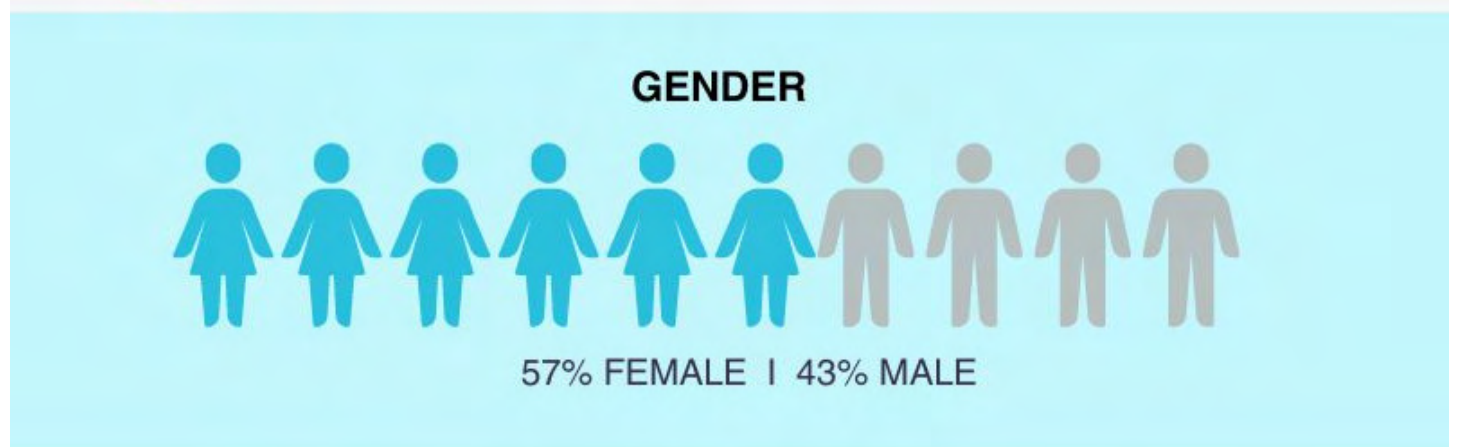
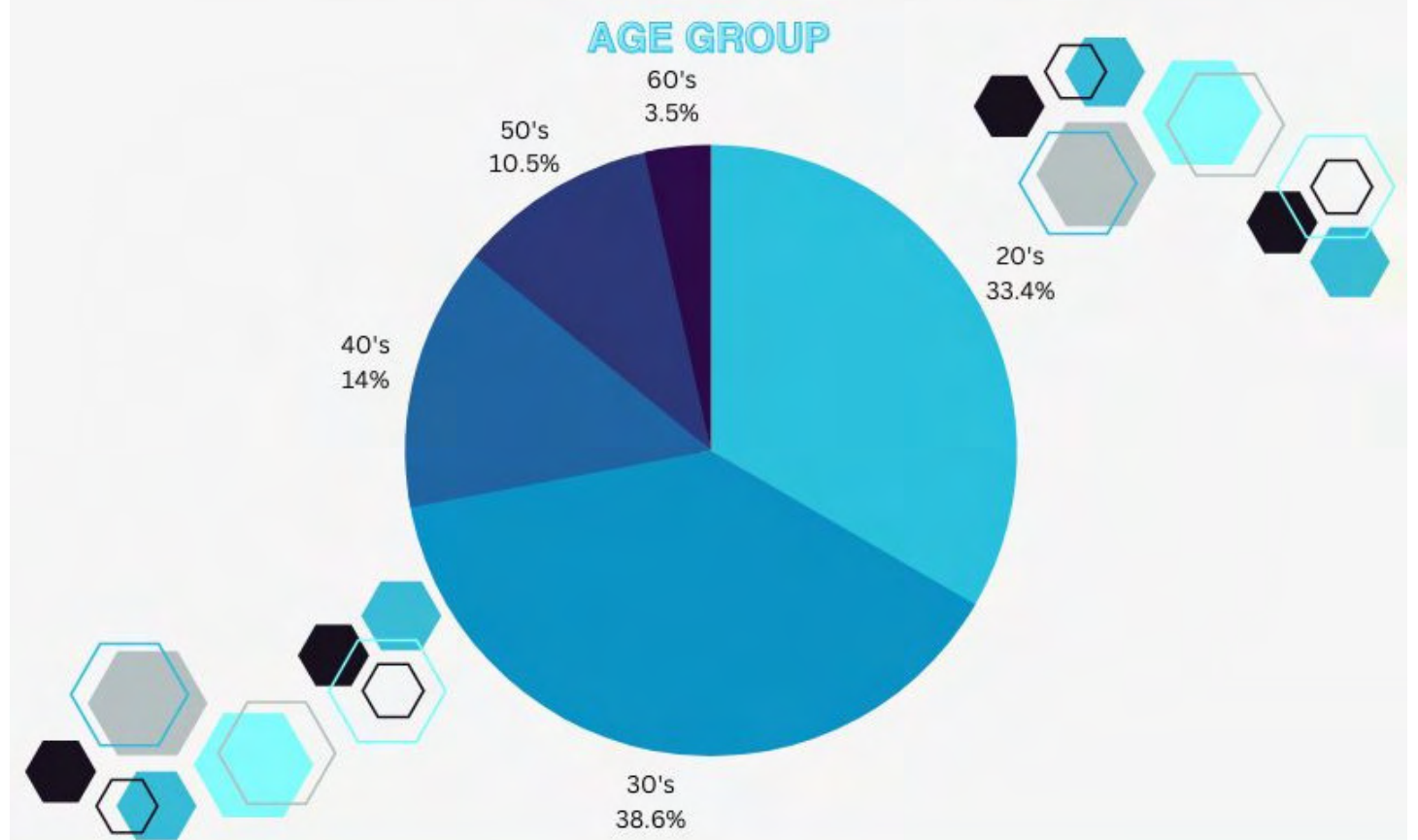
At PHASE, we take immense pride in being a multicultural organisation that embraces and values the unique backgrounds of our employees and the diverse communities we serve. We recently conducted an audit that shed light on some fascinating figures about our demographic, and we couldn't be more thrilled to share them with you!

One of the most incredible aspects of our organisation is the rich tapestry of languages spoken by our staff members. We're delighted to have team members who collectively speak a remarkable total of 38 different languages! This linguistic diversity allows us to communicate effectively with individuals from various cultural backgrounds, ensuring that we can connect and understand our participants on a deeper level.

Furthermore, our workforce is a true reflection of the world's beautiful mosaic, as we have individuals hailing from all corners of the globe. We are proud to say that our organisation nurtures an inclusive environment that welcomes people from diverse ethnicities and backgrounds. This global perspective enriches our interactions and broadens our horizons, enabling us to foster a stronger sense of empathy and understanding within our team.

Our commitment to diversity extends beyond just language and ethnicity. We understand the importance of religious inclusivity, and we are pleased to have representatives from most of the major world religions within our organisation. This diversity allows us to respect and honour the beliefs and traditions of our participants, ensuring that we can provide them with personalised care that aligns with their individual needs and values.

DEMOGRAPHIC



DIVERSITY PHASE CONTD.

Moreover, we take great pride in our predominantly female workforce. We firmly believe that gender diversity is a tremendous asset to our organisation. Women bring unique perspectives, talents, and strengths that contribute to the overall success of our team and the high-quality services we deliver to our participants. We are grateful for the incredible contributions of our female employees and the positive impact they have on our organisation.

At PHASE, we wholeheartedly believe that this rich blend of cultural backgrounds, languages, religions, and genders enhances the quality of service we provide. Our multicultural sensitivity allows us to create a welcoming and inclusive environment for all, while our ability to understand and respect diverse needs ensures that our participants receive the personalised care they deserve.

We celebrate our cultural diversity as a testament to our commitment to inclusivity and equality. Together, we stand united, valuing and embracing our differences, and working towards a brighter and more harmonious future.

“If we are to achieve a richer culture, we must weave one in which each diverse human gift will find a fitting place.” Margaret Meade



CONTEST WINNER

We are happy to announce the winner of our Jelly bean contest. It was a fiercely contested guessing game which saw our participants and staff taking part. The prize for Jelly Bean Jar Guessing Champion goes to Nancye Fa'avae our Scheduler whose guess came closest to the correct number. For those wondering, the correct number was 1200 Jelly Beans. Watch this space for more fun competitions.



Last Month's Employee of the Month - Catherine Tangai received her certificate and gift voucher.



PATHWAY TO SPECIAL OLYMPICS

We are very excited to report that our participant, Lulu has been selected to be part of the Special Olympics netball competition pathway in WA. This includes local, state, national and world games opportunities for athletes with intellectual disabilities and autism.

As we have reported earlier, Lulu started playing as part of Netball WA's No Limit Program following the initiative taken by our staff to research and seek out social interaction and sporting opportunities for her. She has been doing very well in her game, which has led to this opportunity to be a part of this exciting pathway.

We are very pleased for Lulu and hope all of you will join us in cheering her on as she embarks on this journey.



SOPHIE - SUPPORT COORDINATOR

We are thrilled to welcome Sophie as our new Support Coordinator for our state-of-the-art office in Dalyellup. Sophie's deep roots in Bunbury and her extensive experience in the Disability Sector make her an exceptional addition to our team.

In her role as a Support Coordinator, Sophie is wholeheartedly dedicated to working alongside participants and their families, providing unwavering support to comprehend their NDIS plans and helping them connect with the appropriate supports and services. Her ultimate goal is to empower individuals, enabling them to build the necessary skills and capacity to achieve their goals and aspirations.

“No pessimist ever discovered the secret of the stars, or sailed to an uncharted land, or opened a new doorway for the human spirit.” Helen Keller



COMING SOON!!

ADULT FRIENDSHIP GROUP

It's hard to make new friends,
but PHASE has got your back!!

Meet with NDIS participants for some
coffee, cake and crafty activities!

Every 2nd Thursday
10:00am - 11:00am
2/226 Balcatta Road
Balcatta

To Register

Email:

tracy.spadaccini@perthealthcare.com.au

Phone:

08 6184 5817

***Limited to 8 individuals - Per Session

***Will require to have their own support worker if applicable.



PHOTO GALLERY

Pictures worth a 1000 words

