



## South Australian Employers HONoured AT GOVERNMENT HOUSE

**At Government House on Monday 12 October, the Personnel Employment (PE) Awards acknowledged 23 South Australian employers for their commitment to employing people with disabilities.**

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

Craig Harrison, General Manager of Personnel Employment, said these businesses uphold the values of Personnel Employment, which for more than 20 years has helped South Australian businesses employ people who might not otherwise have entered the workforce.

"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 disabilities," said Craig. "Taking on a person with a disability improves staff morale and increases tenure in the workplace. Work re-design is increasingly an imperative as our population in Australia ages, so employers need to be more open to matching worker capacities and needs to tasks and jobs."

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 Uniting Care Wesley, Prime One Services, Target Warehouse, CMI Toyota, Business SA Apprenticeship Centre and Burnside Hospital.





## Wayne Broughton "LIFE'S SIMPLE"

**The following profile of Wayne Broughton was prepared for the "1000 voices" website created by Griffith University. The aim is to collect and display 1000 life narratives from people with disabilities from around the world, to open eyes and ears to the experiences of people with disabilities and to become part of ongoing research, service, and policy development activity in Australia and beyond.**

Hi, my name is Wayne and I have been with Personnel Employment for the last 9 years.

I'm a father in my mid 20s with two kids and a third one on the way. For years I have suffered from Attention Deficit Disorder (ADD). It has affected my ability to learn and what most people see as simple tasks like reading and writing.

I left school early, as other things were more important to me like working hard and raising a family. I had ambitions of being a baker and found employment with a national baking retail chain as an Assistant Baker. Then they decided to offer me an apprenticeship.

I enjoyed the early morning starts and long hours because I was doing what I loved. My employer was very understanding of my ADD and supported me throughout. It's hard because some days you can't concentrate and focus while other days you just go right on along.

Fatherhood soon came upon me and I was ecstatic. Having a family of my very own was always very important to me. I'm a good dad who's calm and would do anything for his kids.

Unfortunately, after much frustration, I lost my apprenticeship and was devastated. Being out of work was not something I was comfortable with.

Fortunately, in time I found a new job at Flinders Hospital where I have been employed as a kitchen hand for the last 2 years. They are very supportive of me and the fact I have ADD.

I was assisted by many people throughout my working life and that help continues today. Personnel Employment continue to offer guidance, support and advice with regard to my employment and other personal issues I face.

There's not much more to add. Life's great and having a family and a good job mean the world to me. I love playing with my kids and spend time establishing my garden. Having ADD hasn't stopped me from living life to the fullest, it has just made it more interesting. It's really that simple.

# The Adelaide RECYCLERY

The Recyclery is a collaborative project run in Canberra by disability service LEAD (similar to Barkuma), Australian National University Green, Community CPS Credit Union and Australian National University. It aims to provide meaningful employment, training and activities for people with disabilities, whilst producing a sustainable and environmentally friendly form of transport. The Recyclery takes in donations of old bikes and with the aid of a head mechanic, people with disabilities fix the bikes up for resale to the public.

Looking to take the 'LEAD' from The Recyclery, Barkuma's Events Coordinator and avid cyclist Jaclyn Schapel went to Canberra to find out more.

"Armed with notebook, camera and bicycle I made my way to the nation's capital. I was really eager to see how the workshop, mechanic, clients and bikes all worked together.

"The Recyclery is set on the outskirts of the ANU campus. Clients have easy access to the workshop and all seemed to be pretty excited turning up for work.

"A normal day starts with the clients assisting the head mechanic and staff to wheel out the bikes for sale. This gives the area a real welcoming feel and means that passers-by are easily drawn in for a closer look.

"Then came time to begin work on the bikes. We all crowded around one currently being worked on and individuals helped with various tasks. When it came to building up my own bike I had a very enthusiastic volunteer to pump up my tires. This guy was a gun with a track pump!

"I found out that similar to Personnel Employment, the Recyclery is all about matching the skills of the individual to the task that best suits them, and building on these skills to ensure the client is always challenged.

"After a roll around the ANU campus on one of their finest machines, I could really see how this could work back in Adelaide. I realised now that my greatest challenge was ahead of me, that of establishing a Recyclery here in Adelaide. Watch this space for more details."



# GOLF DAY

**We're calling now for attendees, sponsors and in-kind donations for the 7th annual Corporate Charity Golf Day.**

Friday 26th March 2010 will see Barkuma hold its 7th annual Corporate Charity Golf Day at the Tea Tree Gully Golf Club, Fairview Park SA.

This much-anticipated tradition of fun and fundraising will once again benefit Barkuma Training's Personal Leadership Program. This program engages people with intellectual disabilities and learning difficulties, building self esteem, improving relationships and developing leadership skills.

### REGISTER YOUR SUPPORT FOR THE GOLF DAY NOW!

Contact Jaclyn Schapel on [jaclyns@barkuma.com.au](mailto:jaclyns@barkuma.com.au). Please include your contact details and a small note outlining how you would like to play a part. We look forward to receiving your support.



**Nick Taylor has been with Personnel Employment for the last 3 years, and with the support of his Key Worker Lindsay Tucker, currently works in IT at Uniting Care Wesley.**

# Kickstart

Small but memorable events were held recently at both Commercial Services sites to mark the completion of the Kickstart Project.



A 16 month program beginning in April 2008, Kickstart gave employees with disabilities at Barkuma's Elizabeth and Campbelltown sites the opportunity to be involved in health education and physical activity sessions.

Employees learnt about topics including heart health, recreation, diabetes, dental hygiene and smoking. Varied exercise sessions including walking, gym, yoga, wing chun, thera band and yoga dance were offered.

The most profound measure of success was the verbal feedback captured throughout the program. This ranged from participants expressing their interest in upcoming activities to the impact the program was having on their lives.

Some feedback told us participants have been:

- Inspired to get active.
- Taking up activities including bowling, walking, weights, boxing and cycling in their community.
- Wanting to cook healthier meals at home.
- Looking at ways to lose weight safely.
- Acknowledging they need to drink more water.
- Shopping for healthier food items.
- Expressing interest in healthier options in the vending machines.

Barkuma wishes to thank everyone involved for their contribution in making the program a success, including the Department of Health and Ageing for its generous funding.

Nick is 20 years old, and like many other guys his age, has a keen interest in cars and motorsports. He enjoys spending the weekends cruising with his mates or hanging playing Halo (an XBOX game, for the uninitiated) and sometimes, camping.

For almost 2 years Nick has been providing IT support for staff at Uniting Care Wesley and is keen to further his career in the IT industry. As part of his role, Nick travels to different Uniting Care Wesley sites delivering, checking and repairing their IT equipment. He really enjoys this aspect of his role, and even though he was quite shy at first he has well and truly come out of his shell, with many of his colleagues commenting on his cheeky sense of humour.

Whilst some aspects of his role are challenging, on the whole Nick really enjoys his job and is glad that it complements his interests in computers.

*Who aims at excellence will be above mediocrity; who aims at mediocrity will be far short of it.*

**Burmese Saying**

# The Importance of Budgeting

It doesn't grow on trees but definitely makes the world go round. It's something you can't do without but you don't want it to end up ruling your life. What is it you might say? Money!

Managing your money effectively can help you afford opportunities like going a holiday or buying a new appliance for the home. Sticking to a budget might also mean you stay on top of all your bills, for good. Here are some tips to help you manage your finances:

- Decide what you really want or need, whether it's just paying the bills on time or saving up for that new television.
- Start saving as soon as you can. Even a small amount will start the habit and you'll be surprised at how quickly your savings will accumulate.
- Think about banking any extra money you may receive, for example for your birthday from family and friends.
- Set out all your weekly or monthly expenses and then compare that against what you earn. How much is left over? Try to remember everything you spend money on, including entertainment.

For example:

Income	Per Week	Per Month
Pay from Work	\$400	\$1600
<b>Expenses</b>		
Rent/Board	\$50	\$200
Food & Groceries	\$50	\$200
Car running costs	\$80	\$320
Credit Card	\$30	\$120
Entertainment	\$50	\$200
Other	\$50	\$200
<b>Total</b>	<b>\$310</b>	<b>\$1240</b>
<b>What you could save each week/month</b>		
	<b>\$90</b>	<b>\$360</b>

Someone using the budget above could save up to \$360 by the end of the first month. It's great if you can achieve this first off, but set yourself a realistic goal and try to increase the amount you save over time.

Many services across Adelaide offer free financial counselling, such as Lutheran Community Care, Uniting Care Wesley, Adelaide Central Mission along with local Community Centres.

Another option is to book an appointment with your Centrelink office and ask them to help you fill out a Centrepay Deduction form. Centrepay is a free bill paying service for people who receive a Centrelink payment. A select amount can be deducted from your fortnightly payment and paid direct to some of your bills such as Electricity, Rent and Council Rates.

Don't be disheartened by unexpected expenses, like car repairs or new clothes for work. Instead, be proud that you have prepared yourself by saving.

Happy savings!

## Useful Information

### Energy Saving Tips

Here's some great ways you can help save the environment and save yourself some money too.

- Use energy efficient light globes.
- Switch off your appliances when they're not in use.
- Leave your car at home and take the bus, walk or ride.
- Change your old showerhead to a water saving alternative.
- Spend less time in the shower.
- Turn off your computer screen.

### Water Restrictions



Please note that water restrictions still apply in South Australia. To find out exactly how these affect you visit [www.sawater.com.au](http://www.sawater.com.au) or phone 1800 130 952. Watering times remain unchanged for people with a permit who are unable to adhere to restrictions due to age or disability. If you are having difficulty adhering to water restrictions due to age or disability, you should contact SA Water for a permit application.

In the meantime, here are some water saving tips for your home and garden:

- Only turn the dishwasher on when it's full.
- Turn the taps off when you're brushing your teeth.
- Take shorter showers.
- Install a tap timer so you'll never forget to turn off the hose.
- Use mulch to prevent water loss through evaporation and prevent soil erosion.
- Don't water during windy weather.