

Wanslea Weekly

Celebrating over 75 years of service to children and their families



A message from
Tricia Murray *Chief Executive Officer*

You're invited to Wanslea's 2021 Annual General Meeting and presentation of Service Awards

When: Tuesday 26 October 2021 at 6.00pm

Where: Telethon Speech and Hearing Centre
The Auditorium Room
36 Dodd St, Wembley

Refreshments will be provided.

RSVP: By 15 October 2021 to Susanne Pestana-Lewis
spestana-lewis@wanslea.org.au



A message from

Jo Collins *Moorditj Koorlangka Moort* and Kati Francis *Regional Services*

Christmas Gift Collection for Regional and Metropolitan Children

Wanslea's Christmas Gift Collection



Help us bring a smile to a child this Christmas by donating an unwrapped gift for children aged 0 - 18 years supported by Wanslea programs.

Wanslea offices and centres will have decorated donation drop boxes available.

Donations must be received
by 12 November

PLEASE CONTACT

Lorraine Maxwell before
Friday 12 November 2021
for more information or
collection requests:

Ext. 182 or
lm Maxwell@wanslea.org.au



Gift cards
accepted



Monetary gifts can
be made online at
www.wanslea.org.au

Mental Health starts with our children

By Margot Morgan, Parenting Connection Great Southern

As part of this year's Mental Health Week activities we were invited to present in Denmark. Starting the morning off bright and early with an interview on Denmark's new FM radio station certainly got me warmed up for the workshop. The workshop consisted of a small group (including one dad who left before the photo), and we talked all things 'early brain development' and shared a lovely connection in the messages.



Mental Health Programs Review

By Paul Fitzgerald, Operations Manager

The Wanslea Mental Health team was visited last week by Michelle Denton, auditor for the Institute for Healthy Communities Australia (IHCA), to review the programs against the National Standards for Mental Health Services (NSMHS). Michelle spent two days meeting a variety of Wanslea staff and client families in order to establish what she described as "a very impressive performance" against the standards. Michelle provided verbal feedback (with a formal report to be received in the coming weeks) that Wanslea's programs have met all 10 Standards for Mental Health Services including Promotion and Prevention, Consumer and Carer Participation, Safety, Diversity Responsiveness, Leadership and Management, and Governance. These standards were established in 2010 primarily for all tertiary (i.e. all hospital, clinical and residential) mental health services, so Wanslea should again be proud that its early intervention mental health services for children, young people and families have been able to match the expectations. The official endorsement will come soon but in the meantime the team will take on the verbal feedback and plan for continued service improvement. Thanks goes to everyone involved in the audit and its preparation over recent months including the Quality and Executive teams, Clinical Supervisors, the Mental Health team staff and volunteers.



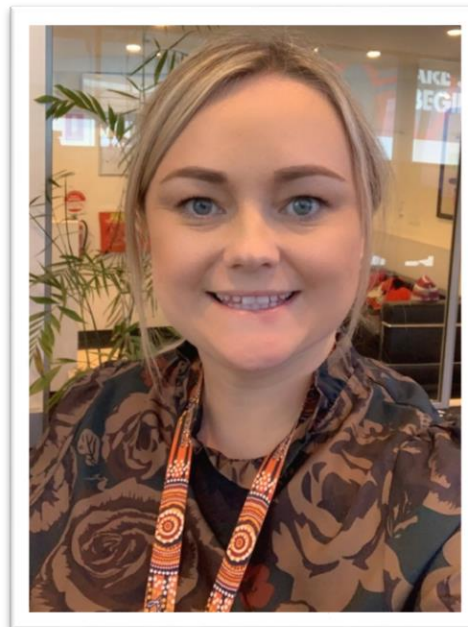
Photo from left to right: Oksana, Beth, Amanda, Tim, Casey, Ruby, Breanna and Alix from the Mental Health team

Mental Health Week and other news

By Paul Fitzgerald, Operations Manager

Congratulations Amanda for being recognised as a Social Worker

Amanda Hannah of the Mental Health team has been recognised this week as a Social Worker by the Australian Association of Social Workers. Amanda has been working within the Mental Health team as a Case Worker since moving across from Foster Care in May this year. Amanda received her Master of Arts in Social Work qualification in Scotland and came to Wanslea in January 2017. Amanda had been awaiting the right timing to gain equivalency to join the AASW. Congratulations to Amanda for this achievement.



Mental Health Week 9 – 16 October

The Mental Health teams have been especially celebrating Mental Health Week with a number of activities to support prevention and promotion. Last week an advertorial in The West Australian Mental Health Week lift-out was published, highlighting the need for early intervention programs. To see an online version of the article, click [here](#).

The Mental Health team also took part in a couple of community events, one on the Mandurah foreshore and the other in Addison Park in Merriwa. Both events went extremely well and brought together children, families and service providers in their respective regions - with a bit of fun thrown in. We also presented the SKIPS program to staff at Grovelands Primary School who were very receptive to the positive mental health messages and knowledge that they had Wanslea as a partner in supporting children and families impacted by mental illness.



Mental Health Week

By Amanda Hannah, Case Worker, Cusp Mental Health Team

Last week the Mental Health team participated in community Mental Health Week events in both Mandurah and Perth to celebrate this year's Mental Health Week theme: Mental Health starts with our children.

The Clarkson office held a morning tea and took time to reflect, with other teams (OHC and WELD), on all of our individual strengths and the importance of promoting space within the workplace to check in with each other, and not only during Mental Health Week.

The Cusp team participated in a family fun day in Merriwa organised by the Wandjoo Place Mental Health Committee. The event was a great opportunity for networking and, more importantly, for service providers to engage with the community and inform them of the services available. Ruby Schulz Todd and I made some stress balls with children at the event using a balloon, water and flour.

We were able to provide information on our services directly to the children whilst engaging in a fun, meaningful activity around promoting positive mental health, and there is something really special about that. It was also a great networking opportunity. It is important to stay informed of the latest programs and services available to children and young people in the area, particularly when the child or young person is moving on from our program. We have a responsibility to ensure our clients remain supported within their community.



Pictured: Cusp Coordinator Elizabeth Elishinnla, and Case Workers Ruby Schulz Todd and Amanda Hannah.

COPMI Team Updates

By Breanna Humphreys, Case Worker Mental Health Team

COPMI Camp

In the first week of the school holidays (Tuesday to Thursday) we had our 12 to 14-year-old camp at Keith Maine, Whiteman Park. It was finally here! After having to postpone the camp since April, all the participants and workers were quite excited for it to begin. The camp was full of fun and therapeutic activities.

Participants teamed up for an Amazing Race. The photos featured are from the photo challenge they did during the Amazing Race. Participants also took part in a trivia night with questions ranging from mental health to pop culture. Here is one of the questions, do you know the answer?: "What is the closest living relative to the T-Rex? Is it a crocodile, chicken, komodo dragon, or an ostrich?"



As a group, participants did a group COPMI painting where they were asked "What does COPMI mean to you?". Participants drew their response and after a moment moved in a clockwise circle and added to the drawing next to them. They continued this until they arrived at their original drawing. By the end, the piece was a collective representation of what COPMI means to them. Participants also had the chance to reflect on themselves as individuals in an activity where they artistically reflected how they present to others, and then on the back how they see themselves on the inside.

When the days warmed up a bit, participants were able to spend time in the pool. Overall, participants expressed to the workers that they had a wonderful time.



Wellness Wednesday

Wellness Wednesday is an event held during Mental Health Week on the Western Foreshore in Mandurah. It brings many health and community service providers and local organisations together. The day is full of music, dancing and fun family activities.

The Peel Mental Health team has participated in this event and been involved in the planning committee for a number of years. Wellness Wednesday 2021 was in the second week of the school holidays, on 6 October. It was all hands-on deck, with workers from the Peel, Armadale and Cloverdale offices helping out.

Our activity of making paper kites was a hit and made all of the preparation worth it. We estimate that we had about 100 children engage with us while making paper kites. We also had a number of past Wanslea and COPMI participants come and say hi.



A message from
Stephanie Jackiewicz *Early Years*

Wanslea Early Childhood Early Intervention (ECEI)

As always, our ECEI program is evolving as we are always reviewing our processes to continually improve our program! We have now created a Centralised Intake team for triaging new enquiries for the program. This newly created team is in the workshopping phase, setting up processes to ensure consistency as well as excellent quality. The idea is that when a family has concerns around their child's development, they can complete our referral form (with help from us if needed) and the Centralised Intake team will contact the caregiver within a few business days to talk about their referral and complete some next steps.

This is all in line with the aim of the NDIS to be more transparent, responsive, respectful, empowering and connected. If you know a parent with concerns about their child's development, you can point them to our website:

<https://www.wanslea.org.au/programs/early-childhood-early-intervention-ecei>

If any Wanslea staff would like more information about ECEI and how our programs can work cohesively to support families of children with developmental concerns or a disability, please email ndis@wanslea.org.au and we will have someone in your region arrange a meeting for you or your team.



St Peter and Emmaus Early Learning and Development Centre

Hello from St Peter and Emmaus. What a great past few weeks we have had at our busy centre. September was a very busy month for us as we celebrated Father's Day and Grandparent's Day. Thanks to all who helped to make the events run smoothly and successfully.

On 13 September, we hosted an afternoon tea for Grandparent's Day. It was great to see the smiles this brought to all our Grandparents' faces as they spent the afternoon with their grandchildren. With each room taking part in a baking experience prior to this event, the children loved sharing a special treat with their grandparents. Our older rooms took part in a cupcake decorating experience alongside their grandparents. What a special afternoon this was.



A message from

Frances Eaton *Acting Manager People and Culture Manager*

Weekly EBA Update



This week the Wanslea employee representatives attended a workshop with Julian Keys, the independent consultant assisting us in the bargaining process.

The workshop's focus was on preparing the representatives for the upcoming bargaining – our first meeting is on Monday 18 October 2021.

It is important you reach out to your representative and discuss any topics you like to see discussed. To simplify the process – there are basically six steps to it:

- Step 1 – Workshop before we start bargaining
- Step 2 – Start bargaining (meetings over the next four weeks)
- Step 3 – Draft the Terms
- Step 4 – Vote on the Agreement
- Step 5 – Lodge the Agreement
- Step 6 – Approval of our Agreement

Wanslea's employee representatives are:

- Laura Halpin, Corporate Services
- Sophie Grobler, Early Years
- Michelle Berryman, Early Years
- Kelly Tenni, Early Years
- Oksana Steele, Moorditj Koorlangka Moort
- Sabina Gichuru, Moorditj Koorlangka Moort
- David Grubb, Regional Services
- Lorretta McNamara, Regional Services

Wanslea's Early Learning and Development employee representatives are:

- Zoe Lim, Early Learning and Development Centres Metropolitan
- Elise Smith, Early Learning and Development Centres Metropolitan
- Shauna McCarthy, Early Learning and Development Centres Metropolitan
- Kristy Roberts, Early Learning and Development Centres Regional
- Karen Allen, Outside School Hours Centres

Frequently Asked Questions (FAQs)

What is Enterprise Bargaining?

Enterprise Bargaining is the negotiation process by which Wanslea and its employees negotiate wages and conditions of employment. Bargaining usually occurs during a series of meetings that are held to negotiate a new enterprise agreement, which is then put to vote by all employees covered by the particular agreement.

Who represents me in enterprise negotiations with Wanslea?

An important part of the enterprise bargaining process is your right to nominate a bargaining representative to participate in the negotiations on your behalf. The list above reflects the outcome of last week's nomination process.

How long will bargaining take?

There is no set time for bargaining to finish, although it is in everyone's interests to reach agreement in a time-frame as efficiently as possible. We do not believe it is in anyone's interest to have a long-term, extended bargaining time frame.

How will I stay up to date?

We will keep you up to date with regular updates in our newsletter to let you know how bargaining is progressing. You can also email your EBA representative or contact Frances, Acting Manager People and Culture on featon@wanslea.org.au

How can I have my say?

You can have your say by providing your EBA representative with feedback. We are interested in what you have to say and will listen to your feedback and take it into account. You can also provide feedback to your manager who can provide advice to the Bargaining team.

Who can vote?

All employees who are covered by the current agreement and will be covered by the agreement can vote for it.

Do I have to vote for a new EA?

Every employee should have a say over their conditions and wages and the way you can do this is to stay informed and vote when the ballot is held. You aren't obliged to vote, but we ask that you consider voting when the time comes to make sure your voice is heard.

When will I have to vote?

Voting for a new enterprise agreement will be managed by an independent ballot. Seven days before voting for an agreement you will be given a copy of the agreement and any other materials to assist in explaining the terms of the agreement and to help you with the voting process. At this stage you will also be told when, where and how the voting will take place.

Where can I find out more about Enterprise Bargaining generally?

The Fair Work Ombudsman provides general information about enterprise agreements and enterprise bargaining, [here](#).

Words for our time

By Frances Eaton, Acting Manager People and Culture Manager

I feel very privileged that in the short time I have been at Wanslea, due to the roll-out of the new code of conduct, I have been able to connect with quite a lot of our Wanslea community. It has also given me an opportunity to listen to your stories and I have got to know you a bit better.

In my presentation, you might have noticed that I am not only passionate about my role and making a difference, but I also love to explore words. A word can unfurl such depths of meaning. This winter, in my family we looked at interesting Danish words like *hygge* (a quality of cosiness and comfortable conviviality that engenders a feeling of contentment or wellbeing) and *fredagsmys* (literally means 'Friday cosiness'; think TGIF (Thank God It's Friday), but fewer cocktails and more blankets and snacks.

Fredagsmys usually means getting cosy on the sofa watching television with some easily prepared food. Although, because of COVID restrictions, we didn't know that we would have so much time to spend indoors with our families. *Fredagsmy* is my favourite word at the moment.



Another interesting word is *pyt* - a Danish word for pressing on through the difficult times. This seems particularly well suited for the past few years. *Pyt* is actually a magical word and used to express that you accept a situation is out of your control, and even though you might be annoyed or frustrated, you decide not to waste unnecessary energy on thinking more about it. You accept it and move on. *Pyt* is also used to comfort other people and diffuse unfortunate situations.

So, let's have a look at a relevant English word like *perspective*. It's not an eclectic or novel word, but it's oh so powerful. Whether in the enviable way that artists bring scenes alive on paper or in understanding a particular point of view, *perspective* gives meaning. From the Latin *perspicere*, which translates "to look through". *Perspective* allows us a glimpse through someone's eyes.

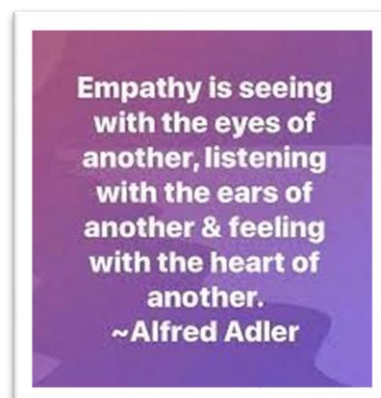
These days when I think of *perspective*, I think of looking but more so, listening. Looking with eyes to see and listening with ears to hear the experience of others. The idiom "don't judge someone until you walk a mile in their shoes" provides a picture of *perspective*, even if we usually can't trade places with another person. I always try to do what I can to gain *perspective*, and one thing I can do is to listen with empathy.

Has someone ever told you “I feel your pain”? Whether offered as a flippant metaphor or sincere outreach of empathy, the phrase may have roots in science. [Neuroscientists discovered](#) specific regions of the brain responsible for connecting with the feelings of others.

If you are a parent, you don't need a neuroscientist to tell you about this remarkable capacity of the human brain - parents simply hurt when their children hurt. But how do we extend this natural empathy of parents toward others outside our families? My children and I like to explore experiences, read books and watch movies together. It's a way for us to travel outside of our own home into another time period, culture and set of footprints. It is perspective shifting, and I love seeing the world through their eyes to gain a new understanding. The latest book we read together, and I can highly recommend, is from Elif Shafak: *The Island of Missing Trees*. It is a rich, magical tale of belonging, identity, love, trauma and renewal.

How do you shift perspective and grow empathy in your family and work? If there's anything that a peek outside our door tells us, it's that our world needs bigger measures of both these words. Looking, listening and doing good as we grow (no matter how old we are), and that's what we're about here at Wanslea.

Let me know your favourite word and why?



Curtin University Allied Health Careers Evening

By Meesha Magan, Human Resources Partner and Sabrina Soffian, Human Resources Officer

As part of our recruitment initiative to attract new talent, on Thursday 7 October we attended the Curtin University Allied Health Careers Evening. This was a great opportunity for us to engage with upcoming graduates and let them know about the opportunities we have at Wanslea.

The evening had a fantastic turnout of final year allied health students with just over 250 registered to attend. These students came from various disciplines including; physiotherapy, occupational therapy and speech pathology. We hope to see some of these graduates come through our recruitment process towards the end of this year.

Overall, the evening was a great experience to network with both students and other organisations to discuss upcoming opportunities within allied health across Western Australia.





Current Positions Vacant

Check out the latest vacant positions at Wanslea

EARLY YEARS

Early Childhood Early Intervention

Early Childhood Practitioners

Armadale / Belmont / Bunbury / Busselton / Murdoch
Midland / Bibra Lake
Full time

Workplace Trainers

Belmont / Wanneroo
Full time

MOORDITJ KOORLANGKA MOORT

Out of Home Care

Social Worker

Great Southern
Fixed term - part time

Family Support Worker

Scarborough / Clarkson
Fixed term - full time

REGIONAL SERVICES

Manager – Great Southern

Great Southern
Full time

WELD

Early Childhood Teacher

Mt Barker
Part time

Early Childhood Educator

Murdoch / Joondanna / Mt Barker
Full time / Casual

Outside School Hours Care

Outside School Hours Care Educators

Fremantle / Karratha

East Fremantle / Beaconsfield
East Hamilton Hill

Part time / Casual

Outside School Hours Care Educator Assistants

Fremantle / East Hamilton Hill
East Fremantle / Beaconsfield

Part time / Casual



For full advertisement details, visit the Wanslea Job Board at wanslea.bigredsky.com

For 'Internal Only' vacancies:

Before submitting an application, please email recruitment@wanslea.org.au to request the job description and employment conditions for the position that interests you.

Your internal application can then be submitted through the Wanslea Job Board wanslea.bigredsky.com via the [Expression of Interest](#) vacancy, shown below.

Closing Date	Job Title	Occupation	Location	Work Type	Division
31/12/2021	Expression of Interest	Community Services and Development Social/Welfare	Perth Metropolitan	Expression of Interest	Wanslea / WELD

Please ensure your application states the position title of the role you are applying for along with your resume and cover letter addressing the selection criteria.

This week we welcome the following staff

Amy Chan – Early Childhood Educator – WELD
Luiz Ricardo – Food Coordinator - WELD

This week we farewell the following staff

Carol Armstrong – Early Childhood Teacher – WELD
Haylee Dean – Outside School Hours Care Educator - WELD