

Breaking down barriers

By Martyn Parkes, Executive Leader Employment

Enrich+ are going to be in the media over the next year promoting the benefits of employing someone with a disability for the employee and the employer. Unfortunately there are some barriers in the workplace that can prevent an organisation employing a person with a disability, these range from perceptions that the person will be less productive, be disruptive, present health and safety issues or cost more the employ. Enrich+ will be telling some positive stories from the employers perspective, as we know from experience that organisations discover that the person is just like anyone else in that they work hard, they are reliable, they develop friendships and add value to the workplace in many ways.

Enrich+ will be collecting a range of stories about successful placements of the people we support into employment and be turning them into articles for local newspapers across the Waikato. We will also be filming stories to highlight all of the positives that can result from someone gaining employment. The video stories will help get the message out there, as we know videos can spread quite quickly and extensively through the Internet, and will have a longer life than an article in the newspaper. The articles and videos will demonstrate that the benefits can be significant for both the employer and the employee, and that co-workers and customers also have positive experiences.

By telling these great stories, Enrich+ hope to change attitudes towards employment for people with a disability, and influence the key decision makers in organisations to change their perceptions as well. We are very excited about the fantastic exposure this project will give to those employers already breaking down the barriers, and supporting people with disabilities to get into employment (including Pak 'n

Save, Manuka Health, Z Filling Station, MTF Vehicle Finance, Farmlands, EnviroWaste and many others) as well as supporting businesses to have a diverse workforce, representative of their local community.



Jason McDowell working at Z.
Photo by Stella Bowman-Hall



Andrea Meddings & Peter Crawford
working at Manuka Health. Photo by
Stella Bowman-Hall

In this issue...

- Page 2 What a way to end 2013
- Page 3 Measuring Enabling Good Lives
- Page 3 Why not give art a go
- Page 4 Outward bound
- Page 4 More photos of art
- Page 5 Hobbiton shows Smaug
- Page 5 Swashbuckling at the Xmas Parade
- Page 6 Graduation speech
- Page 6 New Plymouth Farewell
- Page 7 New Emergency situation principles
- Page 7 Spectrum & IRIS
- Page 8 Classified



What a way to end 2013

By Jenny Smith, Executive Assistant

December is a perfect month for getting together, celebrating success and making resolutions for the new year. Enrich+ staff dedicated a day to reviewing the year with each team sharing great outcomes for the people we educate and support, the team's greatest attribute and a thought for 2014. It was a great way to recognise the achievements throughout the year, and there was plenty of entertainment from singing, quizzes and performances. Ideas were shared on having fun at work and how Enrich+ could market the services on offer in 2014.

The perfect end to the day was the annual dinner at Gails of Tamahere. Staff, Board members and partners enjoyed great food, wine and entertainment from our song birds – Gill, Karen, Landy and Paula. Wendy Becker, CEO, was delighted to be able to present awards to well deserving staff and with an overwhelming amount of nominations from colleagues for the 'Nothing Is Too Much Trouble' award two people received the award this year.

Kerri Hatata, Supported Employment Coordinator was the first recipient of 'Nothing Is Too Much Trouble' and Wendy explained that despite Kerri's weird sense of humor the support she gives to everyone, her passion for the people she supports and her job has made the work place an inspirational place for others. This inspiration comes from Kerri going beyond the bounds of her role.

Teresa Siemonek, highly versatile and creative goes out of her way to ensure aspiring artists that we support take ownership of their work. Teresa was worthy of the 'Nothing Is Too Much Trouble' award.



Wendy Becker & Teresa Siemonek. Photo by Christine Erasmuson

Gill Turner, QX Manager, awarded Tana Muraahi with the 'Health and Safety' Award for being a true advocate for health and safety excellence. Tana has never had any client or staff member injured while he



Tana Muurahi. Photo by Christine Erasmuson

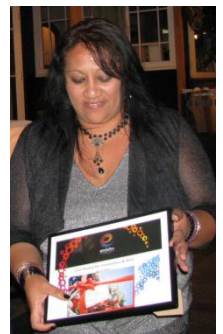
has been in charge. Well done Tana you are a true advocate for health and safety.

With 23 years' service to the organisation, Raewyn Pepperell was nominated by two of her colleagues for the 'Role Model' award this year. During many changes in her team during 2013, Raewyn always has a smile on her face and has been supportive to her team and contractors. She demonstrates, consistently, positive leadership behaviours.



Raewyn Pepperell. Photo by Christine Erasmuson

Wendy Becker was thrilled to award Paula Hona with the CEO Award for Innovation and Best Practice. "Paula has done a fantastic job supporting the Empowerment Team to review the service we deliver at Cambridge and at the Marae this year". Paula supported the Cambridge team through many changes, from saying goodbye to colleagues through to relocating to new premises, as the service in Cambridge is revitalised to welcome younger, fresher people and become more community based. Paula has also spent time looking at the service Enrich+ delivers at the Marae and is excited for 2014 and the organisation being more culturally focused next year.



Paula Hona. Photo by Christine Erasmuson

To the delight of good friends, colleagues and his wife, Arthur Crane was awarded with the 'Employee of the Year' award. Arthur joined Enrich+ in 2006 and with 30 years' experience in education he is not just a literacy tutor. Wendy shared that Arthur fulfils many roles that make him an outstanding employee by being chauffeur, caretaker, painter, baker and MC. Arthur, without doubt, demonstrates tino pai rawa atu (excellence in all that he does) and provides the best possible service to his students and colleagues.



Arthur Crane. Photo by Christine Erasmuson

And so, another year ended.

Measuring “Enabling Good Lives”

By Ruth Taylor, Programme Coordinator

At the end of last year Enrich+ was involved in a pilot review around Enabling Good Lives. Enabling Good Lives is a partnership between government agencies and the disability sector aimed at long term transformation of how disabled people and families are supported to live everyday lives.

Five individuals that we support were interviewed as well as staff around service provision.

Overall staff reported a very positive move towards the enabling good lives principles.

Over 50% of staff are confident that:

- they are contributing to people creating good lives for themselves
- they are attempting to respond to each individual’s aspirations in creative and innovated ways
- thoughtful planning and review processes have increased quality
- individuals, families and supports share ideas and expectations

Enrich+ recognise that there is a way to go before we are fully achieving a good life for all and more work is needed around planning with individuals, providing choices which are not limited to set activities or based on care needs.

Three main areas which need improving were identified by individuals we support as:

1. more roles in the community
2. honesty and openness around funding
3. choice and control over recruitment of staff

Fortunately these are all areas which we are already focusing on with in the Empowerment Services. It will be interesting to undertake the survey again next year to see how much further we have come.

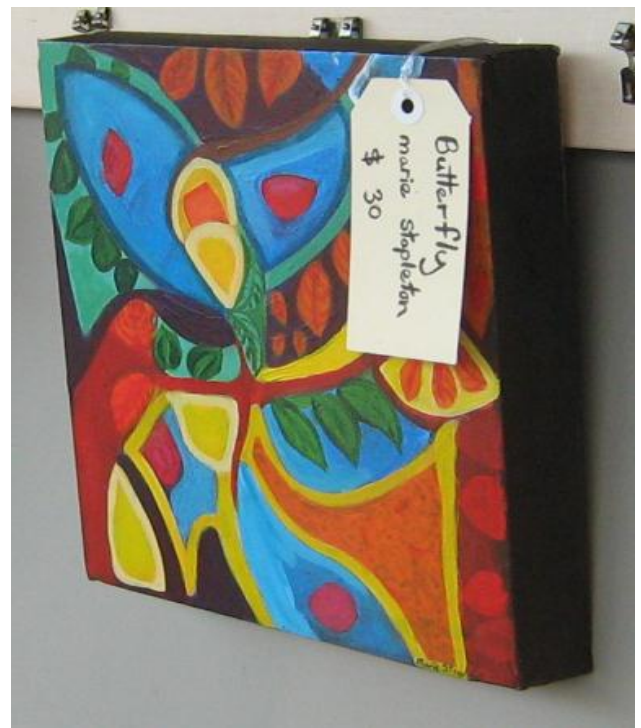
Why not – give art a go exhibition

By Teresa Siemonek, Support Worker

There is a fabulous art exhibition at the Te Awamutu Framing Shop on Market Street. The artists are talented individuals supported by Enrich+.

The colours used are vibrant and the work displayed features a variety of styles and mediums showing off artistry in the form of beautiful paintings, beadwork and creative cards.

The artwork is for sale until the 10 February 2014. Don’t miss out on purchasing your special item!



“Butterfly” by Maria Stapleton. Photo by Teresa Siemonek



Outward Bound

By Stephanie Shores, Executive Leader HR

Sharleen Greenwood, Daniel Warner and Richard Lowe are off to Outward Bound!!!!

Outward Bound representatives have invited Enrich+ to take part in their Community Partnership programme, which enables people over 18 years with an intellectual disability to experience everything an Outward Bound course has to offer. This initiative is largely funded by Outward Bound so that a broader range of people, including those with a disability, can take part in and benefit from an Outward Bound course. This is a wonderful opportunity that means people who want to experience Outward Bound are not excluded due to the cost. While Outward Bound fund the entire course fee, Enrich+ has made a contribution along with the residential providers - so a real team effort.

Our goal at Enrich+, was to pass this opportunity onto the people we support and to facilitate the process from start to end. Information was sent out to all our stakeholders about this initiative and we have had three people come back very keen to take part in the Horizons 8-day course. Sharleen Greenwood, Richard Lowe and Daniel Warner will be heading to Picton to take up the Outward Bound experience. Their Horizons course starts on Sunday 2 February 2014 and ends on Sunday 9 February 2014.

The Horizon course activities are adapted as needed so that people with an intellectual disability get to experience everything an Outward Bound course has to offer. All courses consist of a blend of physical, mental, emotional and social challenges, and are designed to provide opportunities for personal growth, awareness and self-development. Participants develop empathy for others; examine their own beliefs and values and improve their skills as members of a team.

Enrich+ have sponsored a staff member to undertake the Outward Bound Leadership Development course for the past four years and participants have been rewarded with

many personal and professional benefits. So it is very exciting to know that Sharleen, Richard and Daniel are going to be able to benefit from an Outward Bound course as well.

Sharleen, Richard and Daniel will be presenting to Enrich+ staff at the next Innovation and Best Practice Meeting, on Monday 24 Feb, where they'll tell us all about their Outward Bound experience. It's not to be missed!!! If anyone else would like to join Enrich+ staff, please contact us. You are more than welcome.

More photos of the art



Window Display. Photo by Teresa Siemonek



Beadwork. Photo by Teresa Siemonek



'Green Apples' by Julie Tate. Photo by Teresa Siemonek



Hobbiton shows Smaug

By Karen Halse, Employment Coordinator

It is such a pleasure catching up with our Supported Employment candidates Tania and Darryl and the staff at the Hobbiton Movie Set and Tours. Kirsten Madill of Hobbiton is very pleased with the great job Tania and Darryl are doing.

Recently my partner Ivan and I had the privilege of being invited to attend the movie premiere of “The Hobbit Desolation of Smaug” at the Hoyts Cinema in Hamilton, with all the staff from the Hobbiton Movie Set and Tours. Tania was really excited that I was going to join them, as she does not get out of the house a lot, and I was able to finally meet Darryl’s lovely wife Gaylene. My partner Ivan is a big fan of Peter Jackson, and has all the “Lord of the Rings” limited Edition DVD’s collection, and was champing at the bit to see the latest hobbit movie, so it was great that I was able to surprise him.

It was an awesome night as this enabled Tania, Darryl and I, time to meet and talk to some of the staff and get to know a little more about them.

“The Hobbit Desolation of Smaug” is a must see, we thoroughly enjoyed it. It was a good mixture of humour, action, suspense, so if you get time... do go.

Thank you Kirsten, Phil, and staff of Hobbiton it was an awesome night.



Tania and Karen.
Photo taken by Ivan Riggir



Darryl and Gaylene. Photo by Ivan

Swashbuckling at the Xmas Parade

By Keri Hatata, Employment Coordinator

“Look who we spotted at the Xmas Parade last year”. In spectacular swashbuckling gear, Grant (Supported Employment Team Leader) looks fantastic on the Kiwanis float. Kiwanis is a community group that specialise in helping the youth of the community one youth at a time. The float was painted by Grants son. We just love the hair.



Grant Gardiner, Photo by Karen Halse

Notification of Approved Documents

The following documents have been approved and have been uploaded to the Intranet under Policy & Procedures.

- Innovation & Best Practice**
- Health & Safety**
- Hazard Identification, Management & Control**
- Health & Safety Booklet - Staff**
- Health & Safety at Enrich+ (for the people we educate & support)**
- Intellectual Property, Referencing & Plagiarism**
- Audit & Survey Management**

Seniors, please ensure that you put these on the agenda at your staff meetings and go through with your staff to ensure they all understand.

Graduation speech

By Jodie Briggs, Caring for Young Children Programme

This is the story of how I got to be here.

Whenever you ask a child what they want to be when they get older, they'll usually respond with "a policeman, a fireman, or the President!" But



Jodie Briggs, student. Photo by Julie Gowan

not me; my response was "a teacher" right from the start. That was my dream – to be an early childhood teacher.

I first started at Enrich+ last year after leaving school. I was suffering from depression and anxiety. To be completely honest with you, I felt useless and thought that my dream was moving out of my reach, so I gave up on hope and everything and well ... even myself. I thought "What's the point in trying? I am destined to be a failure anyway."

Jean Crane wouldn't let that happen. She saw something that I couldn't see in myself. Bit by bit she broke down the walls. She supported me in so many ways. She became someone I could trust, something that had been so foreign to me. She believed in me, believed I could do it, and made me believe it too.

This course, Jean, and everyone else taught me so much. It brought my dream back within my reach and turned it into a reality. It made me grow confident in myself and my own ability. I became strong enough to face this world – no more hiding in the shadows. It gave me something I never really had; friends and friendships that will last forever.

There is so much I'm grateful for, a single thank you will never be enough. I think I speak for every student when I say, "thank you, thank you for changing our lives."

Farewell to New Plymouth & Paeroa

By Gill Turner, Quality & Excellence Manager

It was with sadness that we say goodbye to Jackie Paenga-Rennie, Bae Parsons at New Plymouth and Shar Pene at Paeroa. Your enthusiasm and positive outlook will be missed. Enrich+ wish you all the best in your next endeavours.



Top: Jackie Paenga-Rennie, Left: Bae Parsons, Below: Shar Pene. Photos by Julie Gowan



New emergency situation principles

By Gill Turner, Quality & Excellence Manager

Recently Enrich+ put their Emergency Plan into practice to make sure that staff were familiar with their roles in the event of an emergency happening at any of our sites.

It went really well but it did raise some questions such as: In any emergency situation, what would people be expected to do in the event of an emergency and how would they know to do it if communication was down.

Some basic principles were developed so that no matter who you are, you would have these basic principles that will help you to make the right decisions.

The Health and Safety team with input from Executive Leaders developed these four principles.

Expectations in an Emergency Situation

- **Principle One:**
Keep yourself and others safe
- **Principle Two:**
Stay put when and where possible
- **Principle Three:**
If your site is unsafe, move to a safe area or the nearest Civil Defence Site
- **Principle Four:**
Tell others where you have gone if possible

These principles are now on the back of all the Emergency Management Flipcharts for easy access.

Spectrum Care wins



The New Zealand Business Excellence Foundation presented a prestigious Gold award to disability support provider **Spectrum Care** at its annual awards ceremony, held on Friday 29 November 2013.

Spectrum Care has become only the fifth organisation to earn Gold since the New Zealand Business Excellence awards commenced.

The award acknowledges Spectrum Care as being 'truly world-class' and places the organisation in a leadership position within the health and disability sector.

Spectrum Care is one of our benchmarking partners and their achievement helps us to expand our knowledge and enables Enrich+ to benefit from their success.



IRIS has been bought by Geneva Health

At present it is business as usual and they will continue to work under the IRIS brand.

HR NOTICES

Welcome – new staff

- Serena Edwards – Mobile Support Worker
- Mahe Winikeri – Support Worker Innovation Park
- Peter Lang – Tutor Retail
- Joe-Anne Walters – Kaitiaki Matauranga
- Paras Mudaliar – Support Worker Club Enrich

Warm welcome to new casuals

- TJ Matiu

Staff farewell

- Jackie Paenga-Rennie
- Mangay Muttu
- Shar Pene
- Ngaire Magner

VACANCIES

2 x Full-time Support Workers – Te Awamutu

1 x Full-time Support Worker – Innovation Park & Club Enrich (shared position)

1 x OT Contractor – now closed; applications being reviewed

Employment Coordinator – now closed; applications being reviewed

HAND LOTIONS, NAIL VARNISH?

In order to help our clients learn new skills, the Te Awamutu service would love any hand lotions or nail varnish that you are no longer using and are just collecting dust at home. Please send/give to Margaret Mohi for use by our clients.

REMINDER WORKSHOPS

The following staff are booked in to do the following workshops this month:

(Morning tea and lunch provided)

POWHIRI & TREATY OF WAITANGI	ENRICH+ WORKSHOP	CRISIS PREVENTION & INTERVENTION
THURSDAY, 27TH FEBRUARY 2014 8.30am to 4pm, Te Awamutu Service Centre - Julie Gowan - Michelle Fokerd - Andrew Jones - Serena Edwards - Mahe Winikeri - Lynette Wong - Peter Lang Casuals - Gladys Lord - Trish Symons - Shaani Nelson - Julie Carter	TUESDAY, 11 MARCH 2014 8.30am to 4pm, Te Awamutu - Michelle Fokerd - Andrew Jones - Aroha Kenny - Tania Lord - Pam Maniapoto - Marlene Rowlinson - Barry Nicholas - Stephanie Shores - Serena Edwards - Mahe Winikeri - Peter Lang Casuals: - Gladys Lord - Trish Symons - Shaani Nelson - Julie Carter - Teresa Wetere	WEDNESDAY, 12 MARCH 2014 8.30am to 4pm, Te Awamutu - Terewai Kemp - Serena Edwards - Mahe Winikeri - Michelle Fokerd Casuals - Gladys Lord - Trish Symons - Shaani Nelson - Julie Carter - Teresa Wetere