

HPA Incorporated - Providing opportunity to Territorians with disability since 1963



Stephanie Ransome

Words from our GMO

Kerry the CEO is currently on a break, I am delighted to have the opportunity to complete the CEO update in his absence

I am sure everyone is enjoying the cooler nights of the wet season and brushing off our boots, donning

trackies and hoodies to keep us warm. The colder weather is not the best conditions for catching Barramundi, as our HPA keen fishermen tell me. Its great for the nighttime "yarns" around the outside fires and firepits, and getting out into this great place we all call home - The Northern Territory.

April and May have been very busy for all the business units at HPA as we rapidly come to the end of yet another financial year.

All staff have been participating in end of year annual reviews. This collective data not only gives staff an opportunity to be able to reflect on the previous year and develop individual goals for the next 12 months, it gives the organisation a snapshot of exactly how we are doing collectively from a human resource perspective. What training and education we need to complete and who are our upcoming leaders, which is key in succession planning. This information feeds into the current Strategic Plan and individual business unit operational plans.

There is so much happening on the ground at HPA with business units of Kokoda Industries, Ausdesigns, PEG centre-based program, Trash and Treasure, Breaking Ground and Darwin Accommodation Services (DAS). The place is "a buzz" as we change and grow. In particular our Breaking Ground crew who deliver garden and home maintenance both commercially and in residential settings, has grown exponentially, we are once again recruiting to build the capacity of the crews. Part of this growth includes becoming a member of COTA NT Tradies scheme. This scheme has a register of quality caring trades who can carry out quotes and services to Seniors in Greater Darwin, Palmerston, and Rural areas. Visit www.cotant.org.au for more information. Watch out for us in the Seniors Card directory and at the Seniors expo on 29th June 2024 at Marrara Stadium.

Flu season is upon us again and the need for everyone to have a flu shot is key to everyone's general wellbeing, HPA encourages all staff, participants and supported employees to have regular flu shots. Visit www.health.gov.au to view the National Immunisation Program Schedule, here you will be able to get lots of information on vaccinations.

The mental health aspect of workplace health and safety is subject to increased focus by regulatory bodies such as Safe Work Australia and the Fair Work Commission. HPA take this very seriously are legally obliged to take all reasonable steps to ensure the health and safety of our staff and employees by eliminating or minimising risks and taking steps to prevent harm to workers.

Positive factors HPA have in contributing to and building workplace mental health and wellbeing:

- Training to enable workers to know how to respond to risks through online training and face to face training
- Personal development opportunities
- Support for people exposed to known risks through regular supervision (individual) and team meetings
- Instant support and debriefing sessions where needed
- Strengths based approach to team and cultural support, which has been shown to increase resilience
- Leadership capability in responding on a personal rather than operational basis
- Access to confidential free counselling (EASA)
- Clear multi-level communication and decision-making channels.

HPA are excited to be holding an open morning on Tuesday 18th June 2024, 10am-12pm, 22 Albatross Street Winnellie. Come and meet all our teams, share some morning tea with us and have a tour of our Kokoda workshop or Ausdesigns in Yarrowonga – we have a courtesy bus available!

Come along to our fundraising movie night at the Deckchair Cinema on the 30th June 7pm to see 'Next Goal Wins.'



All Abilities Expo



HPA was thrilled to be involved in the All Abilities Expo 2024. This event provides us with a fantastic opportunity to connect with the local community to showcase the broad range of products and services we have to offer.

The All abilities expo is an annual event, free to the community, where local businesses and organisations come together to provide information about services available in the area, promoting inclusion, accessibility, equality and diversity. It is an inclusive event enjoyed by all.

We had the pleasure of talking with many people, including past participants, families, friends, potential future participants and other service providers.

The event attracted many students, parents and teachers, all keen to learn more about potential pathways HPA can provide for students.

Many of our very own PEG Day Program Participants dropped by to say hi and guess how many lollies were in the jar (260) - won by Jamie.

Thank you to all who visited our stand and participated in this inspiring event. We look forward to continuing to raise awareness and support individuals with disabilities in reaching their full potential.



DAS Accommodation & Support Services



The past few months have been nothing short of eventful for the Darwin Accommodation Services (DAS) team, as we marked significant milestones and welcomed new members to our wonderful DAS family.

Firstly, we are thrilled to congratulate our dedicated house supervisor, Sanju, and her husband on the arrival of their baby boy, Kiaan. This joyous addition to their family has filled our hearts with happiness and we look forward to seeing little Kiaan grow surrounded by love and warmth.



In addition to this bundle of joy, we also had the pleasure of celebrating a special milestone birthday for our Supported Independent Living (SIL) coordinator Sebastiana, fondly known as Anna, who turned 50 in June. Anna's dedication and passion for supporting our participants have made a lasting impact, and we were delighted to honour her on this significant occasion.



Furthermore, we are excited to introduce three new SIL support workers who have recently joined our DAS program - Graziela, Roshani, and Sandhya. With their wealth of experience and enthusiasm for support work, we are confident that they will thrive in their roles and make valuable contributions to our program.

As we reflect on these celebrations and new beginnings, we are reminded of the importance of creating a supportive and inclusive environment for our participants. The DAS team is committed to providing high-quality care and services that enhance the lives of our participants, and we are grateful for the opportunity to continue making a positive impact.



Meet Tara



Introducing Tara, Supervisor of Breaking Ground Crew with HPA.

With a background in grounds maintenance that spans across various positions in both the Northern Territory and Queensland, Tara brings a wealth of knowledge and expertise to the role.

Tara has been a part of the HPA team for seven months, and in that short time, has made a significant impact on the Breaking Ground Crew. With her leadership skills and dedication, Tara has grown the team to include five talented individuals who are all trained to provide top-quality lawn maintenance and property services. The demand for Breaking Ground services has been rapidly increasing, and Tara has been instrumental in ensuring that the crew meet and exceed clients' expectations.

One of Tara's passions is providing employment opportunities for people with disability, with a strong belief in empowering individuals through mentoring, and so increasing the necessary skills to excel in the grounds maintenance industry.

No two days are the same for Tara and the crew at Breaking Ground. Each day brings new challenges and opportunities to showcase their expertise and passion for grounds maintenance. Whether they are working on a residential lawn or a commercial property, Tara and the crew are dedicated to delivering exceptional service with attention to detail.



Do you need gardening, irrigation or home maintenance services?
Give Tara a call on 8947-0681 or email inspire@hpa.net.au

Let our Breaking Ground crew maintain your garden.

- Lawn mowing
- Edging or whipper snapping
- Pruning
- Weed control
- Mulching
- Fertilising
- Irrigation assessment & installation
- Litter clearing



On a Break



After 4½ years with HPA, Aiden is taking a break for 6 months to explore new opportunities and expand his skill set. Aiden's commitment and hard work have been an invaluable asset to Trash and Treasure, and he will truly be missed during his time away.

To celebrate his contributions and wish him well on his journey, the team organised a special afternoon tea in his honor as a token of appreciation for all that he has done. We will miss you Aiden.

See you in the wet season.



Left to right: Sue, Sandra, Ini, Aiden and Wayne



N.T Tenpin Bowling Champion



In early May, Michelle traveled to Alice Springs, to participate in a highly anticipated bowling tournament.

Michelle displayed remarkable talent and expertise in the different events. In the singles competition, she secured the 3rd position, highlighting her consistency and precision on the lanes.

In the mixed doubles event, Michelle's skills truly shone as they claimed the 1st position.

In the teams event, Michelle once again demonstrated her prowess by clinching the 1st position with her team.

Michelle also competed in the Restricted Women's Masters event 4th May. With unwavering focus and determination, she delivered a standout performance that propelled her to the 1st position.

Michelle's journey in the Alice Springs bowling tournament was nothing short of spectacular, she proved that she is a true champion in every sense of the word. She will also be participating in the National Disability Championships in June.



Yum



What's Cooking



Bon
APPETiT



Daniel baking a cake



DB and Matty cooking
Beef Stew



Delicious Anzac Biscuits
made by Jodie



Siahn making a yummy cake

PEG Outings and Activities

The PEG Day Program offers a wide range of outings and activities designed to create fun and engaging experiences for participants.

Our goal is to provide a welcoming and inclusive environment where people can express themselves, try new things, and create lasting memories.



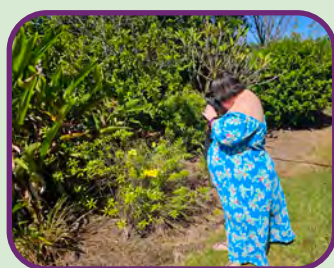
The crew at Kingpin Bowling



Nicole making candles



Howard Springs visit



Kate achieving her
photography goals



Kearnee enjoying a swim at the
Goldfishbowl Swim School



Putt Putt Pro's,
Dominic, Nathan and Igen,



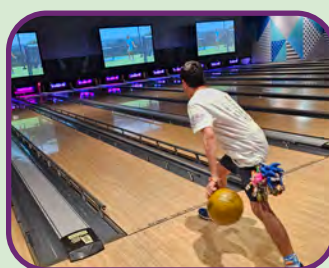
Marvelous Mini Golf Mob



Colouring Anzac Day



Amazing Anzac Day artwork



Kingpin Dimi having a ball



Enjoying the Botanical Gardens





LACTALIS MILK DONATION IS POURING HAPPINESS TO HPA



HPA were delighted to welcome Karen from LACTALIS Milk during her visit to our organisation.

It was a pleasure to share our mission and programs with her, highlighting how we support people with disabilities.

Karen's enthusiasm for our work and her eagerness to learn more about our printmaking efforts truly touched our hearts.



Karen's visit, along with LACTALIS generous donations of 12 L Milk per week, embodies the spirit of community and generosity. These acts of kindness underscore the powerful impact that partnerships can have on our mission.

Jocelyn:

It was nice meeting Karen from LACTALIS fresh Australian milk on our open day.

I did take Karen around the screen-printing room.

She was very inspired of what we can do in our workplace.

On behalf of HPA

We would like say a big Thank you



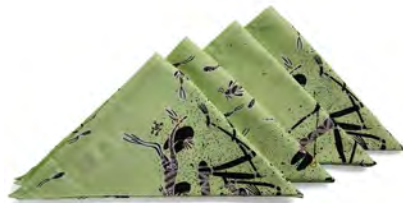


Sue and Tanya attended the Meet Darwin event on Friday 31st May at the Darwin Convention Centre.

There were many delegates from interstate who were interested in what HPA has to offer in regards to conference products.

We also reconnected with a few local businesses that stocked our products pre Covid.

It was a very successful morning and all the interstate delegates loved the HPA Lanyards.





Word SEARCH

Penguin Puzzle

The words appear UP, DOWN,
BACKWARDS, and DIAGONALLY.
Find and circle each word



BEAK
BIRD
BLACK
BLUBBER
BRAY
BUOYANT
CHICK
COLD
COLONY
EGG
FEATHERS
FEET
FLIPPERS
HUDDLE
ICE
JUMP
MOLT
OCEAN
SNOW
SWIM
TAIL
WADDLE
WATER
WHITE
WIND

W	H	I	T	E	I	Z	P	F	Z	C
T	N	C	H	I	C	K	L	R	S	D
K	Y	A	R	B	E	I	E	R	M	L
C	V	R	D	H	P	B	E	D	I	B
A	F	R	S	P	B	H	N	A	W	U
L	I	N	E	U	T	A	T	A	S	O
B	O	R	L	A	E	E	D	I	E	Y
W	S	B	E	C	F	D	G	L	Y	A
I	J	F	O	T	L	K	D	G	N	N
N	S	B	E	E	A	D	U	J	O	T
D	M	E	F	E	U	W	U	B	L	C
C	F	J	B	H	N	H	T	L	O	M
I	D	L	O	C	P	M	U	J	C	H

FUN FACT



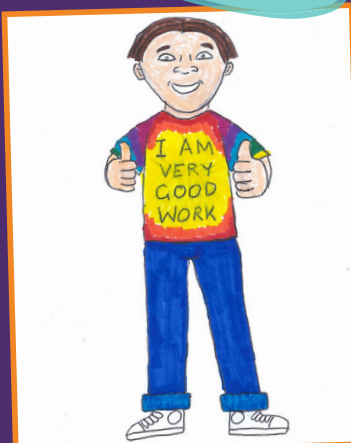
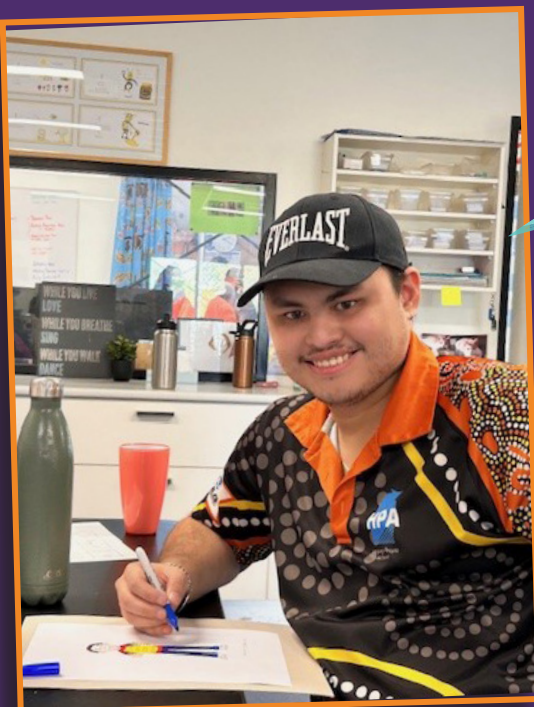
Terrific Hieroglyphics

Ancient Egyptians were one of the first Civilization to write, but they didn't use words like we do.

They used series of symbols and pictures called hieroglyphs.

If you thought learning the alphabet was hard, then spare a thought for Egyptian children there were over 700 hieroglyphs to Remember.

MC GEE
JOSEPH



What does a chicken use to blow her nose?

A hen-kerchief!



SIGN LANGUAGE



hungry

FUN PAGES

COLOURING COMPETITION



Winning Entry

Coral-Lee was the winner of the April Newsletter colouring competition. Great job, the depth and emotion captured in the eyes is amazing.



HPA recently celebrated the birthdays of Lorenzo, Dion, Jody and Anna.

The older you get,
the better you get,
unless you are a
banana.

- Betty White

