

June 2022

Pride Month

NEWS & FEATURES

Message from the CEO
and Chair

PAGE 2

Client & Operational
Services

PAGE 3 - 7

Latest Adventures

PAGE 8-11

Recipe

PAGE 12

Staff Feature

PAGE 13



Message from the CEO and Chair

Greetings all,
Happy EOFY !

Since our last edition, as well as a change in Government we have had a change to our Board, our Chair, Louise Georgeson, had to step down unexpectedly. I would like to thank Louise for her expertise and support given to SASI, our Board and Exec over the past few years, we wish her all the best for the future. I would like to thank Angelia Dixon, our Deputy Chair for stepping into the Interim Chair role.

'For those who don't know me I'm Angelia Dixon and have been on the SASI board for more than 6 years, most recently as Deputy Chair. I have previously chaired the Parents and Carers committee and the Quality and Risk committee. I live in Mount Martha and have worked in the health industry for most of my life, the last 20 in Executive positions. I value my time with SASI, it's incredibly rewarding to assist SASI to support clients live their lives.'

June appears to have been the start of winter with chilly, wet days. Our teams continue to be very stringent using PPE and ensuring all other aspects of infection control, with winter upon us and Influenza and Covid-19 in the community. We are keenly aware of the issues affecting our workforce, so we work hard to support our staff to enable our clients and families to receive quality services.

SASI is continuing on its Covid recovery plan for 2022. Our first 'Come and Try Day' in May at the Seaford Hub was very successful, resulting in many expressions of interest from families. A further morning will be held in late July, and a similar event to showcase our Gippsland Hub will be held in August. We will develop and deliver flexible services which respond to client needs and funding. We will also expand our relationships and partnerships with other "like minded" organisations which can support us to meet our clients' needs for the future.

Stay safe everyone

Happy reading

Cheers,

Kath (CEO) & Angelia (Interim Chair)



Right: Angelia Dixon

Client & Operational Services

Hello everyone,

Hope that you are all keeping well 😊

Research participation: Attitudes of Australian autistic communities towards early intervention therapies.

The University of Melbourne is recruiting participants for research into autistic people's attitudes towards early intervention therapies and participation is open to autistic people of all ages, who must have experience with an early intervention therapy or program.

The research will be conducted in two stages. Participants will first fill out a 15-minute online survey that asks how they feel about the types of intervention therapies. Once the survey has been completed, the same participants will be invited to undergo a 45-minute interview with researchers. The additional interview is completely optional.

The experiences shared are hoped to allow young autistic people's beliefs and concerns to be considered by teachers, speech pathologists and other allied health practitioners in the future when planning therapy and interventions for autistic students.

As this research is not conducted by SASI, if you have any thoughts or questions about it, please contact one of the University of Melbourne's researchers on this project:

Dr Matthew Harrison (Responsible Researcher):

matthew.harrison@unimelb.edu.au

Ms Stephanie Weir: weir.s@unimelb.edu.au

Ms Jessica Rowlings: jessica.rowlings@unimelb.edu.au

Participate [HERE](#)





Let's Talk About...

In this edition, we unpack **Psychosocial Recovery Coaching vs Support Coordination**.

How Psychosocial Recovery Coaching Differs from Support Coordination

It's now almost 2 years since the introduction of Psychosocial Recovery Coaching (Recovery Coaching) under the NDIS. With around 10% of participants accessing the NDIS due to psychosocial disability, there's a big group to scale up for and support.

Support Coordination and Recovery Coaching are funded under the same Capacity Building budget in NDIS participant plans and sit together under the same NDIS Commission registration group. There's also some clear crossover in what they can offer participants, so it makes sense that people are wondering about the similarities and differences between them.

While it's an understandable comparison and question, the truth is that they are quite different supports.

Differences on the ground

Despite the similarities between Support Coordination and Recovery Coaching – in their budget category, registration group, and some of the tasks on the “may include” list – they are different supports. We think the pull to compare them to each other will start to fade over time as Recovery Coaching firms up its own identity.

For Support Coordination providers who have developed effective models for supporting participants with psychosocial disability, we can see why the introduction of Recovery Coaching would be a bit jarring. They are now faced with doing the same thing for less.

On top of that, they need to think through how to introduce, formalise, improve, or continue their recovery-orientated models of practice and whether current support structures will succeed for a workforce with a lived experience of mental illness.

While doing all of this, Support Coordination providers have to consider new flexibility and functions that are usually not part of their duties. Some of these differences on the ground are as follows:

- **A workforce with lived experience** – While lived experience is already an important concept in Support Coordination, there is a rich history of peer work and the centrality of lived experience and recovery to good policy, programs, organisations, and service provision. It's more than simply employing people with lived experience – it's building operating rhythms, support structures, policies, workforce models, and all other things related to organisational design, with lived experience as a central focus. Recovery Coaching organisations or programs who employ 50%, 60%, 70%, and more of Recovery Coaches who identify as having lived experience are getting it right. These kinds of organisations and programs are designed differently at their core, building it into their DNA.



- **Clear recovery orientation** – There's a rich and important history of recovery-oriented services around the world that matters for people living with psychosocial disability. Recovery Coaching needs to be delivered from a position that is firmly grounded in recovery orientation. A bit like lived experience above, it's a central organisation design element and needs to permeate everything.
- **Very relationship focused** – Support Coordinators deliver relationship-based work where rapport is important to doing a good job, because trust and connection are key to good outcomes. Recovery Coaching turns up the dial a bit on the importance of this, because you can't really do anything valuable without a strong recovery-oriented relationship – one grounded in safety (through non-judgement) and reinforced through being consistent, predictable, and reliable.
- **More detailed recovery action planning** – Recovery Coaches need to explore some specific client-led goals. Sometimes these are short term, very personal, and almost always more specific than broader NDIS plan goals.
- **Some direct service provision** – A Recovery Coach also needs to be able to jump in and bridge any gaps in direct service delivery, most often while a plan is being established and services are being engaged.
- **Expanded operating hours** – Organisations and programs need to consider whether and how they will provide weekend and afterhours support. If they do, they need to determine what oversight and on-call assistance is required.
- **Supporting people to navigate crises** – While not delivering a "crisis service", Recovery Coaches have a role in supporting people to plan for the episodic nature of mental illness, including potential tough times ahead that require a crisis response. Running scenarios with people respectfully and drawing out how they want to be supported and what resources they will need during these times can really go a long way.

Support Coordination is an essential service for participants and will continue to be a strong and foundational part of an effective NDIS. This includes people with psychosocial disability – though probably less so now than before.

Effective Recovery Coaching draws on a lot of what Support Coordination has taught us over the past several years about what leads to good outcomes for NDIS participants. Recovery coaching itself is a beautiful combination of the rich history of recovery-oriented services with this more recent history of how to navigate and maximise the positive outcomes in the NDIS.

SASI is a provider of psychosocial recovery services, and you may be eligible for a psychosocial recovery coach if you have a psychosocial disability. Your local area coordinator (LAC) or NDIA planner will be able to provide you with options on which providers may suit you best, however the choice always remains with you / your loved one.

We work with you to create a clear plan of action to help you achieve your goals. Then provide knowledge, encouragement and support for you to make positive changes in your life.

- Implement a recovery plan to help you become more independent
- Help you get the most from your NDIS Plan
- Assist with coordination of NDIS supports
- Provide coaching to increase skills and capacity such as motivation, strengths, resilience and decision-making
- Connect you with mainstream supports.



6

Inclusion in the workplace

This year's pride theme is "inclusion in the workplace". Did you know that 60% of people with autism un/under-employed. 46% of those will be fired. 80% of those will face work bullying.

Autistic pride benefits everyone. Allistic (non-autistic) people also have much to learn.

Here are some practices to build respect at work from Lisa D'Annolfo Levey:

Listen

- Hear out your employees and co-workers. Empathetically build off of others' contributions. "The biggest communication problem is we do not listen to understand. We listen to reply" – Stephen Covey.

Show curiosity

- Get to know your co-workers—this can be done by simply asking about family, friends, weekend or after-work plans, etc. Exhibiting even small acts of interest shows that you value your co-workers' lives outside of work.

Respect people's time

- Be on time, intellectually and physically (or virtually), to all interactions with employees. Values others' time as if it were your own.

Praise employee contributions

- Take note of the positive impact people bring to work. By learning to celebrate all sizes of achievements, people will feel respected and motivated to keep on winning.



Latest Adventures

Our chicks have names!



The winners are:

Henny Wong



Cluck Norris

Left: Troy enjoying some one on one time with Henny

Happy Birthday!



Left:
Belinda continues the Birthday Celebrations with some shopping and a lovely cake!



What's On

Todd's Birthday

We all know how much Todd loves balloons and on his special day he went all out



Belinda's Birthday

Belinda has celebrated her Birthday surrounded by all her friends SAS!

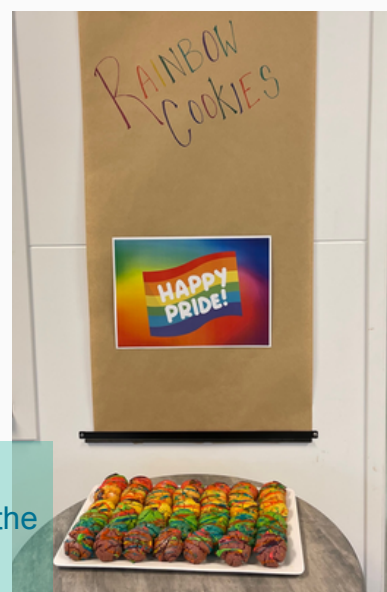


Latest Adventures



Left: Staff Brent and Sarah standing

L-R: Sue-Anne, Aisha, Adam and staff member Liz



SASI celebrated Pride Month for our monthly Dress Up for a cause day. Here are some of the snaps of this colorful day. Amazing rainbow cookies were baked and some educational conversation sparked regarding all the different genders and pronouns!



This Gippsland duo didn't want to show their faces but were happily celebrating all the colors of the rainbow



Aspendale House

Todd had a lovely visit with his mum and was delighted to find out that his sister and nephews were also there! He followed all the procedures doing a rapid test and wearing his protective gear.



Right: Todd, his nephew, mum and sister.



Above: Todd in his PPE gear ready to see his mum

Cheltenham House

Road Trip



Matty has been lucky enough to enjoy some sun shine for his road trip with his family.



Above and Right: Matty sightseeing
Far right: Matty and his dad



Springvale House



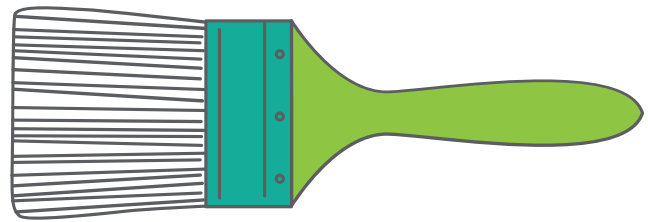
Above: Misha
Right: Jarrod

Doongalla
Forest
Reserve



ACTIVE CHOICES

Newborough Hub



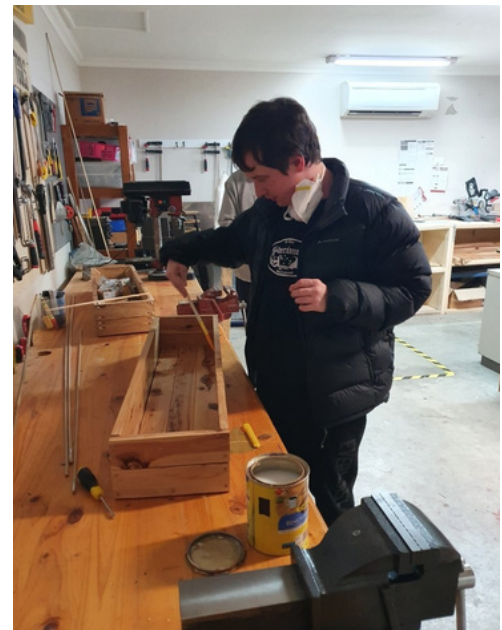
Brad, Ajay and Brendan have been busy creating planter boxes from scratch. In the past few months they have cut, built and now is time to varnish them for a final touch.



Above: Brad



Above: Ajay



Above: Brendan

Congee

by Chef Andy and Todd



INGREDIENTS

5 Cups of Vegetable Stock
1kg of Raw Chicken Thigh
52 Cups of Sushi Rice
1 knob of Ginger

Optional Condiments:

Coriander
Sesame Oil
Soy Sauce
Lemon Grass
Chilli
Salt and Pepper

DIRECTIONS

Place Chicken Stock, Rice and Chicken Thigh in a pot
Put to pot on stove on low simmer
Peel and chop ginger and add to pot
Cook the rice until the rice has broken down
Remove Chicken Thigh and shred, adding it back to the congee
Spoon Congee into a bowl and serve with any of the suggested condiments

Andrew Support Worker

What does your role at SASI involve?

My role is support worker in Supported Independent Living . I work with a great team caring, supporting and educating a person with complex needs within the community

If given a chance, who would you like to be for a day?

Prime Minister of Australia however I would need more days so I could change my world!

What TV Show/Movie is you guilty pleasure (yes, time to admit you love it)?

Deadwood:-HBO western TV series or Vikings another great TV series



Three words that best describe you?

Pedantic hard worker (asking the wrong person?)

What is the one thing you cannot resist?

Good meal with a glass or two of a good red wine.



What do you do when you are not working?

Just the usual stuff: -gardening, going to the gym (to out run old age, losing that battle), walks in the bush, yoga and catching up with family & friends

Why do you enjoy working at SASI?

I work with a great team and enjoy the field I work in as your shifts can be so unpredictable and at times challenging.

Contact Details

P: 13 Sir Laurence Dr, Seaford, VIC 3198

T: 1300 577 305

E: enquiries@sasi.org.au

W: www.sasi.org.au

Want to share your ideas?
Email us on
enquiries@sasi.org.au



**Supporting children, teenagers, adults with
autism and other complex disabilities**

