



April 2022 Volume 103

# BIZZYBODIES



Tina Fielding was the winner of the WA Screen Culture Awards for Outstanding Achievement In Writing.



*Tina*

When Tina isn't busy working at Bunnings Rockingham, she is making herself known as a Screenwriter, Actor and as an advocate for people with a disability in the Arts. Tina has been writing screenplays and dreaming about making films for 15 years and in 2008, hand-delivered one of her screenplays to Universal Studios. In 2018, Tina began writing a short screenplay called Sparkles and teamed up with Director Jacqueline Pelczar as a mentor who helped her secure Screenwest funding to bring her story to the big screen.

Links to a film review and Tina's Facebook page:

<https://www.thecurb.com.au/sparkles-review-an-adorable-film-full-of-insight-and-camaraderie/>

<https://www.facebook.com/tinafieldingofficial>



*Scene from Sparkles - Karaoke*

Sparkles premiered at Flickerfest Film Festival in 2021 and was selected to tour nationally in its Short Film Festival. Since then, it has been nominated in the following Film Festivals:

SLAMDANCE International Film Festival 2022

OSKA Bright Film Festival 2022

Finalist Screen Producer's Australia Short Film Production of the Year 2022

Revelation Perth International Film Festival 2021

Cannes Short Film Corner 2021

Special Jury Prize Pride Queer Film Festival 2021

Adelaide Film Festival Youth 2021

Cinefest Oz Film Festival 2021

Francigena Film Festival 2021

Super Fest International Disability Festival 2021

WA Screen Culture Awards 2021: Winner Outstanding Achievement In Writing; Nomination for Outstanding Achievement In Editing; Nomination for Outstanding Achievement in Directing; Nomination for Outstanding Achievement in Sound.

## Melanie's stories – break down stereotypes and disability myths



Melanie and Upton

Melanie works two days a week as a Video and Media Assistant for the Department of Fire and Emergency Services (DFES). Melanie commenced her job with DFES in 2004 through another Disability Employment Service and transferred to BIZLINK in 2018. She does video editing and captioning and learnt all her skills on the job with no prior work experience.

Melanie is a huge inspiration for many people including her BIZLINK Support Coordinator, Jenny. Melanie has determination to persevere, despite her disability and obstacles (like COVID) and, ultimately, proves people wrong and breaks down false assumptions and disability stereotypes.

Melanie's videos show her doing some everyday tasks. She said "it might be slow and frustrating to watch", but she can do these things when nobody is around to ask for help. It demonstrates innovation to achieve and be independent. The videos are on the PDA YouTube channel [Physical Disability Australia - YouTube](#)

[PDA WA Associate Director, Melanie Hawkes, shares her "I can do it" series. – Physical Disability Australia](#)

[My Assistive Technology – Physical Disability Australia \(pda.org.au\)](#)

[Platform Stories](#)

## Annual Client Survey (DES)

Clients of our Disability Employment Service were invited to give feedback. BIZLINK sent an email to complete the survey or had access to the link via Facebook and QR Codes in the office.

The Annual Client Survey looks at whether BIZLINK meets the expectations of our clients and the National Standards for Disability Services.



The results show that that majority of clients who responded to the survey have a positive view on their experience with BIZLINK:

85% (2020 87%) were satisfied with their **Job Plan** overall i.e. up-to-date, reviewed when needed, individualized

72% (2020 84%) are satisfied with the assistance of their **Job Search Coordinator**

87% (2020 79%) are satisfied with the assistance of their **Support Coordinator**

97% (2020 93%) felt service would not be affected or **would improve if a complaint** was made

79% (2020 90%) would **recommend** BIZLINK (that's a score of 7 to 10)

85% (2020 92%) are **satisfied overall** with BIZLINK

Survey results provide encouragement for what we are doing well and suggest areas to improve where clients have raised concerns. Some of the comments:

*"SC is amazing! I love every visit I have with her. Her ongoing support is above and beyond".*

*"SC has been fantastic in helping me find a new job which suits me. She has been an amazing source of support and encouragement to me and "understood me""*

*“SC maintains a professional standard of always being available to talk to me, remains confidential with my details, provides excellent suggestions, support on any work issues.”*

*“It’s great support to be able to chat about work issues with someone not part of work. It gives you a different perspective.”*

*“They are professional and caring.”*

*“How caring and understanding they are, you can also tell that they genuinely want the best for you”.*

The full report will be available on our website in the News and Info section.

[News & Info - BIZLINK Quality Employment](#)

## SAI Global Quality Assessment

Each year an external auditor assesses if BIZLINK is meeting the National Standards for Disability Services. The Department of Social Services requires all Disability Employment Services to have Disability Support Certification.

### Audit Participation

The auditor will randomly select BIZLINK clients to assist in the assessment of our performance. Participation is voluntary, however, we appreciate your time if you can assist. If you are selected to give feedback, a BIZLINK employee will contact you to discuss times and the location for you to meet with the auditor to give your feedback.

This year our **Joondalup, Cockburn, East Perth and Melville sites** are part of the audit. Only clients linked to these sites will be asked to participate. The audit is scheduled for **9 June to 21 June 2022**.



## Your Privacy Is Important

The Policy on Privacy gives rules on how we collect, use or share your information, it includes:

- How we collect and handle your personal information
- Who we share your information with
- How you can access and correct your information
- How you can complain about a breach

It is on our website in either the Policy Manual or the Policy Summary Manual.

[Standards & Policies - BIZLINK Quality Employment](#)

## Quality Management / National Standards for Disability Services



BIZLINK Disability Employment Services (DES) come under the Disability Services Act. BIZLINK must provide services that meet the National Standards for Disability Services. BIZLINK is committed to achieving quality outcomes for people that use our service. SAI Global audits BIZLINK annually.



The National Standards for Disability Services (National Standards or NSDS) focus on rights and outcomes. Individual’s shape and direct service and supports to suit their strengths, needs and goals with the support of families, friends, carers and advocates.

The Standards are in the BIZLINK Policy Summary Manual on our website [Standards & Policies - BIZLINK Quality Employment](#)

or here [National Standards for Disability Services | Department of Social Services, Australian Government \(dss.gov.au\)](#)

## Integrated Football

Ocean Ridge Amateur Football Club has INTEGRATED TEAM TRAINING! ⚽

Why not give footy a go? Everyone is Welcome!

Every Thursday Night

5:00pm-6:00pm at Heathridge Park

Contact Danni on 0408 093 301 or email [danniwarner15@gmail.com](mailto:danniwarner15@gmail.com)



Don't live near Heathridge? Go to [Perth Football League - Integrated Football | Facebook](#) or [Integrated Football | Perth Football League](#) to find a team near you.

This article was from Jason who wanted people to be aware of Ocean Ridge Eagles (Heathridge Park) and Integrated Footy for people with disabilities at all skill levels (aged 16 and over).

Jason started playing aged 22 and has played for the last 17 seasons. This year Jason will make his 150th game, he has made lots of friends and says he enjoys learning leadership skills and travelling.

BIZLINK assisted Jason to secure a Chef Apprenticeship at Joondalup Health Campus back in 2006, he had to transfer to another provider in 2013 but has joined us again in December 2021, we look forward to getting him back to work soon.

## Working with Valued Employers



*Sarah (Support Coordinator Midland), Lee (Admin Officer), Hayley (Manager of Jobs and Skills Centre), Jordan (Admin Officer), Julie (Support Coordinator Midland)*

South Metropolitan TAFE have employed Lee and Jordan as Administrative Officers in the Job Skills Centre at Thornlie campus.

BIZLINK have worked in partnership with South Metropolitan TAFE since 2017 and have successfully placed 13 clients into positions at numerous campuses.

South Metropolitan TAFE has several campuses located south and east of the river in the Perth metropolitan area, stretching to Mandurah in Perth's regional south.

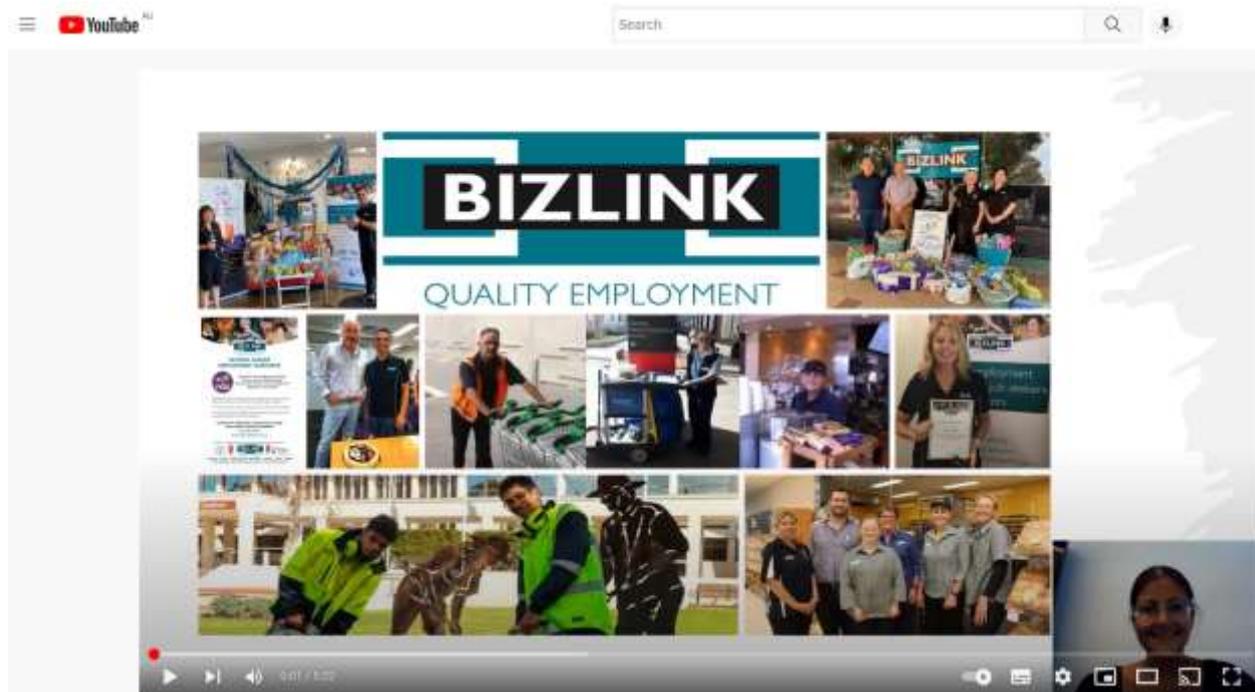
The original job description for Lee and Jordan was for a fulltime Administration Officer and after discussion with BIZLINK, Manager of Jobs and Skills Centre, Hayley Cassidy and Karen Ferraz, Senior Human Resource Consultant, agreed to employ two people under a shared agreement.

This flexibility and responsiveness to individual needs allowed both Lee and Jordan to achieve their career goals in securing their new positions.

Well done to both and thankyou South Metropolitan TAFE for your continued support of people with a disability enabling personal growth and achieving individual career goals.

Find out more about SMTAFE here: [Study with us | South Metropolitan Tafe \(southmetrotafe.wa.edu.au\)](#)

## School Leaver Video



BIZLINK Project Officer, Veena Singh, created a short (5-minute) video in conjunction with Butler College to virtually take students, parents and teachers through the different supports that BIZLINK can provide. It explains the difference between Disability Employment Services (DES) and NDIS Employment Supports.

See <https://youtu.be/86A0zwHDiZQ>

## National Reconciliation Week

National Reconciliation Week (NRW) is a time for all Australians to learn about our shared histories, cultures, and achievements, and to explore how each of us can contribute to achieving reconciliation in Australia. The dates for NRW are the same each year; 27 May to 3 June.

The National Reconciliation Week 2022 theme, “Be Brave. Make Change.” is a challenge to all Australians— individuals, families, communities, organisations and government—to Be Brave and tackle the unfinished business of reconciliation so we can Make Change for the benefit of all Australians.

[Home - National Reconciliation Week 2022](#)



Poster by contemporary Torres Strait Islander illustrator, Tori-Jay Mordey shows some of the different faces of Australians working for a just and equal society

## Motium Innovative and Inclusive



*Agnes (Production Planner), Scott, Durand, Sarah (Support Coordinator Midland), Joshua, Nick (Logistics and Warehouse Manager), Luke (Job Search Coordinator Midland)*

Motium, produce robust, reliable rugged technology, for over 20 years they have been designing and manufacturing in-vehicle computing products, including fixed mounted tablets, LCD monitors and fanless industrial PCs that withstand the harshest of work environments and toughest industries. Following an initial contact by Support Coordinator Troy, BIZLINK has built a successful recruitment partnership.

Located in Bentley, Motium has undergone rapid growth over the past year and is still growing. Motium is passionate about fostering a diverse workplace, as they believe this leads to better outcomes for their organisation. Motium welcomed BIZLINK to support their inclusive recruitment approach.

Job Search Coordinator, Luke, introduced job-matched clients Josh and Scott to assist in the production and assembly areas. Josh was employed at McDonalds after high school for three years supported by BIZLINK. He had shown great personal and professional growth as well as a keen interest and aptitude working with computers.

Scott had previous experience working in a fast-paced environment with customer service. With these skills Scott settled into his role quickly and was recently recognised with a Staff Appreciation Award.

BIZLINK complemented Motium's supportive induction and training processes which enabled Scott and Josh to quickly develop the required skills. Production Planner Agnes provided encouragement and guidance which fostered confidence to do multiple tasks within the assembly process.

Tasks include packaging the finished product for shipping, as well as being part of computer assembly, which requires rigorous quality practices.

With the success of Scott and Josh, Luke introduced Durand, for a warehouse role. Durand came to BIZLINK with 20 years' experience as a record keeper in a government department. He quickly found his place with Logistics and Warehouse Manager Nick, where Durand is responsible for 'Kitting' the components necessary for productions to assemble the computers.

Luke arranged a work trial for Kacper who is now employed, working with Durand and Nick in the warehouse. Kacper has an engineering background and used his analytical skills with great success during his work trial. Kacper promptly completed his tasks and found a solution to minimise storage space, freeing up additional room in the Warehouse.

Support Coordinator, Sarah, has worked closely with our clients and the Motium team. The employment retention has been high due to job matching, an inclusive employer and BIZLINK Coordinator's collaboration and support. Acknowledged by Motium with permanent contracts being offered.

Josh, Scott, Durand, Kacper and the BIZLINK Team thank Motium for providing this wonderful, fulfilling quality employment opportunity, which has created a positive impact in our lives.

We acknowledge Motium, especially Scott, Operations Manager; Agnes, Production Planner and Nick, Logistics and Warehouse Manager for leading a diverse and inclusive team. This fantastic partnership truly demonstrates the benefits of being an equal opportunity employer.



[Rugged Computing Solutions | Industrial Panel PCs & Tablets - Motium](#)

## Decade Club

BIZLINK is very proud of the stability and tenure of our team. We welcome Charlie, David and Yvonne into the Decade Club – Ten Years Service.



*Charlie*

Charlie joined BIZLINK as a Job Search Coordinator in February 2012. He was inducted into the “100 Club” in 2015 having assisted more than 150 clients into quality employment. In 2015 he was recognised with the Tara Doyle Award for his significant contribution to BIZLINK and the clients he has worked with. Charlie was appointed Site Manager Midland in 2018.



*David*

David is a qualified chef and worked in the catering industry for 22 years. As an executive head chef, he trained apprentices from a range of cultures and many with different barriers. He joined BIZLINK in March 2012, as a Support

Coordinator, following his experience at a local health campus where he worked directly with BIZLINK support staff and mentored and trained a client, to qualify as a chef.



*Yvonne*

Yvonne joined BIZLINK in February 2012 as a Finance Assistant and in November 2019 her role changed to HR & Finance Officer. She has experience in clerical, administration, accounting, payroll and human

resources roles and a Diploma in Payroll Management.

## Disability Employment Australia (DEA) Commemorative Medal

This year we have nominated 16 employees for the Disability Employment Australia (DEA) Commemorative Medal. These awards recognise and acknowledge the many DES staff who make a difference in the program and in the sector. DEA will honour these individuals with a commemorative medal of service acknowledging service of 10, 15 and 20 years, and a special commemorative medal for lifetime achievement of 25+ years working in DES.

The award was introduced in 2019, and due to COVID, 2020 and 2021 ceremonies were cancelled. The 2019 the ceremony was in Perth and BIZLINK had four employees awarded the lifetime achievement award of 25+ years working in Disability Employment Services. Trevor Paterson, Tara Doyle, Luis Galaz, Troy Sabetta.



*Luis, Tara, Troy*

Award recipients are on our webpage at [BIZLINK Team Awards - BIZLINK Quality Employment](#)



*Lisa, Lindsey, Sean, Troy, Tina, Rosemarie, Tracey, Tara, Lee, Luis*



## Westral Home Improvements Canning Vale

Westral in Canning Vale are an extremely supportive employer of BIZLINK and our clients. In the last six months they have employed 10 clients.

Westral are a family run business who specialise in the production of blinds and security screens in Canning Vale, they have been running for over 48 years.



*William, Riley, William (Production Manager), Adam (Job Search Coordinator Cockburn)*



*Ellen (Team Coordinator Cockburn) and Brendan*

Originally only offering Monday to Friday full time employment, Job Search Coordinator Adam has worked closely with them and has changed their approach to be even more inclusive for our clients. Westral have offered our clients the ability to pick what days per week they work and even if they

wish to do half days to help meet their individual needs.

Job Search Coordinator, Adam Fitzgerald, has benefited from Westral's open door policy they have afforded him. They allow Adam to take clients to them at any time for an interview and most times they are offered the role regardless of experience. The work is varied with over 20 different roles within the production warehouses.

Westral recognise that younger people such as our school leavers do as much work, if not more, than some of their long term employees. So regardless of age they pay all staff an adult pay rate. On top of this full time/part time contracts are given from the first day of employment, helping our clients build sick leave and annual leave from day one.

Often our clients take a little longer to get comfortable with the role and they are more than accommodating of this, letting our clients progress at their own pace – offering a buddy up system to help relieve anxiety, they also let BIZLINK Support Coordinators spend as much time at the work place as needed. All this has helped many of our clients retain meaningful quality employment with Westral.

BIZLINK have a close support connection often dropping in weekly if not more. Adam said "personally I cannot talk more highly of this employer. I particularly want to mention William Drage, the Production Manager at Westral who has employed all the clients I have introduced from BIZLINK over the last year or so."



*Ellen (Team Coordinator Cockburn) and Ryan*

## Coronavirus Update

The WA Government announced COVID restriction easing effective 29 April 2022. BIZLINK sites continue to have a COVID-19 Safety Plan. The certificate is displayed in reception.

We no longer keep a Visitor Register at reception as we are no longer required to keep a contact register. There is NO mask mandate for indoors at our office.

Even though the restrictions have eased we will still keep our staff and visitors safe.

### If you are unwell stay home.



Staff will not let you in our offices if you have symptoms. Staff can assist with contacting Centrelink and your employer if needed.

**COVID-19 symptoms** include fever, coughing, sore throat, shortness of breath. More info at <https://www.health.gov.au/>.

### Wear a Mask as Required



We will have posters at office front doors if masks are required. You must wear a mask when directed by the Health Department.

Your Coordinator will keep you up to date using your preferred method of contact. Stay up to date with BIZLINK Facebook and Instagram:



[www.facebook.com/bizlinkqualityemployment/](https://www.facebook.com/bizlinkqualityemployment/) [www.instagram.com/bizlinkqualityemployment](https://www.instagram.com/bizlinkqualityemployment)

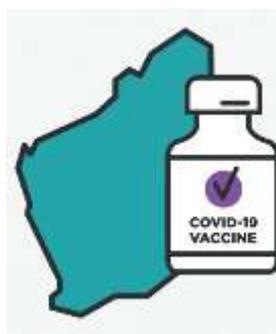
Staff will continue to use hygiene and physical distancing to reduce any risk of infection, e.g. cover mouth if cough or sneeze, use tissues, wash hands regularly, avoid any personal contact

including shaking hands and they may choose to wear a mask through personal choice, as may clients when visiting our offices.

To maintain hygiene in our offices our staff must disinfect their own work areas, interview rooms and reception areas and use hand sanitiser and/or thoroughly wash hands with soap before and after any contact.

BIZLINK has a buddy system in place. If your coordinator cannot attend work, they will have a co-worker arranged to assist you as required.

Whilst the peak has passed, we must remain cautious. The situation is constantly monitored and we will make changes as advised by the Department/Government. If you have any questions, please contact your coordinator and they will direct your query to the best person.



### Mandatory Vaccinations

The State Government has brought in mandatory COVID-19 vaccinations for most jobs in Western Australia. BIZLINK staff must be vaccinated. Our

staff will assist clients to understand the vaccination requirements for their current job or jobs they would like to work in. See this website from more information [COVID-19 coronavirus: Mandatory COVID-19 vaccination information \(www.wa.gov.au\)](https://www.wa.gov.au)

This State Government website assists with making an appointment for a COVID vaccine <https://rollup.wa.gov.au/> Discuss individual needs with your support network and Doctor.

COVID has created concern and worry for people, your BIZLINK Coordinator can talk with you. All BIZLINK staff must be COVID vaccinated to keep you safe [www.ruok.org.au](http://www.ruok.org.au)



## Disability Gateway

**Disability Gateway**  
1800 643 787



People with disability can find trusted COVID-19 information and support by calling the Disability Gateway on 1800 643 787 or visiting [www.disabilitygateway.gov.au](http://www.disabilitygateway.gov.au)

When you call the Disability Gateway, you will talk to a real person who will give you clear and fact-checked information and connect you to helpful supports and services.

If you need information in a language other than English, call the Translating and Interpreting Service on 131 450 and ask to be connected to the Disability Gateway. If you are deaf or have hard of hearing, or speech impairment, call the National Relay Service on 133 677 and ask to be connected to the Disability Gateway.

The Disability Gateway provides free, nation-wide information and services to help people living with disability, their families, friends and carers, in key areas of life including but not limited to finance, employment, health and equipment. To access these or more services provided by the Disability Gateway visit [www.disabilitygateway.gov.au](http://www.disabilitygateway.gov.au) or call 1800 643 787. The Disability Gateway phone line is available Monday to Friday, 8am to 8pm AEDT.



**"What I found fantastic is that it has disability-related information about topics that aren't disability specific – like finance, legal, travel and healthcare" – Stuart**

## Employ My Ability – the Disability Employment Strategy



The Australian Government has released *Employ My Ability*- the Disability Employment Strategy.

*Employ My Ability* is an Associated Plan under Australia's Disability Strategy 2021-2031, which outlines the Government's ten-year commitment to improving employment outcomes for people with disability.

*Employ My Ability* is a guiding framework for governments, employers and the broader community towards an inclusive workforce that values diverse talent and where people with disability can reach their full potential.

*Employ My Ability* has been informed by the voices of people with disability, their families and carers, advocacy organisations, peak bodies, employers and service providers.

The vision is clear: to create inclusive workplaces where people with disability can thrive in their careers.



### Our Vision

**Inclusive workplace cultures where people with disability thrive in their careers.**

**Employ My Ability**

DISABILITY  
EMPLOYMENT  
STRATEGY

Through *Employ My Ability*, the Government is looking to make meaningful changes to the way supports to jobseekers with disability are delivered and empower employers to confidently recruit people with disability.

*Employ My Ability* has a focus on four priority areas:

1. Lifting employer engagement, capability and demand
2. Building employment skills, experience and confidence of young people with disability
3. Improving systems and services for job seekers and employers
4. Changing community attitudes

Businesses, clients, the community and the economy all benefit when more people with disability have jobs. Collective collaboration will be the driving force behind the success of this strategy.

We all have an important role to play and the time to start is now.

### Where to find *Employ My Ability*

Find out how you can contribute to the success of this strategy by visiting: [www.dss.gov.au/disability-and-carers/disability-employment-strategy](http://www.dss.gov.au/disability-and-carers/disability-employment-strategy)

There is also a range of employer fact sheets available to encourage employer action and direct employers to available supports.

*Employ My Ability* is available in Easy Read and Auslan, with language translations, Braille and Large Print Overlay available on request.



## BIZLINK NDIS News



Charlotte

Charlotte truly enjoys her time at Fill Your Cup Café. Charlotte is a NDIS participant, who came to BIZLINK wanting to build her skill set in café work and customer service. We have supported Charlotte to document her goals and build her capacity for employment by setting up a volunteering opportunity for her with Fill Your Cup Café.

The café is linked to Dreambuilders who are a NFP organisation with a low-cost supermarket and op-shop, who have serviced the Midland community for over 10 years. During Charlotte's time at Fill Your Cup she has learnt many on the job skills such as effective time management, excellent customer service skills and most importantly the value of giving back to the community.

Additionally, over the last six months, BIZLINK has supported several participants to gain traineeships, start full time and part time employment and commence in full time study.

More information about Dreambuilders here [FillYourCup Cafe | DreamBuildersCare](#)

BIZLINK NDIS here [NDIS - BIZLINK Quality Employment](#)

## BIZLINK NDIS



Registered NDIS Provider

If you have or add **Finding and Keeping a Job** funding in your NDIS plan, together we can:

- Support you to create a pathway that builds your skills
- Work with you to establish your employment goals
- Provide work experience opportunities
- Build work readiness skills

### To Find Out More

Call **1300 780 789**

Email [projects@bizlink.asn.au](mailto:projects@bizlink.asn.au)

## Getting Information Your Way

BIZLINK assists people with a range of abilities. Staff can read and explain this information, or we can provide the information in different ways, such as in large print, another language or electronically, as needed. Please discuss with your Coordinator.

## Choose BIZLINK

BIZLINK is a West Australian, not-for-profit, employment service. BIZLINK is dedicated to securing and supporting inclusive employment in the Perth suburbs and has done so since 1992.

Whether you already have a job or are looking for employment, **choose BIZLINK for:**

- A free service
- Convenience of 7 offices across Perth
- Personalised job-matching
- Individual one-to-one assistance
- On-site training support and advice
- Apprenticeship and Traineeship support

## CONTACT

# 1300 780 789

To discuss how BIZLINK could be the **BEST** provider for you



Disability™  
Employment  
Services

AN AUSTRALIAN GOVERNMENT INITIATIVE

Tel: 1300 780 789 Post: PO Box 284 Joondalup 6919 ABN: 28 473 809 505

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