

# eQUALITY NEWS

Jobs West  
newsletter  
for employers

**88% of disabilities are invisible.  
Do you know your customers?**

(Diversity @ work)

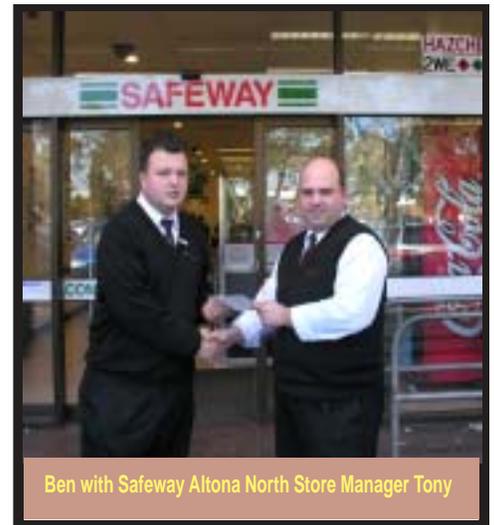
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## Five Year Recognition for Ben

Ben Broeksema has reached a milestone. He has recently just received recognition for his five years of service at the Safeway, Altona North. This is a great achievement for Ben who has worked hard to reach such acknowledgement. Safeway offers such incentives as a form of gratitude to valued employees and allow these valued employees to be recognised by customers with a distinctive badge worn on shirt collars.

When presented with this award, Ben claims that he was happy, but 'very surprised, as I didn't expect it.'

When asked what one aspect of the job he doesn't like as much as the rest, Ben replies, '... There's none, I love working here. There isn't one part of working here that I don't like.' And as though to reinforce this Ben continues by explaining the additional Saturday shift he recently picked up as he wanted to work on weekends to give him something enjoyable to do. One of Ben's favourite duties, to which he has been promoted to manager of, is the trolley run, which he enjoys even in the not so good weather! Safeway Altona North store manager Tony offers only praise when asked about Ben's performance. 'Ben is a very good and dedicated worker; he takes a lot of pride in his work.' Having worked together for only three of Ben's five years at Safeway, Tony comments on Ben's continual improvement and remarkable increase in both confidence and independence. 'I have complete confidence in Ben achieving the 10 years of service recognition and beyond.'



Ben with Safeway Altona North Store Manager Tony



On of Ben's duties includes Stock replenishment



Ben attending to the trolley runs at Safeway Altona North

## The Prevalence of Mental Health Issues

Psychiatric disabilities may be more widespread than we think.

- 17.7% of Australian adults will experience mental health problems.
- Another 1% of all Australians will experience less common disorders such as psychosis (schizophrenia and bipolar disorder).
- Approximately 20% of people will experience a depressive illness at some point during their lives.

'Diversity@work 10 June 2005'

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Western Vocational Association Inc.

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***Jobs West would like to thank the  
following companies for their support:***

***J & P Galea Window Shutters and Security Doors,  
Sunshine***

***Hunter Leisure, Tullamarine***

***KFC, Sydenham***

***Bi-Lo, Essendon***

***Bell Partnership, South Melbourne***

***KFC, Altona Meadows***

## **No rest for Adrian at Supa Rest Bedding**

For almost six years, Adrian Black has been working at A H Beard (Supa Rest Bedding). During his time, Adrian has progressed significantly through the company. Commencing in the spring section, that department closed down after 3 years, Adrian then moved across to the other factory to clean the factory floor. After two years of this work, and also filling in for other staff, his Supervisor Dale Tomlinson gave Adrian a permanent role on the mattress making production line. Neither has regretted this move, as Adrian has shown tremendous potential and has learnt the procedures quickly. Dale says "Adrian has surprised everyone with being able to pick things up. He is very hard working and a perfectionist"



Adrian is currently undertaking a Certificate III in Mattress and Base Making, a four year nationally recognised course. The flexibility of the course allows training to be done on-the-job, with the external training provider having assessors grade competencies on-site. Adrian said "This is a totally different trade than any I have done in the past and it is not stressful. I find it enjoyable and I get job satisfaction"

Daily, Adrian performs different tasks, including, boosters on the spring units, flange or glueing panels and taping bedding edges with a sewing machine. To his credit, Adrian was awarded the Most Improved Employee late last year, Adrian received the framed certificate with a cash bonus.

***Myth: Getting people off DSP would open up training and job opportunities for them.***

***Fact: The Government could offer those opportunities to people on DSP.***

Most people of workforce age who have disabilities want to work, provided they can find employment within their capacity. When people with disabilities on social security payments have been asked to voluntarily participate in employment programs, take up has been strong.

The greatest barrier to employment for people with disabilities is often community attitudes to disabilities rather than the disability itself or a reluctance to return to work.

*'Ten Myths & Facts about the Disability Support Pension (DSP) ACOSS Info 362 – January 2005'*