

**BRAVO DISABILITY
SUPPORT NETWORK INC.**

Bravo works with individuals and families to plan and implement flexible, individualised options for natural and funded supports.

BRAVO Brief

January—March 2019 — Update from the Manager

Find us on 

Bravo's on Facebook!

Like our page to keep up to date on everything Bravo



Do you have a story?

We would love to hear from you!

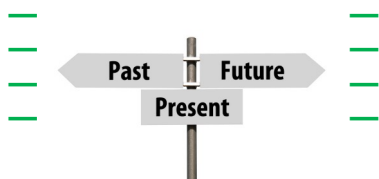
**Compliments,
Suggestions and
Complaints**

We welcome your suggestions for improvement in any of our programs.

This ensures that you can receive the highest possible standard of service from our organisation.

All complaints, compliments & suggestions are treated confidentially.

Bravo has brochures and forms available to assist you with your complaints / compliment system or you can also give us a call on 5482 5336.



Hi and welcome to another edition of the Bravo Brief. We wish everyone a belated happy new year and productive year that brings some hope with change.

Our thoughts and well wishes are with all those people who are battling the effects of our extreme weather including the clean up, from flooding across North Queensland and fires in NSW and Tasmania.

The future begins now! This year commenced with a lot of activity brought about by our region's transition to the NDIS—the last region to transition in Queensland. For Bravo we have experienced a growth in requests from Participants, particularly people who have not previously received services from us. For Bravo, this is an exciting time. We are privileged to meet new people, renew relationships with established Individuals and their families as they become Participants and to develop the supports they request from their NDIS plans. With so many changes occurring for Participants and Bravo, the stories of personal achievements for many continue to inspire us that this new and fairer system can be creative and flexible and provide the opportunities for people with disabilities to have valued lives.



Over the last three months a few of the activities carried out by the Bravo Team were:

- ◆ Promoting Bravo through our Facebook page
- ◆ Attending NDIS workshops
- ◆ Networking locally and further afield
- ◆ Developing Position Descriptions for the changing roles of employees
- ◆ Transitioning part of our Team training online
- ◆ Building the Bravo Team through employment opportunities
- ◆ Accepting new referrals with an increase of NDIS & Brokerage referrals
- ◆ Continuing to prepare our operations transition to the NDIS and other funding streams
- ◆ Planning a new Strategic Plan

We would love to hear from you. Please email, phone or write to us. Your feedback is important. Your feedback is important. Until next edition, take care, stay safe. Patricia

7 Alma Street, Gympie

Office Hours are: Monday to Friday **8.30 am - 4.30 pm.**

PO Box 935, Gympie QLD 4570, Ph: (07) 5482 5336, Email: info@bravo.org.au

Human Rights Act Queensland 2018

After many years of lobbying, the Human Rights Act was passed in parliament on 27.02.2019. This will replace legislation to ensure freedom of speech, safety, privacy and equality.

The legislation will protect 23 fundamental human rights and establishes responsibilities by public entities making decisions that impact on the rights of Queenslanders.

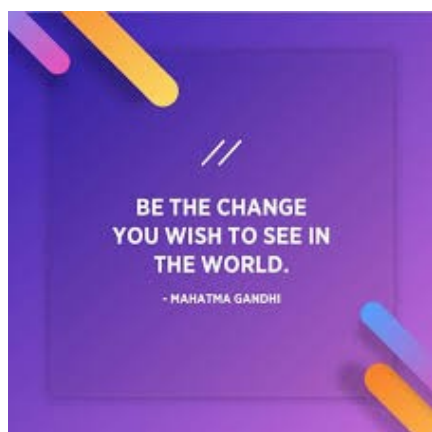


National screening system to protect NDIS participants

The Australian Government has announced a nationally consistent approach to screening of people who work with NDIS participants.

The **NDIS Worker Screening Check** will start in July 2019 and will transition to the NDIS Commission in July 2020.

This will replace the current different arrangements operating and set a single national standard for all workers.



NDIS Transition Update

It seems like we have been talking about the NDIS for a long time when we have only commenced the transition in Gympie since 1 January 2019.

What is currently happening at Bravo?

- ◆ NDIS new enquiries (Participants) have increased significantly, locally and further afield
- ◆ NDIS (Participants) have transitioned from Disability Services funding and are requesting services to continue in a similar manner based on their NDIS Plan
- ◆ **Participants / Representatives are saying they want:**
 - ⇒ A local service;
 - ⇒ A one stop shop eg a service providing all their requested supports like Direct Support, Supports Coordination & Plan Management;
 - ⇒ Flexibility of planned services;
 - ⇒ Understanding of the plan and what it means;
 - ⇒ The service to commence as soon as possible, although they understand that they may have a short wait period to meet with a Facilitator to organise their services and complete paperwork.

What is Bravo be working towards?

- ◆ Providing a quality service, Upholding the values of Bravo
- ◆ Recruiting and maintaining a quality workforce by attracting

Things TO DO when you have an NDIS Plan

Yes, you have an NDIS Plan!

You planned, you met with a Planner, you have got your letter and NDIS Plan. This Plan includes funding for the supports you need. Now you have more decisions to make!

Understanding your plan

Know what is in your plan to be able to do what's best for you

Share your plan (only if you want to)

You may want to share your plan with your family and chosen service provider/s to try to get the best supports in place

Understanding the different funding categories and what they can be used for

The NDIS provides funding in your plan to purchase a range of supports which fall into three support categories, these categories are then divided into the NDIS life domains

Core = Daily Living, Social and Community Participation,

Capital = Home, Daily Living, Assistive Technology

Capacity Building = Choice and Control, Home, Relationships, Lifelong Learning, Social and Community Participation, Work, Health and wellbeing and Daily Living

Think about what you want

What are the services you need to purchase and who do you want to provide them?

Choose your service provider and arrange to meet to discuss the agreements/s

A service agreement is different from your NDIS Plan. A "Service Agreement" is a document that lists your supports and how they will be delivered.

What if I am not happy with my NDIS Plan?

If you think your NDIS plan is incorrect you may ask NDIS for a plan review.

"The past cannot be changed. The future is yet in your power".
Unknown

Pay Periods

Employee Timeonline due BY 10AM - MONDAY of pay week including *Public Holidays*

If your roster is incorrect please contact the office BEFORE you submit.

04 Mar—17 Mar **DUE 18 March**
 18 Mar—31 Mar **DUE 01 April**
 01 April—14 April **DUE 15 April**
 15 April—8 April **DUE 29 April**
 29 April—12 May **DUE 13 May**
 13 May—26 May **DUE 27 May**
 27 May—09 June **DUE 10 June**

Public Holidays

Date	Holiday
19 April	Good Friday
22 April	Easter Monday
25 April	Anzac Day
06 May	Labour Day
17 May	Gympie Show Day



Fundraising Events Bunnings Sausage Sizzle

Thank you to all our amazing Volunteers.

Bravo's next BBQ:

- ◆ **Thursday 14th March**
- ◆ **Saturday 7th April**
- ◆ **Thursday 6th June**

If you wish to be part of the Volunteer team please contact the office.

Bravo Team

Hi everyone, welcome to another busy and productive year.

The goal for this year for Bravo is to continue to have a strong commitment to our mission and be inspired to excel in our work providing opportunities for people with disabilities.

Thank you to everyone who completed their e-training online.

We welcome your feedback. Please email leadfacilitator@bravo.org.au for your input and opportunity to plan for training for the Team for the rest of the year.



As discussed last year Bravo will reduce the times of the Team Meetings.

February 2019 Team Meeting was cancelled and we will be holding only 2 Team Meetings this year, 1st Meeting in May 2019 and the 2nd Meeting in November 2019.

In planning the next Team Meeting we will be looking at a different day of the week, reduced hours of training and special guests. We will also be considering what other subjects could be learnt through e-training.

The NEW DATES for the Bravo Team Training is

- ◆ **Wednesday 22nd MAY 2019—11.30am—2.30pm**
- ◆ **Wednesday 20th NOVEMBER—11.30AM—2.30pm**

A new version of the Bravo 2019 Calendar will be emailed to you and available on request.

Growth of the Bravo Team

Last year a number of Team Members commented on how much the Bravo Team has grown.

To put this into perspective we have put together some figures.

These numbers include paid:

- ◆ Office Workers
- ◆ Support Workers
- ◆ Engaged Contractors.



YEAR	GENDER		AGE GROUP				LOCATION				Total
	M	F	18-25	26-35	36-45	46+	GYMPIE	SUNSHINE COAST	FRASER COAST	BRISBANE	
2016-17	15	41	3	8	13	32	47	9	0	0	56
2017-18	22	60	12	18	15	37	68	11	3	0	82
2018-current	29	100	14	31	27	57	106	16	5	2	129

"It is not in the stars to hold our destiny but in ourselves."
 - William Shakespeare



Bravo Day 2019

Save the Date

When: Saturday 13th April

Where: All Abilities
Playground,
Duckponds, Gympie

Time: 8:30am – 10:30am

RSVP: 11th April 2019

E: donna.archie@bravo.org.au

P: (07) 54825 336



Governance Board

Meets every third Friday of the month.

Members

President:

Dianne Melnyk

Vice President:

Roxanne MacGregor

Treasurer:

David Cohen

Secretary:

Jackie Harding

Board Members:

Lesley Nissen

Barbara Kingston

Contact the Governance Board by:

Email

governance@bravo.org.au

Mail to

Governance Board
c/o Bravo Disability
Support Network Inc
PO Box 935
GYMPIE QLD 4570

"Everyone here has the sense that right now is one of those moments when we are influencing the future."—

Steve Jobs

An update from the Governance Board

Hello everyone,

Bravo is preparing for our Strategic Planning meeting on 19th, 20th, and 21st of March.

Bravo Survey

Thank you for your responses to the recent Bravo Survey. We are mindful of the suggestions you provided for consideration during planning. Responses were very supportive of the work of the Governance Board and the organisation.

These reinforce that Bravo is capturing the transition process and that Individuals and Families are benefitting from the information passed on to them.

What does Bravo do at Planning?

Day 1 9.00am to 5.00pm generally consists of revisiting the previous years plans and assessing the Vision, Values and Mission. The Board receives input from previous invited members with a view to reflecting on the original vision of the Community Group, who formed Bravo in response to the Unmet Needs Campaign, capturing Gympie Region's unmet needs.

Day 2 Assessing the implementation of the previous Strategic Plan and the level of success and relevance to the changing times. This is where the information from the Survey is invaluable.

The Board begins planning the future for the organisation and uses all the collated information in establishing the direction for the next 3 years. We are joined in planning by consultants/representatives from other organisations eg the NDS, and the Finance Administrator from Bravo presents the finance report and viability status and projections for the future. This a full-on working day from 8.30am to 5.30pm.

Day 3 8.30am until finished. We recap our decisions and create the future plan with a proposed budget. While this will be implemented over the 3year period, a review of the plan's effectiveness is undertaken annually, and changes are made as deemed necessary.

On a more relaxed note, the Bravo Day will be held on 16th April at the All Abilities Playground at the Duck Ponds. See you there! If you want more information refer to other pages of this Brief.



Regards from the
Governance Board,

Lesley N,
Barbara K,
Dave C,
Roxanne M,
Jackie H,
Dianne M.

DISCLAIMER

The inclusion of information contained in this newsletter or attached about services provided by any organisation does not imply a recommendation by Bravo Disability Support Network Inc.