

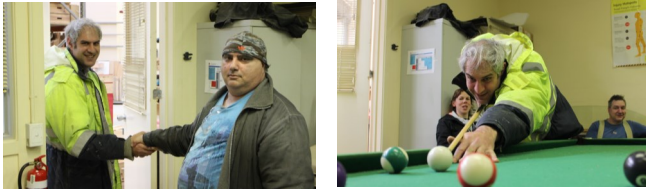


Creative Opportunities

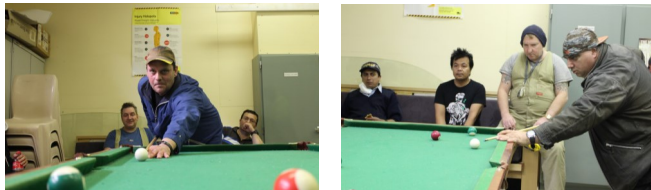
Brunswick



Winners are Grinners at Creative!



Creative Opportunities recently held its third annual pool competition. With 28 employees taking part the competition was tough before our 2016 Champion, Trevor, was crowned! The competition was great fun for all employees and staff involved and kept us on the edge our seats!



A novel new competition was held recently to get people up and about at 7:30am—The Hoola Hoop Competition. We set about finding the Hoola Hoop champion over a period of 4 weeks, giving every body the opportunity to participate. Lots of laughs and crazy attempts eventually resulted in Rob. P. winning the sensational grand final. Honorable mention to Gilly our supervisor - embarrassingly good!

Creative Goes Digital

As the roll out of the NDIS continues across the North Eastern Metropolitan Area, Creative Opportunities continues to get ready to meet the needs of a new structure. At start of September we launched our new website and Instagram accounts:

Check out our new website:
www.creativeopportunities.com.au

Follow us on Instagram—
[@creativeopportunitiesbrunswick](https://www.instagram.com/creativeopportunitiesbrunswick)



Just like the 2016 AFL season, footy tipping at Creative was a tough battle this year! Craig took over the lead in the last few rounds to come up victorious!



Creative Employee Focus

In each newsletter Creative Opportunities gives you the opportunity to get to know a few of it's employees a little better!

Robert works at CO on Monday, Tuesday and Friday

What was your first job?

I delivered newspapers when I was 11. On my bike, often chased by neighbourhood dogs!

What do you enjoy outside of work?

I like going out to cafes for a meal.

If they made a movie of your life, who would play you?

Robert De Niro—We have the same name. He's a really good actor.

If you could have dinner with anyone

who would you pick? Elvis! It would be very entertaining. I'm sure he'd sing a few tunes and get the whole joint going.

Favourite place you've visited?

I went to Mallacoota years ago and really enjoyed it. They have great fishing.

Summer or Winter?

Winter— there are always ways to warm up.

Describe yourself in 3 words?

Quiet, sensitive, but outgoing!

Favourite Food?

I love stuffed capsicums. Their my mum's speciality. She stuffs them with rice and mince. I make them myself now too.

Biggest Achievement?

When I was 16 I made it into the Junior Development squad for the Western Jets. I loved playing AFL back then!



What do you like about working at CO?

The good people. I get along with everyone well. It's a nice atmosphere and I'm always learning new things, developing skills.

Kenny works at CO on Mon, Tues, Thurs and Friday

What was your first job?

This one! I'm really glad that Creative Opportunities gave me a chance. I've not worked before but really enjoy it now. I'm learning new skills.

If you could have dinner with someone (dead or alive), who would it be?

Elle Macpherson—that would be a dream date!

Describe yourself?

Lucky, cheeky and hopeful.

What is your favourite food?

Being Italian I'd have to say Pizza and Pasta. But I really like Asian food too.

Who would play you in a movie of your life?

Johnny Depp (said while laughing!)

Where is your favourite place you've visited?

I like going out to the country. Driving around in the greenery and seeing the native animals is great.

What do you like doing outside of work?

I go to the gym and cook healthy meals. Like everyone I watch a bit of TV and muck around on my iPhone!

Summer or Winter?

Summer, I don't mind going to the beach if its warm.

What do you like about CO?

I love earning money! Having a job and something to do with my days is great.



Biggest Achievement?

I've turned my life around. I've got things back on track! I'm getting healthy again and have a job. I'm learning new things and am focused on saving money. I'm feeling happy these days.

Employee Survey

In September, Creative Opportunities held its bi-annual employee satisfaction survey. The results are in and overwhelmingly the results were positive. Some feedback received includes:

- 98 % of employees think Creative Opportunities is a good place to work.
- 98% of employees are happy with what they learn at Creative Opportunities.
- 100% of employees feel Creative Opportunities treats them with Dignity and Respect. Dignity and Respect were defined as:
 - Acknowledging peoples right to be themselves.
 - Being treated like you're worth something.
 - Being kind to each other, treating each other fairly.
- 90% of employees said they are listened to and their problems are solved if they ask for help.
- 90% of employees like having goals to achieve while at work.

A full report will be posted in the canteen shortly.



Welcome New Employees

Since our last newsletter in March, Creative has welcomed 5 new employees, Jason H, Craig N, Robert P, Alicia and Van. We hope that everyone takes the time to make you feel welcome over the coming weeks and wish you success as you continue in your career at Creative!

Summer Close Down

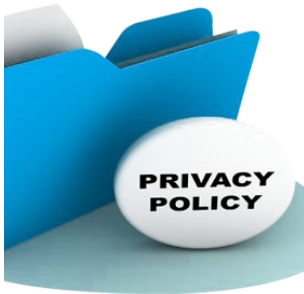
Creative Opportunities is planning for its annual summer break. All staff and employees will be taking 3 weeks of annual leave over the Christmas and New Year period.

Last Day of Work – Friday the 23rd of December.

First Day Back – Wednesday the 18th of January 2015.



Training



Phil Skipper has been busy over the last few months helping employees achieve the goals they have outlined in their IEPs. Recent competencies achieved include:

- * Sandro—Drop Saw
- * Bronwyn—Pedestal Drill
- * Travis B—Nail Gun
- * Kenny B—Wide Belt
- * Michael B—Thicknesser
- * Lyle—Lid and Catch
- * Rijk—Heat Gun
- * Luke—Multi Borer
- * Tony—Box Sander
- * Luke —Wide Belt Sander
- * Dez—Drop Saw
- * Clay—Heat Gun
- * Colin—Clutch Components
- * Andrew K—Heat Cutter
- * Michael L—Hinge on Lid
- * Stephen M—Nail Gun
- * Beau—Nail Gun
- * Saccha—Spindle

Congratulations go out to Travis B, Dez, Jason H and Van who have all completed their induction periods since our last newsletter and have had their employment at Creative Opportunities confirmed.

I didn't know that!

* Watermelon is not a fruit, it's a vegetable. It belongs in the cucumber family!

* Mosquitos have been on earth for more than 30 million years (and are still as annoying as they were 30 million years ago!).

* Icy poles were invented in 1905 by an 11 year old boy. His drink froze to his straw— in winter!

* Cops in Thailand are forced to wear a pink Hello Kitty arm band as punishment if they are found to have broken the law!

* Soccer originated in China around 476 B.C.

* The world record for a couple kissing is 58 hours—that's over 2 days they spent joined at the lips!

* Frogs don't need to drink water as they absorb it through their skin.

* 93% of Americans eat Pizza at least once a month.

* Before the 1850's false teeth were made from the teeth of dead people.

* It is impossible to lick your elbow.



OH&S—Committee Meeting

Our last Occupational Health and Safety meeting was held on Thursday the 6th of October. Items discussed included:

- Machinery Risk Assessments are being revised and completed by Phil and members of the OH&S committee.
- A pedestal drill is out of action as the guard is being replaced.
- A reminder that music is not to be listened to on the floor.

Our next Occupational Health & Safety Committee meeting will take place on: Thursday the 24th of November.

Our next work place inspection will take place on: Wed the 23rd of November—Trevor and Phil S



ERC — Committee Meeting

Our last Employee Representative meeting was held on Monday the 24th of October. Items discussed included:

- Options for our upcoming Christmas Party.
- The footy canteen fridge requiring a clean out.
- A toilet seat being broken in the men's toilets.
- The new nail guns working well—employees are happy with them.
- Results of the employee satisfaction survey—full details to be posted soon.

Our next Employee Representative Committee meeting will take place on: Monday the 12th of December.



And finally....looking back

The NDIS has been a disaster to date!

Lots of effort on our behalf to get registered with little to show.

Great new website - check it out!

A large chunk of work was lost early this year when our major customer re-structured.

The addition of new customers is ensuring all continue to be gainfully employed.

Staff changes - we welcomed John to the role of machine shop supervisor - going very well.

Production Team Leader - appointment pending in the New Year.

More audits.....confirming quality outcomes.

Excellent financial result 2015-2016.....increased expectations 2016-2017.....

Five weeks to go...will we get it all done? Great team! Of course we will! Well done to all.