



2023 ANNUAL REPORT



Together we can achieve



Providing opportunity to people living with a disability in Western Australia

Westcare Incorporated is a social enterprise (not-for-profit) organisation and a registered Australian Disability Enterprise, providing quality employment, training, development and accommodation for people living with a disability for over 75 years.

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PARTNERS

Western Australian
Disability Enterprises



Australian Government
Department of Social Services



Government of Western Australia
Department of Communities



Australia Day
Council of
Western Australia

Westcare Accreditation

Australian Disability Enterprise

The provision of employment assistance services to people living with a disability is funded by the Department of Social Services and National Disability Insurance Agency (NDIA) under the supports in Employment and Continuity of Support Funding.

Disability Services Standards

Quality Assured Organisation for National Disability Insurance Scheme (NDIS) Quality and Safeguarding.

ISO9001:2015

ISO9001:2015 accreditation, meaning strict guidelines and processes are followed resulting in lower production costs, better operations, cost-efficiency, higher productivity, and improved performance and quality.

HACCP & Organic Certification – Foodpak

Hazard Analysis Critical Control Points (HACCP). The certification ensures that food products are packed and processed in accordance with food safety requirements.

Westcare is certified as an organic processor and adhere to Australian Certified Organic Standard 2010. This means we comply with national or international standards for organic farming and processing.



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JOINT PATRONS

**HIS EXCELLENCY THE HONOURABLE CHRIS DAWSON AC APM
GOVERNOR OF WESTERN AUSTRALIA AND MRS DARRILYN DAWSON**



**HIS EXCELLENCY THE HONOURABLE
CHRIS DAWSON AC APM
GOVERNOR OF WESTERN AUSTRALIA**

Chris Dawson AC APM was sworn in as the 34th Governor of Western Australia on 15 July 2022 and in October 2022, he accepted patronage of Westcare Inc.

Prior to being installed as Governor of WA, Mr Dawson provided 46 years of service in Australian law enforcement. After 10 years as Deputy Commissioner, he served as the Chief Executive Officer of the Australian Crime Commission, amalgamating several agencies into the Australian Criminal Intelligence Commission between 2014 to 2017. He also served as Director of the Australian Institute of Criminology during this period. He was appointed Commissioner of the Western Australia Police Force in August 2017, serving until July 2022.



MRS DARRILYN DAWSON

With over 40 years experience in the education sector, Mrs Dawson has taught in government and private schools in both country and metropolitan areas. Mrs Dawson has served on several government school Boards. She is an education consultant, providing leadership training and mentoring, and is regularly involved in school selection panels, appointing educational leaders. She holds a Bachelor of Education and a Diploma of Teaching.

Mrs Dawson became a joint Patron in June 2023, alongside the Governor so that together they can advocate more effectively on behalf of Westcare.

AMBASSADORS



**RICK ARDON
TV PRESENTER**

"I'm a Westcare Ambassador because Westcare is a wonderful organisation finding fulfilling work for special needs West Australians. I encourage anyone to visit Westcare to see happy people working hard in the knowledge they're contributing to WA business."



**DR FIONA WOOD
DIRECTOR
FIONA WOOD FOUNDATION**

"Westcare is helping people to help themselves in providing opportunities for work; dignity is retained."



**JENNY SEATON
TV & RADIO PRESENTER**

"It is an honour to be involved with Westcare as one of the many esteemed ambassadors. Their continuing work is invaluable in the community and having seen their dedication to the role that they play in providing employment for those who otherwise would not be contributing to the workforce, it is important that the opportunities continue to be there for the people who require it. Their residential facilities also provide a comfortable, safe and wonderful environment."

WHAT WE ACHIEVED AT A GLANCE IN 2022/2023

Westcare Group	Nedlands	Bassendean	Village
140,900 Total hours worked by people with disability	1,800,000 Estimated documents printed for WAPOL	1,867,937 Labels applied for British Provender	8,738 Individual support hours provided
3 Supported employees who have transitioned to open employment	502,000 Safety tags for mining industry (printed, eyelet & strung)	360,000+ Gel packs produced	45,305+ Meals prepared & serviced to Westcare participants
19 New supported employees who have commenced at Westcare	250,000 Confidential medical record files produced for hospitals in WA	88,400 Library bags packed for the State Library	2,200 Hours worked by supported employees
19 New employees who have commenced their career at Westcare	200,000 Labels produced for hospitals in WA	99,000 Medical kits packed for TriMed	8 Residents taken on holiday
19 New employees who have commenced their career at Westcare	53,450 Hours worked by supported employees	85,250 Hours worked by supported employees	1,150+ Student placement hours
18 Schools that have attended for work experience	257,500 Inserted letters for Breastscreen WA	150,000 Food product packed	Support Services
28 Work experience students from special education schools	35,000 Purple baby books printed & assembled (for new mothers in WA)	29,687 Medical boxes manufactured	16,193 Support Services hours provided to supported employees
		81,895 Organic food product packed	5,600 Work experience training hours to become Community welfare / disability support workers



JOINT MESSAGE FROM THE PRESIDENT & CEO

I am delighted and privileged to be writing this year's report in my role as the new President of the Westcare Board of Directors, alongside our CEO Rob Wilton.

Having served as President for over 5 years, and on the Board for 7 years, Marshall McKenna has stepped back taking a well-deserved break. He has taken on the role as Vice-President alongside Justin Audcent. On behalf of the Board and the executive team at Westcare, I would like to take this opportunity to thank Marshall for his leadership and ongoing support and advocacy for the organisation.

We would also like to thank our new Patrons, His Excellency the Honourable Chris Dawson AC APM, Governor of Western Australia, and Mrs Darrilyn Dawson, who took over joint patronage of Westcare earlier this year and whose commitment, advocacy, assistance and support has been invaluable to Westcare and the wider community services sector.

Throughout 2022-2023, Westcare has continued to be an agile and resilient organisation, growing from strength to strength with the capacity to manage sector challenges and seize opportunities as they present. The disability and supported employment sector continue to be ever changing and complex, this year seeing some organisations having to close their doors. Despite this, Westcare remains steadfast in its goal to work together with our members, staff and supported employees to ensure strong and sustained growth for the individuals, customers, and community we serve.

Rob Wilton, our CEO, has continued to lead the executive team with the Board's full support, responding to the many sector challenges and opportunities over the year. With his leadership we have been able to maintain a seat at the table for sector discussions, related to the Disability Royal Commission, the Fair Work Commission Disability Employment Award review, the NDIS review and the closure of several Activ worksites. Even as we write this year's annual report, Rob, the Board, and the executive team are beginning the critical task of reviewing and digesting the findings and recommendations of the report from the Disability Royal Commission.

Having spent the early part of the year consolidating the new executive leadership team, filling vacant Board positions, and finalising the transfer of land at Shenton Park, we have been able to focus our attention on Westcare's future and on finalising our new Strategic Plan. Alongside this, we felt it prudent to revisit our mission, vision, and values, seeking direct input from our supported employees and staff. There have also been some changes to structure and roles following an internal review focused on how we can improve outcomes and support for our supported employees while also ensuring positive and safe growth in production.

With this close review of our strategy and ongoing alignment with our values and mission, Westcare has further consolidated operations and finalised the sale of Percival's Print and Packaging.

The sale of Percvial's and the transfer of land at Shenton Park, combined with increased production at Nedlands Print and the extension of some important contracts this year, has had a marked and positive effect on Westcare's finances. Total Revenue for the year exceeded \$24.5M this financial year with other income accounting for \$8.7M. This focus on increasing our cash reserves will continue as we start to look towards the upgrade and development of the Village at Shenton Park.

Overall, we have maintained steady operations at Bassendean, successfully increased individual support at the Village and again continued to perform strongly at Nedlands. Bassendean was the focus of an operational review which has seen greater line of sight for some areas of production with an emphasis on safety and factory flowthrough continuing into the next financial year. As the age of print is shifting, we are also looking more to both how we can use digital technology to improve our performance in print but also how we can generate potential growth in this area. We have begun with the movement of supported employees into roles more aligned with digital technology. In addition, we will be investing in virtual reality training as part of our Innovation Project to assist in the development and training of our supported employees.

Westcare continues to evaluate our information technology, communication (ITC) capacity and needs and implement new tech where required. Unfortunately, in 2023, Westcare was the victim of a cyber-attack. Due to the close working relationship with our ITC partners, Catalytic IT, we were able to mobilise quickly over the weekend and shut down the systems preventing significant exposure. Subsequently, we have invested in upgrading our ITC security and infrastructure and will continue to monitor and evaluate our protection and needs. Although concerning, we are proud to say that our swift response and management of the attack has been highlighted by the Australian Cyber Security Centre (ACSC) who have used this as a case study for a positive organisational response.

As we become more sophisticated in our implementation of NDIS, we have been able to expand support activities to our supported employees and Village residents and maintain our registrations. We have continued to pass successfully our NDIS audit, ISO9001:2015 audit, Organic and Hazard Analysis Critical Control Points (HCCP) audits. Alongside this, the team have undertaken a review and development of a new Work Health and Safety Framework which incorporated training sessions for managers, supervisors and support coordinators. The Board and executive team have already seen a positive shift in behaviour, incidents and incident reporting because of this focus on creating a proactive culture of safety.

Although there are still many challenges ahead for the organisation including a decline in print, fragility of the disability sector and broader economic pressures, the year ahead also presents us with many opportunities to continue to grow and support those with a disability to engage in work and community and reach their full potential. Westcare has strong cash reserves, land development opportunities at our Village, a motivated workforce, and a strong executive leadership team. We continue to be extremely proud of the work we do at Westcare, and the dedication and ongoing commitment of everyone that contributes to our mission.

Amanda Paton
Board President

Rob Wilton
Chief Executive Officer

BOARD OF DIRECTORS



President - Amanda Paton

BSc (Psych) BPsych MAppPsy (Clinical) GAICD

Amanda is a practicing Clinical Psychologist and the Deputy Director Practice for the Australian Centre for Child Protection at the University of South Australia.

She has been working in the field of psychology for over 18 years and has strong connections to the child protection services sector in WA, including community sector organisations and Government agencies such as Department of Communities and WA Police. Amanda is a graduate of the Australian Institute of Company Directors and brings to the Board of Westcare extensive experience in clinical governance, quality improvement, research to practice translation and working within multidisciplinary teams to support vulnerable children, young people and their families. Amanda joined the Board in February 2022 and was elected Board President/Chair in November 2022.



Vice President - Marshall McKenna

BSc (Hons) LLB (Hons)

Marshall is a Partner of Gilbert + Tobin, an independent law firm. He has over 30 years' experience and is recognised in a number of law areas including native title, mining, dispute resolution and land access.

He is also a Director of Law Access Ltd, a charitable company operating a 'clearing house' for members of the public seeking pro bono legal assistance.

Marshall has advised Westcare on various legal operational aspects since 2008, joined the Board in June 2017 and served as Board President from February 2009 until November 2022.



Vice President - Justin Audcent

BA (Oxon) FCA GAICD SAFin GIA (Cert)

Justin is a Partner with RSM and leads the firm's M&A and capital markets team in Western Australia. He brings over 30 years' experience in accounting, finance, corporate strategy, capital raising, mergers and acquisitions.

Justin is a graduate of the Australian Institute of Company Directors and holds a Certificate in Corporate Governance. His board experience includes being a non-executive director and audit committee chair of an ASX-listed company. He is a former President of Oxford University Society of Western Australia and is a current board member of St Catherine's College. Justin joined the Westcare Board in October 2016, and was elected Co-Vice President in November 2022.



Board Member - Sue Morey

OAM FRCNA

Sue Morey OAM is a Nurse Practitioner in Respiratory Medicine at Sir Charles Gairdner Hospital. She is also past Chairman and current Board Member of the Institute for Respiratory Health. Sue consults to the government on health matters in Canberra and is the longest serving registered nurse at SCGH with over 45 years of continuous service.

Sue holds the prestigious Freeman of the City of Nedlands. Sue joined the Westcare's Board in 1996 and assumed presidency on the passing of President Alan Tough OAM from November 2016 to February 2019 when she stepped aside due to heavy work commitments and occupied the position of Vice President from 2016 - 2022.



Board Member - Jonathon Leek

OAM BEc LLB LLM GAICD

Jonathon Leek OAM is a solicitor and barrister with three decades of experience in taxation, corporate and commercial law, including more than 20 years as a partner in leading law firms and as a barrister at the independent bar.

Jonathon has been an Adjunct Associate Professor and Honorary Fellow at the University of Western Australia Law School, and he is a Legal Officer in the Royal Australian Navy. Jonathon joined the Board of Westcare in 2016.



Board Member - Trevor Philpot

BSc (Hons) GAICD

Trevor is the State Director, Western Australia for Salesforce and has over 25 years' experience leading technology businesses both in Australia and abroad which includes Oracle, Hewlett Packard, BMC Software and Netscout Systems. Trevor holds a Bachelor of Science in Sociology and Anthropology from the University of Houston and is a Graduate of the Australian Institute of Company Directors.

Trevor participated in Persian Gulf conflicts and is a decorated Veteran of the United States Navy. He is passionate about social equity, cultural awareness and the environment. Trevor joined the Board in February 2022.

OUR LEADERSHIP TEAM



ROB WILTON Chief Executive Officer

MSc FCMA FCPA GAICD

Rob joined Westcare in 2020 providing a combination of commercial, not-for-profit, government and military experience. He has become known for bringing his unique combination of leadership, commercial acumen and corporate expertise into the profit for purpose sector having held several executive positions in the commercial sector. He has held positions of Director in NATO, Australian Advisor in Afghanistan as well as served as an Army Officer in many operations from the Balkans to the Middle East.

More recently Rob has turned his attention to serving the community with appointments as a Director at Parkerville Children and Youth Care and the Chief Operations Officer at St Bart's. He is also known as a passionate advocate for people living with a disability, youth at risk, veterans and the homeless, has sat on many boards and is currently a Director at Swan Care Inc. He holds a Bachelor of Science in Law and Economics, a Master of Sciences in Strategic Management and Accounting from London, is a Fellow of CPA Australia and a Graduate of the Australian Institute of Company Directors.

Rob has two grown children, Matthew and Sophia, is a qualified pilot and accomplished mountaineer and currently keeps himself fit by cycling, walking and motorcycling.



JULIE CURNOW Executive Manager Corporate Services

BAC(Hons)

Julie is part of the Executive Management Team at Westcare and is in charge of Finance, Payroll & Insurance. She ran the Bassendean site for six months while a new operations manager for Westcare Industries was appointed. Julie qualified as a Chartered Accountant over 30 years ago and since qualifying has managed the full range of back-office functions in a diverse range of industries, including not-for-profits. Julie's career has focused on businesses undergoing significant change management.

She is a compassionate, approachable & trusted leader with a high level of initiative and diligence.



ANDREW LARTER Executive Manager Print

Andrew is part of the Executive Management team at Westcare and manages all areas of Print Operations including Digital, Offset, Finishing, Sales, Print Contracts & Quality Assurance of Print Production.

Andrew has worked in the graphics industry for over 35 years. Andrew has experienced a variety of roles in small family-owned print businesses through to bluechip retailers, both in the UK and across mainland Europe and operated his own successful graphics business prior to joining Westcare for a second term in early 2023.

He is an effective communicator, strategic thinker and is highly knowledgeable in managing and leading efficient teams.



YVETTE MCGUINNESS General Manager Executive Support

Yvette joined Westcare in September 2021 as Administration Manager and Executive Assistant to the CEO. In June 2023 Yvette was appointed General Manager Executive Support and her remit has expanded to oversee HR/People & Culture, Internal Management Reviews, Organisational Administration and Westcare's Quality Management System.

Yvette has over 20 years' experience in private and community services sectors providing executive level administrative management. She undertakes tasks and responsibilities in an organised manner with enthusiasm, positivity, and dedication.

Providing executive support to the CEO, the Westcare Board, being part of the Senior Management team, and assisting her fellow colleagues across various business areas is at the core of her role however, Yvette always takes the time each day to check-in and chat to our supported employees.



SHERRY KAUR General Manager Disability Support

GradDip AC WA

Sherry Kaur has been a part of Westcare for a decade, working in various positions and currently serves as the General Manager of Disability Support. She oversees NDIS services across three locations and caters to over 160 participants. Sherry holds a GradDip in Strategic Leadership and was awarded a scholarship for the Diverse Women Leadership Program, financed by the Department of the Prime Minister and Cabinet's Office for Women.

In 2023, Sherry was nominated for "Excellence in Leadership" and "Excellence in Innovation" at the WA Disability Support Awards. With 16 years of diverse work experience as a registered nurse abroad, Sherry provides exceptional non-clinical assistance to individuals with disabilities and her team. Her values centre around honesty, candour, kindness, and leadership, and she is dedicated to enhancing disability support services, making her an invaluable asset to the team.



YASH THAKUR Village Manager

Yash Thakur has worked for Westcare for a decade. Since 2016, he has served as Manager of Accommodation Services and played a vital role in transitioning Village services from the block funding model to a private funding model during the NDIS rollout in 2016.

During the pandemic, he initiated a successful partnership with a WA education provider to address workforce challenges. With twelve years of experience in disability services and a background in business management, Yash excels in negotiation, teamwork, event planning, and building strong stakeholder relationships, making him a valuable member of our team.



BERNIE REIDY Operations Support & Safety Manager

Bernie has worked for Westcare for 7 years. Prior to this he worked in the machinery hire and building industry for over 30 years.

Bernie has a strong interest in workplace safety and was appointed Westcare's WHS Officer in September 2021. Bernie was promoted to Operations Support & Safety Manager in December 2022. He provides high level support to Operations, oversees & manages Westcare's WHS framework, manages the Maintenance Section and assists with special projects.

Bernie thinks Westcare is a very interesting place to work as no two days are the same and the interaction with all the supported employees is very rewarding.

Away from work, Bernie enjoys genealogy research and getting away from the city when he has the chance as he's still a country boy at heart.



MARK PHILLIPS Operations Manager - Westcare Industries

Mark is a new member of the Westcare team, commencing in April 2023 and is based at our Bassendean premises. Mark has worked in the manufacturing sector for over 35 years. He has experience in both private and shareholder owned businesses in Perth and Sydney. He has managed operational teams across a wide variety of manufacturing processes including light steel fabrication, plastic injection moulding, sheet metal fabrication, upholstery, timber pallets, assembly and warehousing and distribution. Mark has previous experience managing an ADE site for 5 years.

Mark manages all operations at Bassendean including quality assurance, sales, client/customer expectations & WHS responsibilities.



UTA BAUER Finance Manager

BSc(Hons), CA

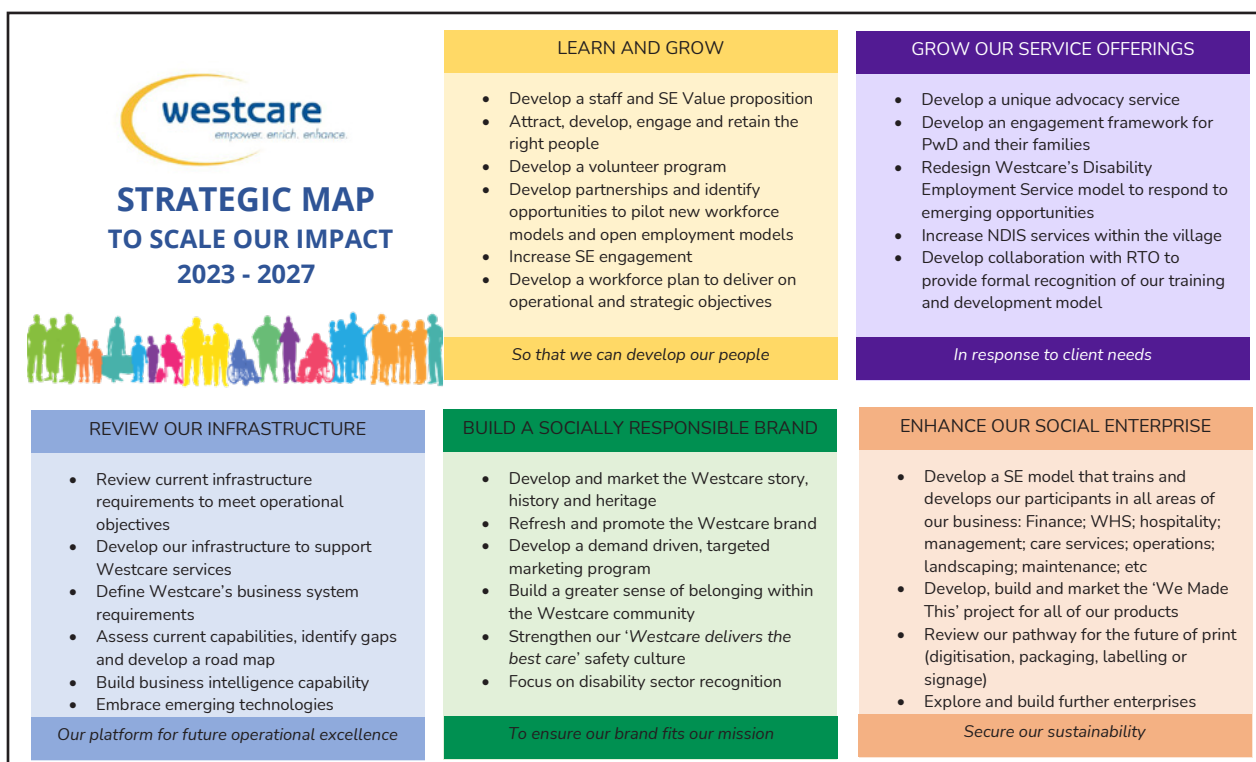
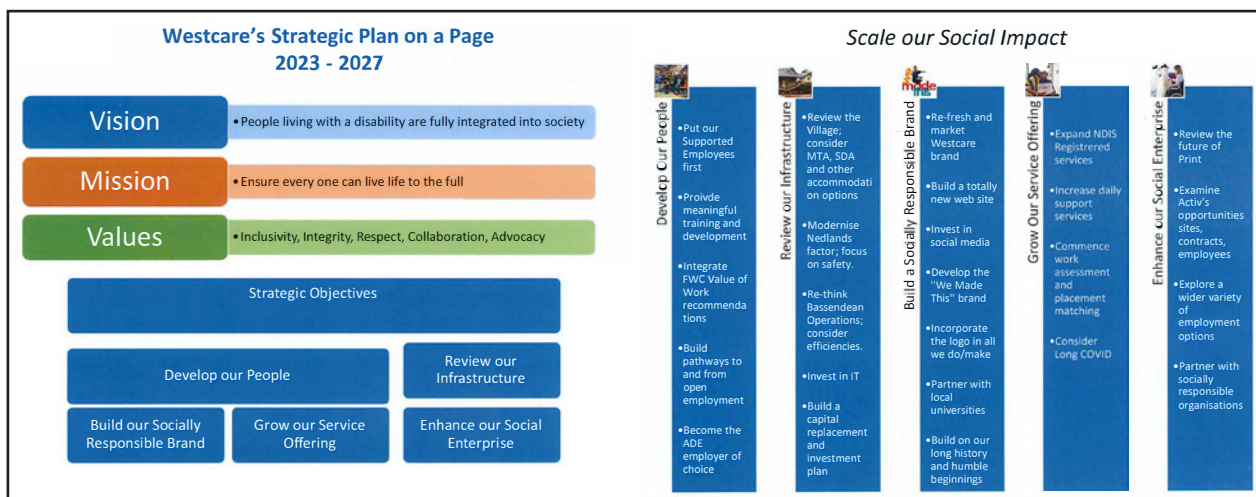
Uta joined the Westcare team in December 2022. Uta is a chartered accountant and began as an auditor over 25 years ago. She has worked for companies in mining, resources, manufacturing, and medical research. She has also had experience in the not-for-profit sector with past employers including the peak body for social service in WA, WACOSS, Council on the Ageing and Indigo.

Uta manages all finance processes and oversees vehicle management, procurement processes, and payroll.

STRATEGIC PLAN 2023 - 2027

At the end of 2022, the Board and management focused their attention on the future of Westcare, leading to the finalisation of the organisation's Strategic Plan 2023 to 2027.

Below is Westcare's *Strategic Plan on a Page* which includes the organisation's objectives and the *Strategic Map* which outlines how we will scale our impact, to make an increasing difference to people living with a disability over the next five years.



As part of the strategic planning process, Westcare's *Mission, Vision and Values* were reviewed, evaluated and revised.

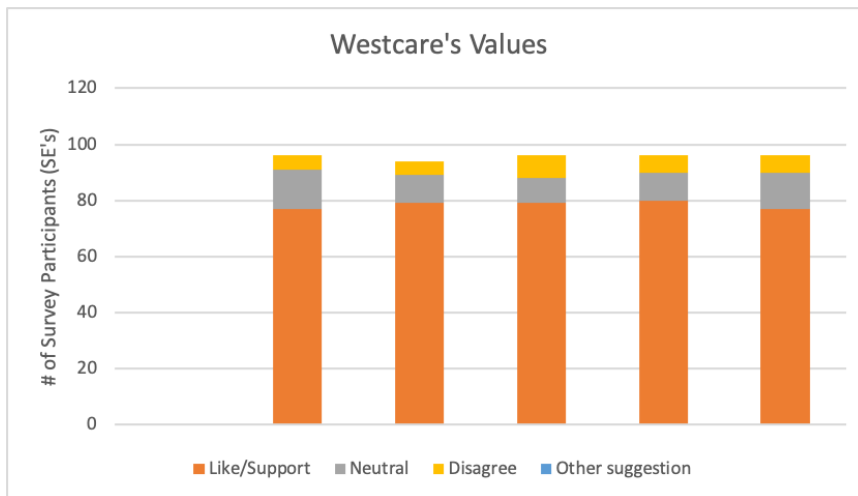
Following an in-depth strategic workshop with Westcare's managers and staff, it was felt that the overriding factor regarding the organisation's values to be adopted should reflect all that Westcare stands for, must be relatable by all stakeholders, agreed by all staff, understood by our supported employees and reflect the culture we are working towards at Westcare.

Consultation on Values

Consequently, after discussions with the Westcare Board, and a values workshop held by the CEO with all managers, a consultation process was started with all staff and supported employees. This process concentrated on giving our valued supported employees greater input into the ideals and principles that they value and wanted to see recognised and adopted by Westcare. This process gave our supported employees an unprecedented opportunity to have valuable, heard and accepted input into Westcare's future and to voice their support or concerns as they considered, reviewed and sometimes put forward alternative or additional values that resonated with them.

All supported employees were given the option of a one-to-one discussion, group discussion or to complete a questionnaire. Of all of our supported employees that were given the opportunity to respond, 99 responded. This was a little over a 70% response rate.

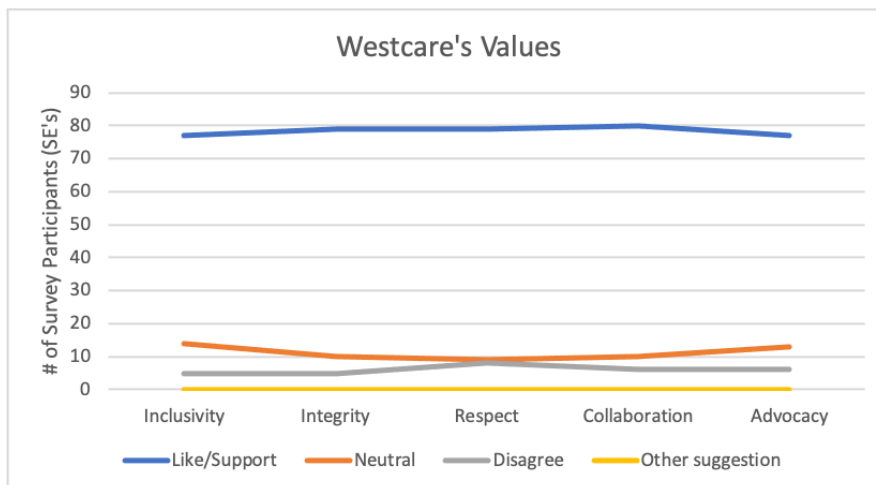
Fig1



On average, 78.4% of respondents liked and fully supported these Values.

An average of 11.2 % of respondents neither liked or disliked these Values and 30% of respondents did not like one or more of the Values. Less than 6% of respondents did not like all of the Values. However, no respondents liked an alternative Value or put forward a different alternative.

Fig 2



Given the support for these Values by the SEs, staff, managers and Board, it was agreed that Westcare would stand by the values of:

Inclusivity, Integrity, Respect, Collaboration and Advocacy

DISABILITY EMPLOYMENT SUPPORT SERVICES

The Disability Employment Support Services division within Westcare assumes a pivotal role in advancing our mission, which revolves around the empowerment and provision of high-quality support to our supported employees, who are individuals with disabilities. As Western Australia adapts to the NDIS Quality and Safeguarding framework, we are delighted to announce that we successfully completed a rigorous NDIS ‘full registration’ audit in June 2022. This achievement resulted in our official endorsement as a NDIS service provider. This milestone equips us to offer person-centred support through mentorship, training, and assistance in achieving their goals and aspirations, all within a secure and positive work environment.

Our commitment remains focused on the continual monitoring, safeguarding, and improvement of the quality of support services available to our supported employees. This commitment is aligned with the core values and mission of Westcare. Furthermore, we remain dedicated to adhering to the standards and practices prescribed by both Westcare and the NDIS. Our adherence encompasses strict compliance with established policies and procedures, ensuring the consistent delivery of exceptional support services to our supported employees.

Westcare Location	Total Supported Employees	New Supported Employees	Transitioned to OPEN employment	Transitioned to new roles/ positions	Transitioned from Activ	Transitioned from Work Experience Program, from school-to-work
Nedlands	55	8	1	3	3	1
Bassendean	82	10	2	3	8	2
Shenton Park	2	1	0	1	0	0
Total	139	19	3	7	11	3



We are delighted to announce that two of our supported employees are currently pursuing a Certificate III in Community Services and Disability.

Our goal is to provide them with the necessary skills and knowledge to join our team and continue contributing to the well-being of our supported employees. This demonstrates our dedication to the transition of the supported employees to various opportunities, including open employment and professional development.



Daniel Pinker

Q. How long has Daniel been working with Westcare?

A. Daniel commenced his employment at Westcare Bassendean back in 2015 and has since taken on a diverse range of roles, spanning from Industrial Packaging to the Foodpak department. Particularly, Daniel has not only excelled in his position but has also exhibited a strong inclination towards supporting his fellow supported employees.

Q. Why does he want to study a qualification in Community Services?

A. Drawing from his own personal experience with mental health challenges and a desire to assist others, Daniel has planned to obtain a Certificate IV in Mental Health. However, in order to meet the program's entry prerequisites, he is currently engaged in completing a Certificate III in Community Services—an endeavour he finds both enjoyable and intellectually stimulating.

Q. How is your study and work going?

A. "I like to work with people at Westcare. I am enjoying my study; it helps my brain to work and it's interesting. I can learn new things at TAFE. I am thinking about further study. I might continue studying and do a Certificate IV in Community Services and I'm planning to look for jobs in open employment. I would recommend to other SEs to try something different."



Nathan Calder

Q. How long has Nathan been working with Westcare and how did he start working with Westcare?

A. Nathan's journey began in 2012 at the Westcare Village when he moved in, and in March 2016, he took on the role of Storeman and Delivery Driver at Westcare. For Nathan, working at Westcare isn't just a job; it's a source of deep satisfaction and meaning. It gives him a clear sense of purpose and keeps him happily occupied.

What truly resonates with Nathan is the opportunity to collaborate with fellow employees who, like him, face disabilities. At Westcare, he is not only highly regarded but also cherished for his unwavering work ethic, commitment, and the pride he takes in accomplishing every task. Nathan's friendly disposition is equally appreciated; he greets and engages with everyone he encounters at work.

Nathan's daily responsibilities encompass crucial tasks like handling customer orders, promptly responding to client emails, managing pick-and-pack operations, coordinating carrier bookings, and efficiently loading and unloading delivery trucks.

Q. How is your study and work going?

A. Recently, Nathan has embarked on a new educational journey by enrolling in TAFE to pursue a Certificate III in Individual Support in Disability. His motivation behind this endeavour is rooted in his desire to give back and provide support to individuals with disabilities, drawing inspiration from his colleagues at Westcare. Nathan's accomplishments extend beyond his work; he has achieved a significant personal milestone by transitioning into mainstream employment with Westcare. Reflecting on this achievement, he expressed his immense pride, stating, "I never imagined reaching where I am today, but I am incredibly proud of my journey and what I've achieved."

WHO WE SUPPORT

Activ Supported Employees' Transition - Transitioning from Activ to Westcare has been a transformative journey for 11 new supported employees, and their enthusiasm for their new workplace is palpable. At Westcare, they have discovered a supportive and inclusive environment that celebrates their unique abilities and fosters personal growth.

Each day, they bring their talents and dedication to our team, contributing to a vibrant, collaborative atmosphere. We are proud to witness their success and happiness as they embrace this exciting chapter at Westcare, where they are not just employees but valued members of our family.



Trudie Bridle

“Activ closed and they told us that we need to find another job, that’s why I started working with Westcare. I am happy to work at Westcare. I have good friends - Vanessa, Katy, and Kiara in Foodpak. I like everything about here and can get good money! All staff members are nice to me!”



Dylan McKell

“It’s been more than one month that I transferred from Activ to Westcare. I feel supported all the time, love being at Westcare and happy with the working hours.”



Gerome Spiccia

“My father helped me to move from Activ to Westcare. It’s fun, I am happy to be here, and I love all support staff. I wish to stay with Westcare!”



Jose Mantos

“Mum planned me to move Westcare because it’s near my home. Westcare is good, good, good! I like working in Foodpak. All support staff are kind and friendly. “

WHO WE SUPPORT



Julie Barrowman

Julie started working at Westcare in January 2023, moving from Activ. Her colleagues describe her as lively and friendly. “I enjoy making new friends and learn new things”. Julie’s coworkers often talk about current news with her, and she brings laughter with her amusing facial expressions.

Julie particularly likes organising hospital files and safety tags at Westcare. She takes pride in working independently and completing tasks to a high standard. Julie’s future work goal is to master the Purple Baby Books and gain training on various machines used on the factory floor.

Apart from work, Julie is social and loves spending time with friends. Her hobbies include bowling and colouring during her downtime. Family is important to her.

Julie is a valuable member of the Westcare team, and we appreciate her contributions. We are glad to have her as part of our workforce.



Ai-yen Kuo

Ai-yen has been a cherished member of the Westcare team in Nedlands since 2018. She is known for her caring nature, enthusiasm for tasks, and ability to take ownership of her responsibilities.

When Ai-yen first joined Westcare, her primary role was handling advanced hospital collating tasks. Over the years, she has continued to excel in this role due to her unwavering diligence and genuine enjoyment of collating. These tasks can vary in complexity, ranging from assembling 5 to 21 documents. Ai-yen meticulously organises the required documents in the correct order and packs them according to the client’s specifications. She carries out this vital job for multiple hospitals across the Perth area.

Ai-yen enjoys her work at Westcare and looks forward to the end-of-year Christmas party with her co-workers. She also appreciates the flexibility of using her annual leave for travel whenever she wants.

Outside of work, Ai-yen takes the train to go swimming on weekends for relaxation and enjoyment. Swimming is her favourite pastime. She typically reserves these outings for moments when she wants to unwind. Ai-yen also enjoys reading, doing housework, and cooking at home for herself.

Ai-yen’s dedication and her unique spirit make her a valuable member of the Westcare team, and we are fortunate to have her as part of our workforce.

WHO WE SUPPORT



Fraser MacDonald

Fraser's remarkable journey with Westcare spans an incredible 29 years, a testament to the deep and lasting connections that our organisation fosters. For the past 21 years, he has called our Accommodation Village his home, underscoring the sense of belonging and security that we provide to our participants.

Fraser is a man of many passions, with a special love for cars and a relentless curiosity that drives him to explore new horizons. He does so with the unwavering support of his dedicated worker, who has become an essential companion on his adventures. Among his prized possessions, Fraser boasts an impressive collection of 20 radios, each one representing a unique chapter in his life.

Work is more than just a job for Fraser; it's a source of genuine joy. He approaches his responsibilities with enthusiasm and dedication, never experiencing the monotony that can sometimes come with routine tasks. Beyond his work, Fraser proudly serves as a consumer representative at the accommodation Village, ensuring that the voices and needs of his fellow residents are heard and respected.

Fraser's journey is a testament to the strength and resilience that characterises our community. His story serves as a powerful source of inspiration, reminding us of the transformative impact of our programs and services. Fraser's unwavering spirit embodies the values that drive us at Westcare – inclusivity, compassion, and a commitment to creating a world where everyone could thrive.



Peter Warren

Peter Warren has been an integral part of the Westcare community for an impressive 31 years, reflecting the lasting connections we build with our participants.

Peter openly expresses his deep affection for his work at Westcare, underlining the significance of meaningful employment in enriching individuals' lives.

He shares his experiences of adapting to change, especially when staff members move on, highlighting the importance of providing stability and consistency in participants' lives.

Peter's involvement with the NDIS has allowed him to reconnect with his community, actively participating in weekly bowling activities, showcasing how support services can enhance individuals' lives.

One of the highlights of Peter's journey is exploring various beaches and scenic locations with his dedicated support worker, opening a world of opportunities previously beyond his reach.

Peter's love for community and connection extends to his enjoyment of attending BBQ gatherings at the Shenton Park Village, fostering a sense of belonging and shared experiences.

Peter's story is a testament to the positive changes that occur when individuals receive the support they need, embodying our commitment to empowering individuals to lead fulfilling lives within their communities.

As we celebrate Peter's remarkable 31 years with Westcare, we draw inspiration from his resilience, his love for his work, his community involvement, and his newfound opportunities for exploration and connection. Peter's journey illustrates the transformative potential of our programs, and we are proud to be a part of his remarkable story. Thank you, Peter, for being an integral member of the Westcare family.

OUR PEOPLE AT A GLANCE 2022/2023

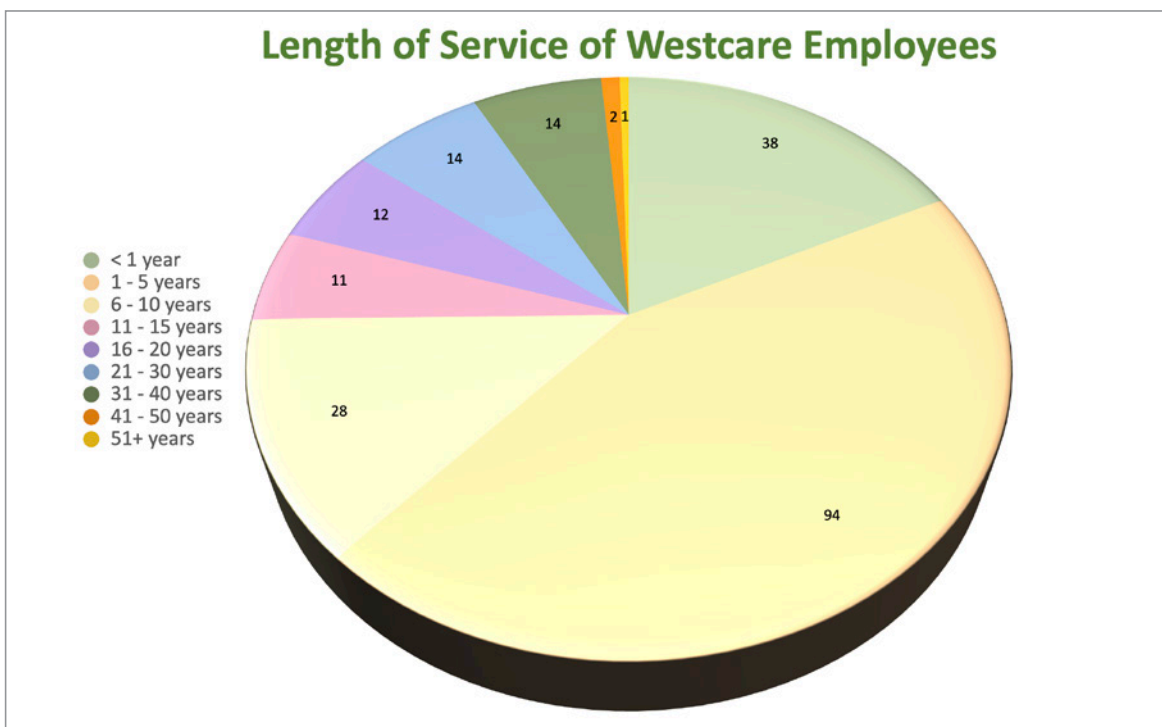
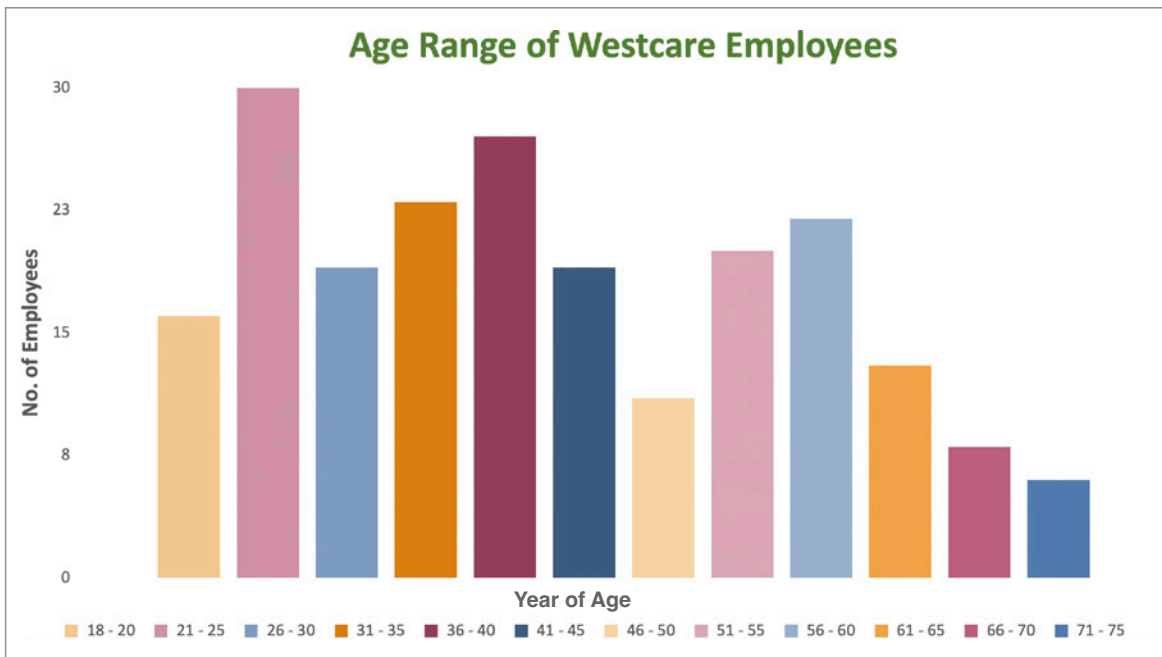
Gender Males - 142

Females - 72



Supported Employees Living with a Disability = 70.56%

Non-Supported Employees = 29.44%



IN THE SPOTLIGHT



BRIANNA NGUYEN Disability Liaison Officer

Meet Brianna, Westcare's Disability Liaison Officer at the Accommodation Village. Brianna has been working in the disability sector since January 2019. Throughout her career, she has held various roles, including Support Worker, Community Coach, and Support Coordinator, which have showcased her exceptional skills and unwavering dedication to learning and growing.

In early 2022, Brianna joined Westcare as a casual Support Worker and quickly rose to the position of Disability Liaison Officer at the Village site, thanks to her kindness and dedication.

Her colleagues describe her as the most soft-spoken person they have ever met. Due to her gentle nature and dedication, she is known as a quiet force.

Outside of work, Brianna enjoys fitness activities, yoga and reading.



KATHY WILSHUSEN Disability Liaison Officer

Before joining Westcare on a permanent basis, Kathy previously worked as an Education Assistant for Special Needs supporting students at LaSalle College in the St Joseph's Education Support Centre.

Her passion was ensuring that students developed independent life skills, ready for life after year 12. This also incorporated facilitating a work experience program and exploring future employment for her students. Kathy's first student here at Westcare was Karina Potter back in 2008.

Many more successful students have followed since then. Kathy rejoined Westcare in 2022 and has recently been appointed to a new role as Disability Liaison Officer at Westcare Industries, Bassendean.

All who know Kathy are aware of her love for her fur babies! Scoobie, the great dane; and Eddy & Coco, her two sausage dogs.



ALAN MANT Print Production Supervisor

Alan has worked in the print industry for over 45 years throughout Australia and New Zealand, working on all kinds of print machinery including small offset machines, letterpress and large format multi colour printing presses.

Since joining Westcare, Alan has established great working relationships with the supported employees at Nedlands. He treats it as an honour to show and guide them with building up new skills.

Outside of printing, he enjoys riding motor bikes, fixing vintage cars, camping and being outdoors.



COURTNEY THORNE Disability Employment Support Officer

Courtney is an exceptional team member with a diverse background and a strong commitment to her work. Courtney has accumulated over 5 years of experience as a community and individual support worker. Courtney is passionate about seeing individuals with disabilities fulfill their full potential and achieve their goals. Additionally, Courtney is actively involved in volunteer work with Youth Ministry and has a passion for travelling, holding three passports.

Since commencing employment with Westcare in January 2023 as a Disability Employment Support Officer with our Nedlands team, after many dedicated years as a support worker, Courtney has proven herself to be an invaluable asset. Her professionalism, caring demeanour, and dedication to following processes have set her apart.

She has consistently demonstrated a willingness to go above and beyond her responsibilities, always placing the well-being of our supported employees as her top priority.

One of Courtney's remarkable qualities is her open communication style and approachable nature, which make her a pleasure to work with. She has a unique talent for fostering camaraderie within the support team, and her coffee catchups have become cherished moments of connection and collaboration.

In summary, Courtney is a compassionate, process-driven, and highly professional team member who plays a significant role in our organisation's success. Her unwavering commitment to our supported employees make her an invaluable asset to our team. We eagerly anticipate many more years of working together with Courtney to achieve our mission.



JAMIE STOYLES Maintenance Supervisor

Jamie commenced with Westcare in July 2018 as Maintenance Supervisor. Prior to joining Westcare he worked in various maintenance roles within the construction industry. Jamie has worked across all of Westcare's sites however his main responsibility is to concentrate on the maintenance needs at the Nedlands and Bassendean sites.

This past year has seen a push to refresh the Nedlands site, which has been long overdue. Jamie has done an amazing job of updating the Boardroom, repainting the Corporate Services area and redesigning the front reception area (including hand crafting a custom-built reception desk with a stunning hard wood timber top). Jamie's superb work on the reception area has been a vast improvement to the image that greets visitors when they first enter the head office & Print site.

Away from Westcare Jamie enjoy spending time along the ocean with his children and he also sees himself as a bit of a Master Chef!



WESTCARE ACCOMMODATION

Westcare Accommodation Village, located in Shenton Park, is dedicated to providing village-style accommodation and support services for working-age individuals living with disabilities.

We offer a variety of housing options to cater to the specific needs of individuals with disabilities. Our team works closely with individuals and their families to ensure that the accommodation and services are tailored to their unique circumstances, promoting greater independence and a healthy lifestyle.

Services

Privately Funded Board and Lodging Model: The Westcare Accommodation Village provides “board and lodging” accommodation, which includes domestic cleaning services, security and monitoring of premises, centralised dining facilities, lounge areas, a gym, recreation rooms, and laundry facilities. These amenities contribute to a comfortable and safe living environment.

NDIS-Funded Accommodation and Respite: Westcare Accommodation Village also offers accommodation and respite services funded through the National Disability Insurance Scheme (NDIS), including:

- 1. Short-Term Accommodation & Respite Care**
- 2. Medium-Term Accommodation**
- 3. Individual Support**

Our dedicated team offers individualised support services to cater to the unique needs of each resident, ensuring their well-being and independence. We take pride in our popular “drop-in support” service, which promotes flexibility and empowers our residents to thrive while knowing they have access to assistance whenever required. With our comprehensive range of services, from short-term accommodation and respite care to medium-term solutions, we create a secure and caring community where individuals can confidently pursue their goals and enjoy a balanced, fulfilling lifestyle.



Westcare Accommodation Services Report

Over the past 12 months, we have strived to enhance the lives of individuals with disabilities by committing ourselves to excellence, innovation, and teamwork. Our journey has been marked by remarkable achievements.

Key Achievements:

- 1. A Team That Grows Together:** The Westcare team at the Village now consists of 15 dedicated members, 12 of whom hold qualifications ranging from Australian Qualifications Framework (AQF) level 4 to AQF level 7, showcasing our commitment to professionalism.
- 2. The Heart of Our Success:** This year, we introduced a new role, the Disability Liaison Officer, which has benefited service delivery quality and assisted with generating more revenue. The internal promotion has also brought new energy and motivation to our existing team members.
- 3. Innovators in Action:** Our creative approach to group support activities and the launch of the Farm Stay STA respite program has received exceptional feedback and was an essential step for our residents' morale after the challenging, long pandemic period.
- 4. Extending Our Hands:** We are currently providing support for 29 participants and have extended our services to 5 individuals from the community, broadening our impact and reaching out with the gift of care.
- 5. Lighting Up Lives:** We celebrated the International Day of People with Disabilities in style. Our participants rode in luxury limos to the Lookout Bar and Bowling Club, made possible by the assistance from volunteers and the executive team, our recycling efforts and Westcare's funds support.

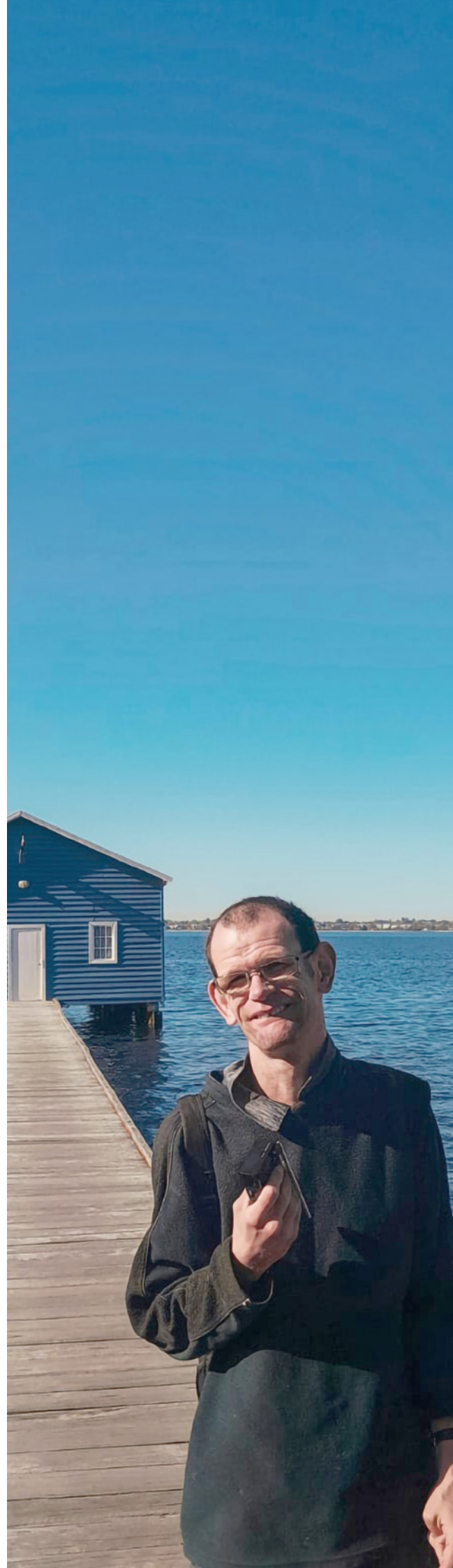


6. Creating Smiles for All Participants: Achieving a 95% satisfaction rate (as voted for by our residents) for privately funded and NDIS-funded accommodation services is a remarkable testament to our unwavering commitment to meeting and exceeding the needs and expectations of all participants.

7. Building Bonds that Last: For seven consecutive years, we have not terminated a single individual tenancy agreement. Since the start of support services in 2021, no one has ceased Westcare's individual support. This reflects our focus on meaningful, lifelong relationships with our participants.

8. Inspiring the Future: 34 students from Stotts College have completed their work experience at our three Westcare sites since we started this program from the Village in 2021, with 9 finding employment with us and others securing positions within the broader disability industry.

9. Financial Growth and Sustainability: Our commitment to providing more group support has generated financial benefits and contributed to a more sustainable future for our organisation and the broader community. The Village's overall revenue from services has increased by 19% this year and 48% for individual support compared to last year.



FARM STAY HOLIDAY WEEKEND AT FERGUSSON VALLEY

A Memorable Adventure!

In this year's annual report, we are thrilled to share the heartwarming moments and experiences from our Farm Stay Holiday Weekend at Fergusson Valley. It was a truly unforgettable adventure that left a lasting impact on everyone involved.

The weekend was a perfect blend of fun, laughter, and shared experiences. Participants embraced the spirit of adventure, creating cherished memories that will be treasured for years to come.

One of the standout aspects of the trip was the opportunity for participants to become chefs, taking charge of their meals. They not only enjoyed the cooking process but also relished the satisfaction of preparing their own dishes. Dining out during our outings added an extra layer of excitement as we explored and savoured local flavours.

Exploring the farm itself was an adventure. Tractor rides provided breathtaking views of the picturesque surroundings, and the experience of feeding the animals brought smiles and a sense of connection to all who participated.



For many participants, this Farm Stay marked their first holiday experience. The enthusiasm and gratitude expressed by everyone was heartwarming. Being away from home provided a sense of freedom and independence that was truly cherished.

None of this would have been possible without our staffs' unwavering dedication and support. Their commitment to creating a memorable weekend was evident in every shared smile and moment of laughter.

The Farm Stay Holiday Weekend at Fergusson Valley encapsulated the essence of our mission at Westcare Incorporated. It was a journey of inclusion, empowerment, and creating opportunities for our participants to enjoy life to the fullest.

As we reflect on this unforgettable adventure, we are reminded of the transformative power of such experiences. Our commitment to positively impacting the lives of those we serve remains steadfast and unwavering.



WESTCARE PRINT

More Than Printers

Westcare Print has always endeavoured to provide quality products and services to meet our customers' requirements. We do this while committing to our mission and core values which enable our supported employees the opportunities to learn and develop work and life skills in a real workplace environment. The balance between commercial success, social inclusion and the daily challenges that often brings is not an easy task, but it is testament to our employees' abilities and teamwork that we have remained successful for over 75 years.

Westcare Print offers a wide variety of print and media services. Not only can we design and print your promotional and information materials like booklets, training materials, reports and flyers, but we can offer a full range of indoor and outdoor signage and point of sale (POS) materials; items such as promotional flags and banners, retail signage, and office signs. Additionally, we can provide a fulfilment service so Westcare Print will manage, produce, compile, store and distribute your items.

Taking our mission and vision behind our decision making, Westcare Print have been developing roles for supported employees in more technical production positions. This will not only develop their skills but also integrates our workforce much closer across our operation. We feel it is important to allow supported employees to be active participants with very real input to how our business operates.

The rumours of 'print is dead' is far from reality. Whilst commercial print services worldwide are certainly reducing year on year globally, the advances in graphics technology have seen growth

in new markets, such as out of home signage (OOH), variable data, 3D printing and specialist packaging products to name a few. Indeed, while for the last decade the marketing mantra has been all about online to the point of saturation, many marketers are now offering an 'offline marketing' option to reach their clients – effectively a return to printed media as they have recognised the importance this medium still has in engaging their audience.

With this in mind, the second half of the financial year saw a change in direction and a natural change in personnel in the Print division. The focus going forward will be around the customer experience when working with Westcare Print. With our print market changing, it was recognised that customer engagement is paramount and we started to develop our sales and marketing strategy. This began in the latter part of the year with the appointment of a Senior Account Manager to re-connect with customers. A marketing strategy is currently in development to back up the sales activity.

This re-engagement with printed media, the push to legislate away from single use plastics and the general global momentum around sustainability puts paper and print at the forefront of this movement. Print is one of the most sustainable manufacturing processes in the world and is practically everywhere you care to look – from the branded notepad on your desk to your favourite designer T-shirt.

Westcare Print will look for opportunities and synergies within the industry and be ready to move quickly when they present themselves.



WESTCARE BOX

The team of box makers at Bassendean manufacture a diverse range of custom boxes, supplying customers across a broad range of end users. These include state government departments such as WA Health and Pathwest. Other consumers of our box products include mining equipment suppliers, automotive spare parts industry, engineering firms and the party / catering equipment hire sector.

Our box products have, over many years, been the industry standard because they are well made, durable and able to be customised to meet specific requirements. We are recognised as the supplier of choice having built on this customer base for over fifty years and enjoy many repeat orders for our products.

The team are multi-skilled and have received extensive training on our box making and covering processes including the use of heavy-duty guillotines, creasing, scoring, wire stitching and gluing machines.

We promote a strong safety culture which includes not only physical safety, but also the health and wellbeing of our workforce. We actively promote an inclusive workplace where team members are encouraged to participate and provide ideas on how we create an even better environment. This is achieved through team meetings as well as individual conversations.

Supported employees are encouraged to work across departments, learning new skills, adding depth to the team. This has been particularly important when we have experienced larger than expected demand for certain box types. Newly trained team members are then able to step in to assist in areas to meet production deadlines in a safe and efficient way.



INDUSTRIAL PACKAGING

Westcare Industrial Packaging offers cost effective solutions to businesses looking to outsource and streamline their packing requirements. Our dedicated team can assist and complete a broad range of services.

The dedicated and enthusiastic team are all actively engaged in the production process. Team members receive ongoing training and support, are keen to learn new skills and apply this training on new tasks. Supervisors and trainers are constantly looking for new methods to make the most effective use of our supported employee workforce.

Our team of supported employees receive training in the operation and use of the following equipment:

- Tape and label applicator tools
- Shrink wrapping and strapping machines
- Heat sealing machines
- Materials handling equipment such as pallet jacks, trolleys and forklifts
- Packing and sealing equipment
- Final count and quality control checks

Westcare holds an ISO certification. This underpins the processes at our sites and is audited annually. Our customers rely on this accreditation which forms a part of their own continuous improvement process. As such, we enjoy long lasting, ongoing relationships with our customers who in some instances have provided us with work over many years.

During the year we have performed new packaging work for the following customers:

- Packing early learning children's literature for the State Library
- Labeling honey for Manuka Honey
- Packing seed potatoes for WA Potatoes via the primary schools education program

This work enriches the lives of our supported employee workforce who are always willing to take on a challenge, learning not only work but social skills as well.



FOODPAK

Westcare Foodpak provides a food packaging service to its customers. These customers rely on our team to accurately weigh and package food related products in a timely and cost-effective manner.

New supported employee team members are provided training by staff and are mentored by existing Foodpak team members as they are integrated into the work area. Here they learn new skills in a wide variety of tasks used in the food packaging process. These include:

- Maintaining a HACCP certified hygienic work area
- Periodic quality checks and reporting non conforming product
- Filling of customer supplied food grade pouches
- Accurately weighing of food products
- Labeling product to customer specification
- Heat sealing of packaged food products
- Filling cartons with correct quantities of products and filling pallets
- Ensuring products are clean and ready for display on supermarket shelves

Westcare holds current HACCP and Organic certifications. These are audited annually by third party external auditors. All audits were passed with zero non-conformances and our customers rely on this level of scrutiny for their own quality assurance processes.

During the year the Foodpak floor was resurfaced. This involved the grinding back of the previous flooring to bare concrete and a new two-part floor membrane was applied by a contractor. This surface provides more grip than previously and is much easier to maintain a clean food environment. In addition, four large split system air conditioners have been installed. This allows us to store chocolate items safely during our hot summer months as well as providing a pleasant environment for our staff and supported employees to work in.

The team in Foodpak enjoy ongoing work from long term customers as well as eagerly taking on new work as it comes to hand. They are hard working and always seeking better ways to do things.



CHRISTMAS PARTY 2022

The annual Christmas Party had a change of location to the South Perth Community Hall; a great decision and enjoyed by all in attendance as it provided plenty of space, easy to get to with ample parking and a commercial kitchen to make Yash and his team's life easier in regards to catering – a mammoth task for over 175 guests!

The event was a huge success and a fabulous way to finish off the year, celebrating Westcare's 75th Anniversary.

A big thank you again to Rick Ardon for attending to present the annual awards, and for his ongoing support to Westcare throughout the year.

It was also wonderful to have Westcare's Board of Directors in attendance again this year who graciously assisted by serving lunch, presented long service awards to the 2022 recipients and joyfully handed out Christmas gifts to our supported employees.

The annual event also wouldn't be a success without the help of staff (and students) who happily contribute a considerable amount of time and effort in planning and running the Christmas Party with duties including coordination, set-up, pack down, decorating, cooking, serving, dishwashing, taking photographs, acting as first aid officers, floor monitors, fire warden & bus route guides, to name a few! A sincere thank you to you all!







WESTCARE EVENTS

Westcare loves to hold events during the year to encourage a sense of inclusion and camaraderie for all employees. Here are just a few:

International Day of People with a Disability

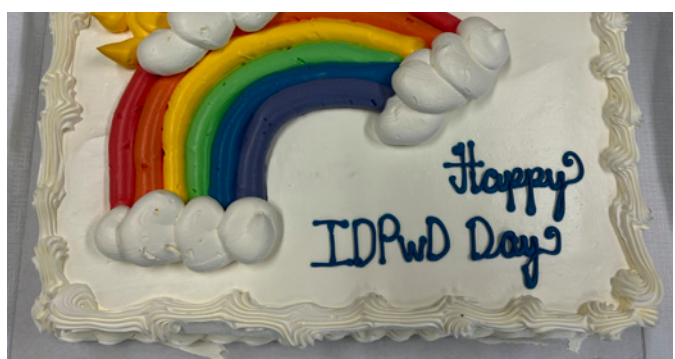
Our Nedlands supported employees and staff greatly enjoyed lawn bowling to celebrate IDPwD in 2020 & 2021 so it was the top choice for 2022 however, we had a change of location. The Doubleview Bowling Club was eager to host us at their premises who not only provided a delicious BBQ lunch but also volunteered to provide the participants with coaching (for those that were not already highly skilled at the game!) WA Police representatives were again keen to join us in the activity. Westcare would like to sincerely thank the Developmental Disability Council of WA for providing sponsorship of the event.



The Village celebrated IDPwD 2022 at the Lookout Bar and Bowling Club. 28 NDIS participants, individual support staff, Village operational staff, Westcare's CEO, EA/Admin Manager, and a few volunteers and supervisors from Westcare's other sites attended this event. A very special treat organised by Yash Thakur, Village Manager, was to transport residents from the Village to Scarborough in a limousine!



In conjunction with the Town of Bassendean, IDPwD was celebrated at Westcare's Bassendean site with special guest, ToB Mayor, Councillor Kathryn Hamilton. Clients and businesses from the area were invited to attend and have a tour of the Bassendean facilities. Following the tour and formalities, an amazing spread was served for morning tea. The day continued with games and activities including Giant Jenga, Giant Ten Pin Bowling and Giant Noughts & Crosses.



NDS WA Disability Jobs Expo

Westcare was an exhibitor at the NDS WA Disability Jobs Expo, held at Crown on 18th February 2023. The Expo was well supported by participants and Westcare's involvement was very well received. Westcare's staff and SEs that attended were excellent ambassadors for Westcare. Their presence, expertise and empathy for all participants shined through and resulted in a lot of very positive feedback from the Minister's Office, Head of Disability Services in WA, the national NDIS representatives, the NDS and Expo organisers, the Activ Action Group, other disability providers and more importantly from many family members of Activ SEs.

A special thanks to Leo Caicedo (Support Worker at the Accommodation Village, providing individual support to residents) for filming and editing a fabulous video for Westcare that was submitted to the expo organisers. The 1 min video was played on a loop during the expo and Westcare received many positive comments on the well-produced video. To view the video, please visit Westcare's new website (launched in June 2023) at www.westcare.com.au



Staff Dinner

Following the end of the financial year, the Westcare Board of Directors approved a staff dinner to thank and recognise the tremendous efforts, hard work and demonstrated teamwork of staff over the past 12 months.



CEO with Accommodation Village staff



Corporate Services



Support Services

WESTCARE STAFF COMMITTED TO MAKING A DIFFERENCE



Richard (Dick) Howell Award for Employee of the Year at Bassendean presented by Rick Ardon to Vanessa Ha



Alan Tough OAM Award for Employee of the Year at Nedlands presented by Rick Ardon to Ben Strong



CEO & Board Award for Staff Member of the Year for Contribution to the Association presented by Rick Ardon to Noah Nguyen



Florence Hummerston Award for Staff Member of the Year for Service to the Association presented by Westcare Board Co-Vice Presidents Justin Audcent & Marshall McKenna to Julie Curnow

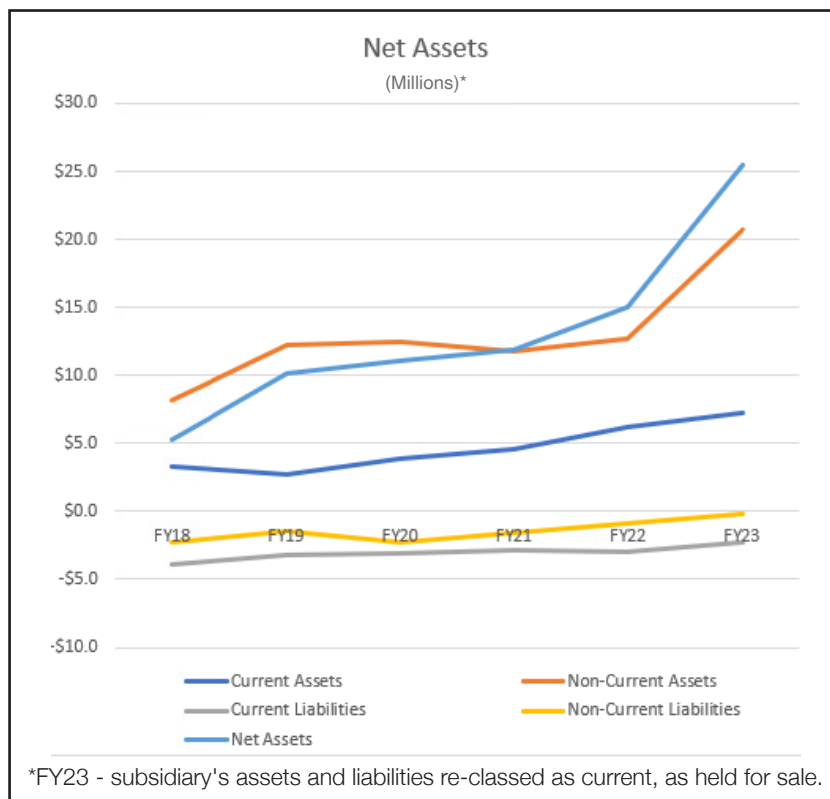
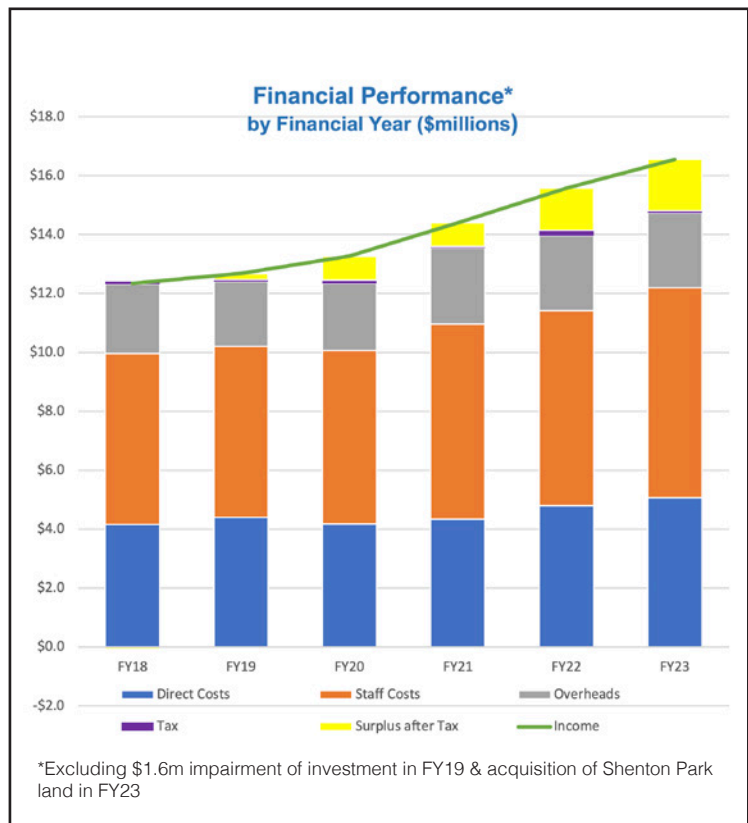
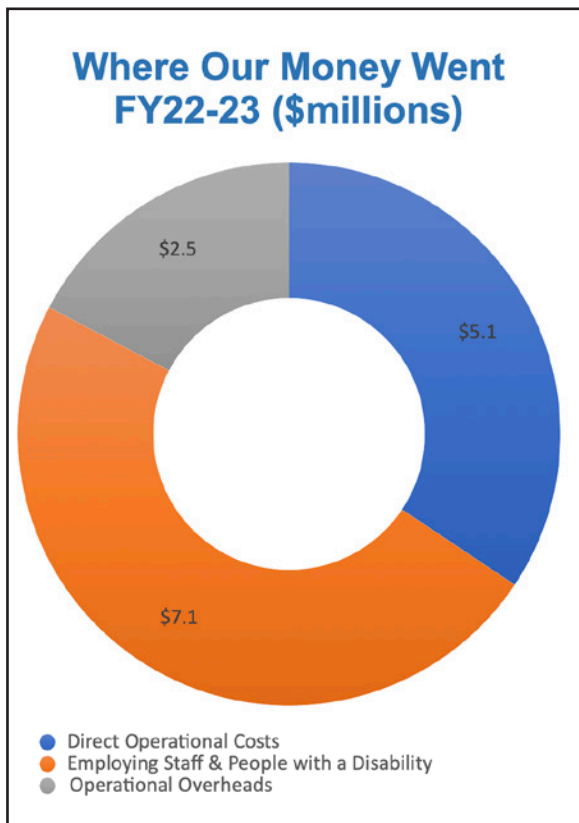
LONG SERVICE AWARDS

21 employees have/will reach long service milestones in 2023. They will be recognised with anniversary presentations to acknowledge their 5, 10, 15, 20, 25, 30, 35 and 45 years working with Westcare at our annual Christmas party in December 2023.

We have many long-standing employees and the Board and management extend thanks and appreciation to each person for their contribution to Westcare.

5 years	10 years	15 years	20 years	25 years	30 years
Chad Shilling	Sherry Kaur	Edward Cowton	Susan Carlowe	Craig McKinnon	Michael Mather
Richard Sak	Yash Thakur	Karina Potter	Nathan Barrett		
Ai-Yen Kuo		Kelsie Oakley	Rhys Iddon	35 years	45 years
Paul Tran			Rachel Winsor	Richard Stewart	Gregory Gardiner
Kathleen Marsh			Paul Gray		
Alan Mant					
Jamie Stoyles					

SUMMARY OF FINANCIALS



HOW CAN YOU HELP WESTCARE?

Donations/Fundraising

Westcare would like to thank all their donors and supporters who so generously donated in 2022/2023.

By making a donation to Westcare you are helping us to bring the Westcare mission and vision to life. Donations may be made at any time throughout the year.

Donations are tax deductible. In-kind donations of goods and services are also welcomed.

Make a bequest

Bequests have been integral in the development of our services. Making a bequest and naming Westcare Incorporated in your Will is a powerful, yet simple act of generosity.

Bequests to Westcare enhance our efforts to empower the lives of people with disabilities and assist their transition into the community. Bequests ensure future generations of people with disabilities benefit from the services provided by Westcare Incorporated.

Volunteering

Westcare recognises the importance of volunteering and in 2018/2019 developed a volunteering program where volunteers can get involved in our business services, pass on skills and work with our team. Whether you can volunteer once a week or once a month, your time and support will be greatly appreciated and make a significant difference to the quality of services we provide.

To find out more about becoming a volunteer at Westcare, please contact Westcare at westcare@westcare.com.au or on **6389 4100**

Support our events

Why not join us at one of our events throughout the year: be our guest, donor, client, volunteer or corporate sponsor.

For further information on events, donations, fundraising or bequests, contact Westcare at westcare@westcare.com.au or on **6389 4100**

DONATION FORM

Your donation will help ensure that Westcare continues to provide quality employment, training, development and accommodation for people living with a disability for generations to come.

Please accept my gift of \$..... In the form of cheque, or debit my credit card.

Visa MasterCard Diners Amex

Card Number:

Expiry Date: Signed

Donor Name:

Address:

Phone Number: Donor Email Address:

Thank you for your contribution to Westcare. Gifts over \$2 are tax deductible.

Mail to: **Westcare Incorporated, Reply Paid 48, PO Box 48, Claremont WA 6910**

Online Donations may be made via <https://www.givenow.com.au/westcare>

Email: donations@westcare.com.au

Mission

Ensure everyone can live
life to the full

Vision

People living with a disability are fully
intergrated into society

Values

INCLUSIVITY



INTEGRITY



RESPECT



COLLABORATION



ADVOCACY



Westcare Incorporated is a social enterprise (not-for-profit) providing quality employment, training, development and accomodation for people living with a disability for over 75 years.

Printed by Westcare Print
75 Carrington Street, Nedlands WA 6009