



## Li-Ving well Newsletter

ISSUE 01 WINTER 2018

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Li-Ve Tasmania provides genuine  
person-centred support to people  
living with disability in Tasmania.

[www.livetasmania.org](http://www.livetasmania.org)



**Li-Ve**  
TASMANIA

# Restructure



You've heard me talk and write about the impact of the National Disability Insurance Scheme (NDIS) on the disability services sector – and you know that the NDIS is here to stay. This is the new normal.

The NDIS means more choice and control for our participants. Li-Ve Tasmania is always and only about the people we support, so, we stand behind the scheme. We do this, even though it means big changes to the way we operate. Under the NDIS, we need to do more...with less. When you look at it that way, it's not hard to see that something has to give. We've had to make some tough financial decisions.

On Wednesday 9 May, so we can keep providing services to the people we support, Li-Ve Tasmania announced a Board-endorsed organisational restructure resulting in six job losses across the state.

No Disability Support Worker or Team Leader roles have been affected. Li-Ve Tasmania is providing professional support to all staff, especially those directly affected.

This is a challenging time for everyone. As we work our way through the restructure, we will keep top-of-mind the people we support. They are at the centre of everything we do.

If you have any questions about the restructure, contact me at pbyrne@livet Tasmania.org or by phone on (03) 6227 5400.

Thank you for your understanding.

**Paul Byrne**  
CEO

## Why we're still hiring

*If we had to make job cuts, why has Li-Ve Tasmania kept hiring new staff?*

The answer is wrapped up in an idea we'll call 'core business'. This is a fancy way of saying the things we, and only we, do well. Li-Ve Tasmania's core business is supporting our participants.

As the NDIS landscape has changed over the past couple of years, the Board and management has monitored the staffing situation. They have been aware that changes were likely.

The NDIA sets our pricing. Most of the funding goes to providing support for our participants. There isn't much money left over for behind-the-scenes tasks like Quality and Compliance and IT. So, even though these functions are really important and valuable, we can't afford to spend hours trying to stay across new technology and changing legislation. Those tasks are not Li-Ve Tasmania's core business. As mentioned earlier, our core business is supporting our participants.

While some aspects of IT and compliance will remain internally, specialists from outside the organisation can take care of our computer and audit tasks cheaply, quickly and to a high standard because that's their core business.

In other words, to keep our doors open and grow our business, we have to concentrate all our resources on supporting our participants.



Danny and Regan



That's where our support workers come in. More and more we will need skilled, talented and passionate disability support workers, coordinators, managers and leaders. These are the people who make sure our participants receive the support they need. These are the people who keep our promise to deliver genuine, quality person-centred support to all our participants.

Because we are now more focused than ever on providing services for the people we support, the Board and management is confident that the organisation is poised not only for sustainability but also for expansion.



*We know that transport is complex but the NDIS must sort it out to deliver on its promise to increase participants' social and economic engagement."*

~ Nicole Cumine,  
Manager Operations

## The NDIS and transport

The disability sector is growing concerned about how the NDIS is going to keep transport assistance going.

The NDS has written a policy paper with eight recommendations. Basically, it says the NDIS needs to change the way it works out transport assistance, so that it considers

- worker time
- the cost of running a vehicle
- the impact of location.

>> Check out the full paper on the NDS website at [www.nds.org](http://www.nds.org).

### Key proposed solutions

- Participant plans need to include realistic accounts for transport to get to and from community activities and/or work.
- We need to test new ways to use our vehicle fleets along with community transport providers.
- State-funded taxi subsidy schemes must stay in place
- 'Lift fees' should be available to disability service providers with wheelchair accessible vehicles.

## Five steps for your NDIS prep

Whether you'll be accessing the NDIS tomorrow a year from now, if you start preparing, now you'll know exactly what you want and need when the time comes.

Here are five things you can do right away, so you're ready for your NDIS plan.

### 1. Map where you're at

Look at your life now and write down:

- your needs
- the support you receive
- anything that would make your life easier.

Document a typical week in your life, including any barriers you face and any support you receive.

### 2. Make a paper trail

If you can, it's helpful to pull together any records you have about your disability, such as medical assessments and reports. If you don't have these, don't stress! Your NDIS caseworker can help you get them.

### 3. Daydream

How will you spend your life? Who will you spend it with? Think about how you'd love your future to look and what you might need to make it happen.

### 4. Network

Where you can, connect with other people and families like yours. This will help you better understand:

- what others are doing
- issues you may not have considered
- types of support you may be entitled to.

### 5. Research

'Approved plan', 'insurance approach' and 'efficient price'... You might hear some fancy words that describe how the NDIS works and what's on offer. Reading about the NDIS online or watching videos about it will help you understand what these terms mean.



Shane and Phillip

## We've opened up the conversation about death

We've lifted the lid on the way people in the community and medical sectors traditionally approach people living with disability at the end of their lives and when they're grieving. The results of our two years of research is already generating a systemic transformation, nationally, by providing a voice for people living with disability.

Until now, Tasmanians living with disability have not been asked about their thoughts and needs around death,' says Manager – Projects, Anna Holliday. 'And yet they have an enormous contribution to make to this conversation.'

Using a grant from Palliative Care Tasmania and Better Access to Palliative Care, Li-Ve Tasmania talked to participants; their friends and family; and to other service providers.

'When we asked them about death, dying and end-of-life care, it was clear that people living with disability want to have a say,' says Anna.



'All people living with disability deserve to be valued and included when someone dies. And, when it comes to their own lives, they must have the same rights and opportunities as everyone else to voice their wishes and preferences, and even plan for their own final supports and life celebrations. That's why we're committed to reshaping the whole system.'

### Talking about death

When talking about death:

- involve the person
- be honest and communicate openly
- actively listen, allow and ask questions.

>> For support, information and resources, contact Anna Holliday at [aholliday@livetasmania.org](mailto:aholliday@livetasmania.org)

## Have you checked the web, recently?

In March, Li-Ve Tasmania launched a brand new shiny website. If you haven't had a look, you can check it out at [www.livetasmania.org](http://www.livetasmania.org)

Clean, bright, easy and friendly, we think you'll agree, the new site has a lot going for it.

We've built the site with:

- just basic info to start with – we will develop more detail and more pages, over time
- accessibility in mind – for example, at the top of the homepage, click on the little eye icon next to our phone number for a high contrast version
- the ability to make changes and updates quickly and easily – that means we can add your words and pictures to our 'People we support' page (feel free to send some through if you're doing cool stuff!)

Have a look around the site and let us know what you reckon! We'd love your feedback!

## Thanks to the Acorns

A huge thank you to the Acorn Branch committee for their sumptuous fundraising morning tea accompanied by the fantastic Silvertones men's acapella barbershop singing group. This fun and fabulous gathering took place at Eastside Lutheran College on 16 May and raised a whopping \$2,225. The money will pay for the paint Li-Ve Tasmania staff and friends used on a recent working bee (in their own time) to refresh one of our group homes.

>> To stay up-to-date with Li-Ve Tasmania events and offerings, follow us on Facebook at [www.facebook.com/LiVeTassie](http://www.facebook.com/LiVeTassie)

### Want to give to Li-Ve Tasmania?

You can donate electronically via our website at [www.livetasmania.org](http://www.livetasmania.org)

Donations are tax deductible.



Marilyn Pinkard and Paul Byrne; Li-Ve Tasmania volunteers.

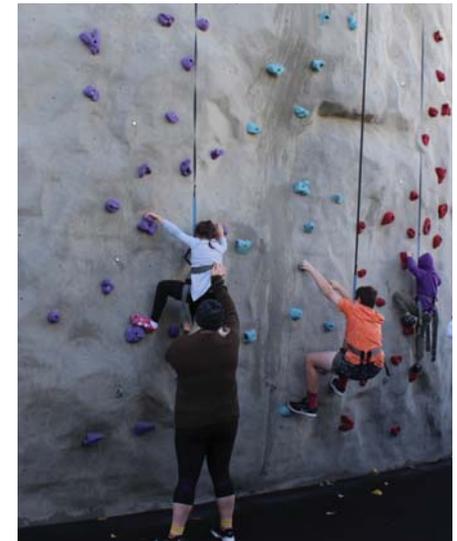
## TABIS events

TABIS has been extra active in the community over the last few months. Aside from its regular programs like art and exercise, TABIS has been involved in hosting:

- a learn to bowl course
- internet safety courses for parents and carers in the north and south
- a YMCA taster day for people living with disability and their friends and families.

### Follow TABIS

To stay across what's happening at TABIS, follow it on Facebook at [www.facebook.com/TabisTasmania](http://www.facebook.com/TabisTasmania)



Launceston YMCA taster day

**Li-Ve Tasmania**

26 Lampton Avenue  
Derwent Park, Tasmania  
(03) 6227 5400

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www.livetasmalia.org



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we deliver genuine,  
quality person-  
centred support to all  
our participants.”*

~ Paul Byrne  
CEO