



# Amana Life

Keeping you informed of Amana Living news, views and events.

## Keeping you up-to-date.



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part of the Anglican community

## CEO's Introduction



Chief Executive Officer  
Ray Glickman

I am currently involved in some national research into the image of the aged care sector. One of the interesting things I have learned is that people mostly don't feel they have what it takes to work in our industry.

As a result, when I welcome new staff on board at what we call the "Amana Living Welcome Day", I see our recruits through new eyes. In fact, I see more fully how special they are. Not only are these people passionate about helping others, not only are they prepared to forego the extra dollars being offered by the mining and resources sector and the like, but they are also people with enough self-confidence to take on a really demanding job.

The same great qualities obviously apply to our loyal, existing staff who remain committed to helping other people even when the going gets tough.

The only difference between the groups, I guess, is that existing staff have already experienced first hand the great personal rewards that flow from making a real difference to other people's lives.

On the subject of getting the new recruits we need, following is an example of our current ad campaign. It is bright and breezy and features our great staff as "models" and includes their own words about working at Amana Living.

This imaginative approach to recruitment is having good results, but in this current climate we always need more people. Did you know that the right person could be your mother, your nephew, your neighbour or it might even be YOU!

What's more, did you also know that, if an Amana Life reader introduces a new staff member to us, he or she will get a spotter's fee of \$500 once their nominated person has worked with us for 3 months? All you have to do is call Kristy on 9424 6343 and provide (with the person's consent) the contact details of the person you are introducing.

Please refer to this edition of Amana Life in claiming your reward.

As you can see, special people are on my mind at the moment so I thought I would share some relevant observations and initiatives with you at this time.

With kind regards

Ray Glickman,  
Chief Executive Officer.

## Recruitment – Innovative & Exciting Advertising

One of the biggest business issues facing organisations in Western Australia today is a labour shortage. This affects not just those of us within the Aged Care sector, but organisations across all industries. As competition for both skilled and unskilled labour increases dramatically each month, Amana Living's Human Resources (HR) department has been working to come up with more effective and creative ideas to attract potential employees.

Running 'tried and tested' advertising campaigns was proving ineffective in differentiating Amana Living from other Aged Care providers. With this in mind we've re-launched our print and online advertising campaigns and they're proving to be a roaring success! Our new line of adverts focuses on our current staff, and depicts why they enjoy working within Amana Living.

Focusing on 'our people' gives potential staff a fresh perspective on working within the aged care sector, and invites people to contact Amana Living for more information. It is with this renewed energy that we're moving forward, looking for brighter and smarter ways of attracting people to Amana Living as an Employer of Choice.

*"Have you made someone smile today? I have."*  
- Elizabeth, Occupational Therapist

Yes we're aged care, but that doesn't mean we're not brimming with energy and vitality. And importantly, we don't expect our people to check their personalities in at the door. It's what makes us such a caring, creative bunch. If you're looking to diversify your skills then look no further.

### Registered Nurses

- Kalgoorlie • \$26.85 p/h + penalties
- Available shifts 7 - 3.15pm and 3 - 10pm

Fully qualified and with relevant experience, you will pride yourself on your sense of fun, outstanding communication skills, teamwork and organisational and time management skills.

### Enrolled Nurses

- Kalgoorlie • Up to \$20.86 p/h + penalties
- Available shifts 7 - 3.15pm, 3 - 10pm & 9.45pm - 7am

### Carers

- Kalgoorlie • Up to \$17.74 p/h + penalties
- Casual hours available

To find out more simply call Ann Marie 9026 2900.  
Alternatively forward your application to:  
**HR Recruitment Officer, PO Box 63, Cottesloe WA 6911. Fax: (08) 9383 4507, email: jobs@amanaliving.com.au**  
[www.amanaliving.com.au](http://www.amanaliving.com.au)

One of our exciting new ads.

## PEP: Creating Life Albums



"Until you experience a client's life it is hard to understand who they are", said Cheryl Ashwood from Catherine King House. Cheryl, along with four other staff have spent the past six months spending quality time with some of their clients and their client's families to create meaningful life albums, piloted under the Personal Enrichment Program.

Cheryl's goal for the two life albums she created was to "spend time with my clients and get to know them and their families, and what made up these people before they came to us".

Cheryl said she received lots of love and support from the two families who even purchased the albums for her. Her enthusiastic approach was contagious and helped her build close relationships with her clients and their wives. "There was lots of laughing, joking and hugs with the clients and families along the way", said Cheryl.

Cheryl's approach to the development of the life albums was about a "celebration of life", and was undertaken in a round table scenario, with input from clients and families. Cheryl commented that it made her feel relieved and grateful to know that her clients have had wonderful experiences and very fulfilled lives, and that the Day Club staff continue to

provide an environment that stimulates and enriches their clients lives each day.

Both of Cheryl's clients have dementia. One gentleman in his 70's loves his wife and is also passionate about sailing, horses, camping holidays and cycling. The other gentleman, a boxer with a great sense of humour, is in his 60's, loves his family, his wife and life itself. Cheryl said he took ownership of the album whenever he could and walked around saying, "that's mine, that's me"!



Martin and Cheryl

Cheryl said she felt enriched completing the project and loved the level of intimacy she developed with her clients and their families. The process was a very spiritual one for Cheryl who still keeps in contact with both clients, even though they have since left the Day Club.

The completed life albums were presented to the family members at a celebratory morning tea in March.

This special event acknowledged the wonderful efforts by all the staff from Catherine King Day Club involved in this valuable project, including Cheryl, Karen, Veena, Aldona and Susan. Special thanks also goes to the Coordinator, Alison Openshaw, for her ongoing support, her 'can-do' approach, and for giving staff the opportunity to make such a difference to their clients' lives, as well as their own.



Cheryl and Karen

## Police Service Medal Presentation



Jim Woods proudly displays his police medals.

Lefroy Day Club congratulates Jim Woods on receiving the 40 year clasp to the Western Australia Police Service Medal by the Commissioner of Police Karl O'Callaghan AMP.

Jim and his wife Lesley were invited to the ceremony which was held in the Police Academy Chapel, Joondalup on the 30th of January. This was a great honour for Jim, as not many of these medals are given out. Jim has since brought his medals into Lefroy to show the other clients and staff.



Harold Clay.

## Harold's orchids get stamp of approval.

Meet Harold, a prize-winning orchid grower and avid stamp collector.

Harold Clay (82) transferred from Wearne House in Mandurah in 2006 and is enjoying retirement at Le Fanu Court in South Perth.

Harold loves his orchids and won awards for them in the Peel Region Show. So when he moved, he made sure some of his finest orchids came along with him to his new home. He's a keen stamp collector too and received the prestigious "E. M. Haslock Award" in 2003 - the only country member ever to receive this award.

Harold is a member of the WA Genealogy society here in Perth and has traced his family to his birthplace in Nuneaton in England. He's heading to England in September for his grandson's wedding in Dartmoor and is going to take the opportunity to do some traveling to see his birthplace.

Harold has 3 children, 6 grandchildren and eagerly awaits the birth of his first great grandchild.

This resourceful man is enjoying village life and loves to get along to all the social functions. We also hear he bakes a pretty fine loaf of bread.

## Wearne Residents' Mandurah Trip

On Wednesday the 16<sup>th</sup> of January 2008 five Wearne House residents accompanied a staff Occupational Therapy Assistant and two volunteers on a train trip on the new Mandurah to Perth rail line. The service from the Mandurah Station was excellent; a couple of burly lads assisted our group onboard and waved us off.

The train trip to Perth took 50 minutes, was very comfortable and enjoyed by all.

Apart from getting lost at the Murray Street station, ending up on Wellington Street, the trip went well!

Everyone had a nice lunch at Miss Maud's in the Carillon Arcade. After some quick window shopping we reboarded the train and traveled back to Mandurah.

All who participated thoroughly enjoyed themselves and hope to make the journey again in the near future.



Wearne residents take a trip on the new Mandurah train line.

## Chaplaincy Resources



Rev'd Rodger Bull

2008 has seen some great beginnings in the Chaplaincy Team. A new part time Chaplain has joined the team. He is The Rev'd Rodger Bull.

At the moment Rodger is acting in a locum capacity for The Rev'd Rob Day. Residents and staff at Parry House, Frederick Guest Village, Lefroy, and a few other centres may have had a chance to meet him.

When Rob returns Rodger will fulfill his ministry in one of the northern suburb centres. Rodger is retired from an active life in business and working with World Vision. His enthusiasm, care and warmth have endeared him to every centre in which he has had contact. Presently a Deacon, Rodger will be ordained a priest on Saturday the 10<sup>th</sup> of May.

We also have two new Chaplaincy Assistants – June Omerod and Margaret Jennings. Margaret has returned to Peter Arney Home, here she joins Carolyn Hunter visiting residents and being involved in worship services. June has been a volunteer at Thomas Scott Hostel but is now their Chaplaincy Assistant. Both June and Margaret have been through a one year training course in Pastoral Care at one of Perth's major teaching hospitals.

Chaplaincy has not previously had any involvement with those cared for by Amana Living's Community Care. However, applicants are now being sought for a role as part-time Project Officer. This new role will investigate, with members of the Community Care team, ways of linking Community Care clients with local sources of spiritual and pastoral care. Chaplaincy would not find it possible to visit clients spread across the metro area, but we are looking for ways to put people in touch with local churches and other spiritual organisations.

On the 19<sup>th</sup> of February Senior Staff were present for an Annual Service of Dedication and Prayer. Archbishop Roger Herft spoke to the fifty to sixty staff, who really appreciated his address. Bishops Mark Burton and Tom Wilmot also added to the service with their presence and participation. This service is an important part of Amana Living's ties to the Anglican Church and is a great way to start the year.

Chaplaincy is almost always in need of volunteers to assist in a variety of ways across Amana Living's Centres through pastoral visiting, assisting in services, groups, reading, and in a variety of other ways. Please let us know if you would like to be involved by calling 0419 145 392 or emailing [datkinson@amanaliving.com.au](mailto:datkinson@amanaliving.com.au)

## Ray to Stay – CEO Contract Renewed

Amana Living has re-signed Chief Executive Officer, Ray Glickman, onto a new five year contract. Mr Glickman was appointed CEO in August 2004.

Amana Living Chairman, Peter Dawes, said he and his fellow directors were delighted to secure Mr Glickman's services for a further period as the CEO had delivered on the significant reform and improvement program the Board had been seeking.

Mr Dawes said:

"In his relatively short time at the helm, Ray and his management team have helped the Board adopt a bold new vision for Amana Living as part of a new strategic plan, conceived and commenced a \$300M redevelopment and refurbishment program and refocused the organisation onto

enrichment of the quality of life for older people in addition to excellent care. Under our new Amana Living brand, we are writing an exciting new chapter for our organisation that started life as Anglican Homes and continuity of leadership and excellent Board-Management relationships will be important ingredients for future success".

Ray Glickman echoed the Chairman's enthusiasm for the future and expressed his satisfaction at continuing with Amana Living.

Mr Glickman said:

"We have developed an exciting culture and approach here at Amana Living that retains a clear focus on great care and traditional values whilst adding a passion for living the second half of life."



Ray Glickman and Peter Dawes.

## Amana Living opens its arms to Curtin OT students.

Late last year, Amana Living formed a mutually beneficial partnership with the School of Occupational Therapy at Curtin University. The partnership has enabled the placement of over eighteen students within our residential care facilities in 2008. In January, our first group of Masters Students commenced, and were allocated across our centres – Sean Ashton (Sundowner Hostel and PEP), Michelle Barlow (St George's Nursing Home), and Julian Mancini (Wearne House).

Sean, who has been involved with the PEP Energise Falls Prevention Program, piloted at Sundowner Hostel in 2007, reports that assisting with the project has been the highlight of his practical as it has enabled him to have a lasting impact. He reports that the most important thing he has learnt is 'not judge residents/clients based on their diagnoses, but to treat them as the gentle, kind and loving people that they are'.



Curtin Undergraduates, Sean, Michelle and Julian.

Michelle reports that she has learnt so much about occupational therapy from her placement at Amana Living – the different forms of assessments, how clients function at different levels, and the sorts of interventions that are possible such as group activities, hand therapy, music therapy, and validation therapy. Michelle has been involved with making 'All About Me' bags for three high care residents. These bags contain pictures and items of meaning to the resident that facilitate conversation between the residents, staff and family members.

Julian enjoyed facilitating a range of different groups at Wearne House including mosaics, painting, and the Spark of Life Sunshine Club for residents with dementia. He formed a special bond with one of the residents and engaged in painting with her as well as escorting her on a walk to the local shops. He could see the importance of the multidisciplinary team and how important each role is in caring for our residents.

All students have commented on how welcoming the staff and residents have been. A big thank you goes to the therapists who are involved with supervising the students this year. We farewell Sean, Michelle and Julian and look forward to our first round of Undergraduate students for 2008.

## New Gran Dilys Paine

### Congratulations to New Grandmother, Dilys Paine

On 7<sup>th</sup> December 2007, Liam Mitchell Reigert was born, first baby to Sue and Bradley Riegert of Yarloop. Liam is first grandchild to Parry House Village Coordinator, Dilys Paine (affectionately know as Puff) and the eleventh Grandchild for Brad's parents! He's a placid easy going baby, who at 11 weeks weighed 5.82kgs, was 57cm long and slept for 10.5 hours for the very first time! Liam goes to Mum and Bubs and Playgroup in Biddingup with his cousins and is very much loved by all the family.



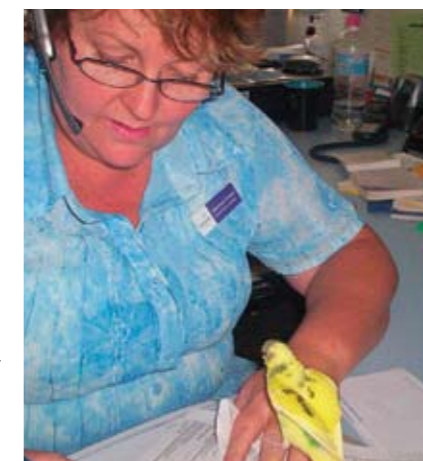
Dilys of Parry House with Liam 7 hours old



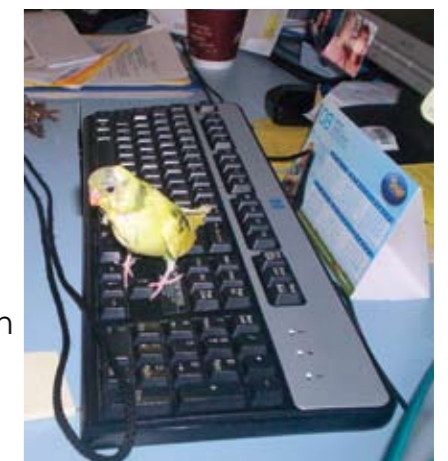
Brad, Sue and Liam Riegert 7<sup>th</sup> December 2007

## Wearne House welcomes Sonny the Budgie

Wearne House has a new team member, Sonny the baby budgie. Maureen Crowd, Wearne House administration assistant, started bringing Sonny to work as he needed regular feeding. Sonny now lives the Sun Lounge and absolutely loves being around the people that come and go from the lounge.



Sonny helping Maureen in the office.



Getting the typing done!

The residents at Wearne just love him and have lots of advice to give on how he should be raised! Sonny still goes into the office occasionally and helps Maureen out with the typing!



## How Can I Support Amana Living?

There are a number of ways you can help us ensure that the life of each individual resident is enriched:

### Donations (see the donation form below)

Corporate Programs  
Payroll Deduction Program  
Sponsorships/Gifts in Kind  
Tel: 9383 1088

### Volunteering

Become an Amana Living volunteer  
Tel: 9424 6348

### Wills & Bequests

You can help provide for the important older people in our lives.  
Tel: 9383 1088

### View Amana Life 'online'

Visit [www.amanaliving.com.au](http://www.amanaliving.com.au) and head to the Amana Life Newsletter under 'What's On' to read our newsletter online.

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## Yes, I would like to donate and make a difference!

Specific Donation (your choice of Amana Living Centres). Please specify: \_\_\_\_\_

General Donation to the Amana Living Anglican Foundation

I would like to make a donation:

\$25     \$50     \$100     \$250     \$500 or \$ \_\_\_\_\_

Regular Donation to the Amana Living Anglican Foundation to be drawn automatically from my credit card (until I choose to discontinue)

**Monthly**     **Bimonthly**     **3 monthly**     **6 monthly**     **other** (please specify): \_\_\_\_\_

Each credit card

payment of:     \$25     \$50     \$100     \$250     \$1000 or \$ \_\_\_\_\_

### Payroll Deduction

(please contact us about taking a regular donation from my salary – also applicable to non-Amana Living staff)

Please send me information about helping Amana Living through a Will or Bequest

Please include me on the Annual Report mailing list

I would prefer not to receive any further information from ALAF

Bankcard     Mastercard     Visa

Name: \_\_\_\_\_

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Address: \_\_\_\_\_

Amount: \_\_\_\_\_ Expiry Date: / \_\_\_\_\_

Email: \_\_\_\_\_ P/Code: \_\_\_\_\_

Cardholder Name: \_\_\_\_\_

Telephone: \_\_\_\_\_

Signature: \_\_\_\_\_

Profession: \_\_\_\_\_ Age: \_\_\_\_\_

Donations over \$2.00 are tax deductible

Cheques should be made payable to the Amana Living Anglican Foundation, PO Box 63, Cottesloe WA 6911