



## A FEW WORDS FROM TWO OF OUR EMPLOYERS...



**Network Personnel supports Debbie in her job and here's what her Manager Leanne Heaven has to say:**

"Debbie has been a member of our team for 8 years.

Debbie was an important part of our team and when she was on holiday she was missed due to the role she played in the business.

### CEO'S CORNER

This is the last CEOs Corner from me as I step down from my job after nearly 20 years and go into the long (hopefully) pasture of retirement on May 19.

Sue Robson will take over responsibility for DRC as General Manager from that date.

I have enjoyed the last 2 decades and have seen the organisation grow in strength and community service. This growth is down to the incredible support we have always had from the people using our service, their family and support people, the amazing employers we have worked with, our staff and the wider community – a big thank you!

There are many challenges facing NGOs over the next few years with changes to Government contracting and also the influx of for profit organisations, both National and International, into community service provision. Hopefully the "profit" factor will not dehumanise or reduce the service component to people who are vulnerable.

DRC is well placed to work with the coming changes and intends to continue true to its core values of assisting people to overcome barriers they face within their communities so that they can have good lives.

I wish everyone well for the future.

Tom Ringrose.



We have enjoyed working with Debbie as she is always on time, dedicated and takes pride in her work. She likes to feel she is needed and that her work is valued.

It is nice to give someone with barriers the opportunity to be part of a working team and to help them feel like they are an important part of a team.

We wish Debbie well with her position with the new company"

**Leanne Heaven**, Office Manager, Heaven's Bakery Ltd

*(NB: Country Culinaire Limited is a subsidiary of Heaven's Bakery)*



### We also support Daniel at his job at Peak Mowers and Chainsaws



Director, Lynda McDonald writes:

"We employed Daniel at the start of the year to assist with keeping the workshop, office, and showroom clean and tidy. We chose to employ Daniel as we felt (rightly so) that he would be reliable and enthusiastic.

Daniel turns up on time without fail, he is always happy and undertakes his tasks diligently at all times. We are impressed that Daniel has mastered his tasks and knows his routine well. We are also impressed that he thinks outside the square if we are busy and he has finished his tasks by finding additional things to do without prompting.

The support we receive from Network Personnel staff, especially at the commencement of Daniel's employment, is fantastic. We appreciate having that contact and open communication in relation to Daniel's position.

Daniel is a valuable member of our staff and we look forward to having him as part of our team long term."



The Minister for Disability Issues (Hon Nicky Wagner) came to Hawkes Bay late last year.

She spoke at a breakfast meeting that was hosted by the Ministry of Social Development with the topic at hand being **what real value employers will get when employing a diverse range of people in their businesses.**

Employers spoke with passion about their personal experiences of embracing a diverse work force and how it has improved both staff culture and profitability.

## NETWORK PERSONNEL — PLACING PEOPLE INTO ALL SORTS OF JOBS IN OUR COMMUNITY.

Don't be fooled into believing the people we support can only do cleaning jobs or pushing supermarket trolleys... As important as these aforementioned jobs are, there are any number of positions that could be filled by the people we support. We know because we prove this regularly!

You may not be able to see, but there are actually **HUGE** opportunities in your business to carve off roles for someone to do to enable your core staff to take care of core business. That's where our employment Consultants can help you.

And, as an employer, employing our job seekers could make not only an amazing positive difference in someone's life but also enrich the working experience of your existing staff. **CALL US AND SEE!**



*Pictured above right is Sean and another kiwi at Ocean Beach Reserve Sanctuary — just another day at the office...!*

## MEET THE TEAM...

### MARK PALMER

Hi! My name is Mark Palmer and I have recently joined the Network Personnel team as an employment consultant.

My wife Elizabeth and I have six children and six grandchildren (so far) who live all across NZ. We visit them often in our campervan!

I have a varied work background, including a strong rural based background, retail sales and management, and factory experience in a

range of roles.

I am actively involved in my local church in a range of community and group activities.

I have a desire to see people reach their full potential and enjoy being part of that journey with them, so I am really enjoying my new role with the team at DRC, Network Personnel.





## No. 1 employee AND No. 1 employer at Number One Shoes Distribution Centre

“Hi — My name is Yasmin and I am a 23 year old woman who was living and working in Wellington, when I became very unwell. I had everything going for me and suddenly it was all gone with no control of my own.

I was fine, well I thought I was, on the Monday and by the Wednesday, I was in hospital in a coma. I was struck with encephalitis - an acute inflammation of the brain. The majority of cases are caused by either a viral infection or by the immune system mistakenly attacking brain tissue.

I spent 8 months in various hospitals and rehabs and eventually had enough so my family and I decided to discharge

me to get back into doing normal everyday things to help with my recovery.

I had to move back to Napier for my family to care for me and that's where I heard about Network Personal. I thought they sounded like a great organisation that would help me with the next stage of my recovery - getting back into working.

I was **determined** and would email links to my Employment Consultant for possible jobs to get one. I think the government scheme called “**Mainstream**”, starting out with minimal hours and light work, really helped to get me a foot in the door.

There is a lot of stigma around people with disabilities but Network Personal really helps educate companies to overcome that.

I have been at the Number One Shoes Distribution Centre for a year and a half and really liking it. I am on a 2 year contract but hoping they will extend it at the end.

I think the hardest part of my illness was not knowing what was going on for so long, realising I couldn't do everything I had previously done straight away, losing my hair and having a big scar are daily reminders when I look in the mirror. Those are the physical things that when the sickness has gone, still remain.

**This proves sickness can hit anyone but if you work hard at a goal you can end up with a great result.”**

We spoke to Nick Payne who is the Floor Manager at the Distribution Centre. We asked him if he'd be a referee for us for a contract we were considering. He said “I'd be a great referee as I've got nothing but good things to say about Network Personnel.”

**Nick also wrote this for us:**

“Located in Whakatu the Number One Shoes distribution Centre demonstrates a Mainstream success story.

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As the Manager of this National Distribution Centre I was approached by Network Personnel with a candidate (Yasmin) who might be able to assist us.

With fluctuating volumes and a team ranging from 20-30 I was able to identify some suitable tasks that were over and above what my existing team were doing. A great example is stocktaking where having thousands of stock locations combined with tens of thousands of stock units moving around every week there is unlimited potential for stock accuracy checking.

Another task was assisting with processing online orders. Although there was an existing person in this role my plan was to slow down the process to minimise short cuts and to improve quality checking.

Skip forward 18 months into the programme and Yasmin is picking, packing and dispatching almost all online orders. She is picking at high levels in specialised forklifts and helping in many other areas of the operation.

She has made this position her own and has become a valuable member of the team and planning is now underway for working her into the staff budget so she can transition into the permanent team.

My thanks to Network Personnel and the Mainstream Programme for this fantastic opportunity.

**Nick Payne**

**Distribution Centre Manager  
Number One Shoes National Distribution Centre"**

We LOVE having great employers who are supportive of diversity in their workplace and are willing to make a positive difference in people's lives.

**If you want to make a positive difference in someone's life too, why not contact us?**

## 1 numberoneshoes

### UPDATE

Here is an update from one of the people we support who has been in employment for the past two years on a Mainstream Placement that was nearing it's end...

Potiki was on a fixed term contract at the HBDHB within the Equipment Store Rooms. He was a valued member of staff who gained many skills during his time there. These skills and the boost in confidence that work gave Potiki gave him the self assurance to begin applying for advertised jobs.

In November last year Potiki applied for 5 different jobs within the Hawkes Bay Hospital. He was interviewed for two different jobs and was successful in gaining part time employment within the Hospital Warehouse.

Potiki has also recently gained his restricted Licence. He was given five free driving lessons through the Barry Whelan Trust, however he also paid for quite a number of lessons himself.

Potiki has made some great networks at the Hospital and has been told that if he were to apply for certain jobs he would need to be able to drive a manual car. In light of this Potiki is currently paying for more driving lessons in a manual to better equip himself for future employment opportunities.

We are super proud of Potiki and his achievements and Potiki states "Before I started my mainstream job I didn't feel confident at all about my future. Now I feel like I have made some good connections at the hospital and believe that at some point I will be working full time"

**THE  
LAST  
WORD**

**Newmarket cafe hires  
woman with Down  
Syndrome**

see link below

**ZARBO CAFÉ**