



yackandandah health

Annual Report

2018 - 2019



Yackandandah
Health



Residential
Care



Retirement
Living



Home
Services



Medical
Centre



CARE
Sanctuary



Little Yacks
Childcare

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Vision & Mission Statement

As part of our Strategic Review, an updated Vision and Mission Statement has been developed.

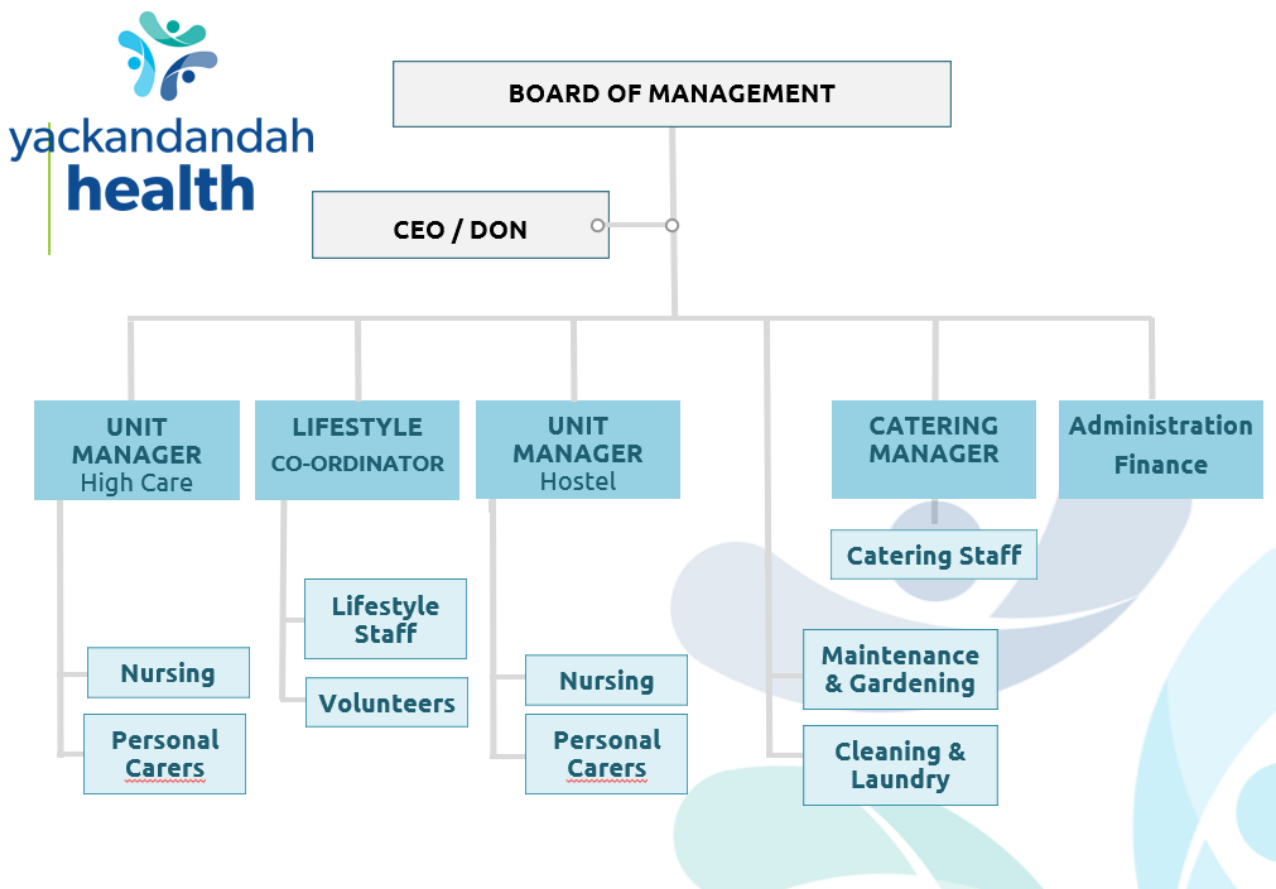
VISION

*We are an integral part of the Yackandandah Community;
We operate with integrity and social, clinical, environmental and financial responsibility;
We provide clinical and social care services of the highest quality;
We care equally for our residents, our staff and our partners.*

MISSION

*We provide intergenerational care and services that respond to the needs of our community:
Residential Aged Care
Medical Clinic
Allied Health Services
Childcare
CARE Sanctuary
Animal & Garden Therapy
Accommodation Services.*

Organisation Chart





Tricia Glass
President

"Yackandandah has been home since 1970, although my work in education has taken me across Victoria and in later years, around Australia.

I am married to Michael - a long time local, and am the mother of five kids - two born at Yackandandah Bush Nursing Hospital. My Mum was a resident at Yackandandah Health for nine years.

I am passionate about all things 'Yackandandah' and have recently devoted time to 'The Yackandandah Model' being developed by Yack Health.



Kath Evans
Vice President

"I have been an accountant at Crowe Horwath Albury for 25 years, specialising in Superannuation & SMSF. I am married to Gary, have 2 young adult children and live at Osbornes Flat. I grew up on a dairy farm at Kergunyah. For relaxation I like to coach & watch sport, read and relax with friends.

I am passionate about community contribution and leaving YH in a better position for the future than when I started."



Ben Gilbert
Vice President

"I am a Director of a small sculpture company in Yackandandah.

I live with my partner Tijana and two young children.

I am a maker of things and interested in the experience of space, and that leads to a quality sense of being. The Yack Health back paddock was my playground as a child."



Marg Hewson
Secretary

I am a retired Registered Nurse, previously a staff member at YBNH (night duty).

I joined the Committee in 1988 when it looked as if the Yack Bush Nursing Hospital would close and community resolve lost. I was involved in the group that built the initial three wings of Hostel in 1994.

The welfare of YH has always been a priority. Now retired, I am passionate about quality of care and the enhancement of life as we age. It is wonderful to see the vision of embracing the community come to life."



Don Crosthwaite
Committee

"I am a retired farmer who ran our family dairy farm business in Kergunyah. We moved to live in Yackandandah this year. I have been involved with Yack Health for many years (as an observer) while my wife Pam was Director of Nursing. I have been keen to see the "business" grow and diversify."



Trish Parkinson
Committee

"I'm a local girl at heart, attending school in Beechworth then moving to Melbourne for my tertiary education and work. Employment has taken me to Castlemaine, Bendigo and Canberra before coming home to Albury and finally settling in Yackandandah. My career started in Nursing and progressed to Workplace Rehabilitation Counselling. The completion of my Master of Business Administration led me to careers in Business Development, Project Management and Business Management. I've now retired. The current services and future projects for Yackandandah Health are very exciting and I'm keen to work with the Committee to facilitate this progress."



Matt Grogan
Committee

"I am a solicitor at Hallidays in Beechworth and Yackandandah. I am a family member and current Chair of TRY (Totally Renewable Yack). I live with my young family on a small farm in Staghorn Flat where we grow vegies and run a few cows."



Doug Westland
Committee

"I moved from Darwin to Yackandandah, 41 years ago, and I'll probably live out my days here. In my life so far, I've been an architect, a potter, a singer, a father and now officially retired and enjoying my third age, I've never been busier. Growing older, my top priority is sustaining the best social, mental and physical health possible. I'm looking to Yackandandah Health to continue to strengthen every aspect of our whole community's health and well-being."

Strategic Plan Executive Summary

In 2019, the Board of Management together with the Executive Management team, developed a two-year strategic plan based on a framework of ten perspectives.

The perspectives are:

1. vision & mission
2. shaping the system in which we sit
3. breadth and scale of services
4. user experience
5. stability, resilience and adaptability
6. strategic information
7. digital information technology
8. physical environment
9. organisational governance & structure
10. raising additional revenue.

These perspectives are embedded and prioritised within our ongoing action plan.

The Board of Management is supported by four sub committees:

- Governance (organisational, financial and clinical)
- Sustainability (marketing and fundraising)
- Organisation (residential aged care, independent living apartments, Yackandandah Health Medical Centre, Little Yacks Childcare Centre and Yackandandah CARE Sanctuary)
- Assets (building & maintenance).



2018/19 has presented Yackandandah Health with many challenges.

The excitement and anticipation of:

- meeting the requirements of the new aged care standards
- the Royal Commission into Aged Care
- building our new Residential Aged Care extension
- developing our model of home based, personal centred care
- opening the new childcare centre
- ongoing development of the services offered within the Medical Centre including welcoming our second general practitioner
- developing additional healthcare programs
- the building of the interactive CARE (Community garden, Animals, Relationships and Education) Sanctuary.

Our vision of what aged care could and should look like at Yackandandah Health is counter-balanced by the need to consolidate our rapid development and growth.

The past twelve months has allowed the opportunity to compare and contrast our achievements with international research and national best practices.

Our new extension contains care places for sixteen residents and ten self-contained independent living apartments. This complex was a very new concept for Yackandandah Health. The work involved in the design and development of these apartments was enormous.

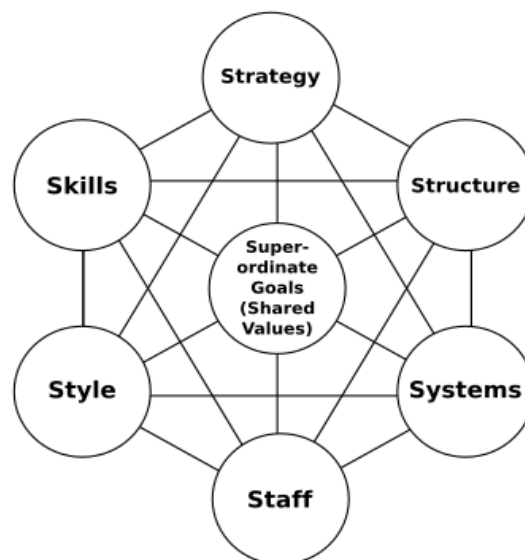
Our grateful thanks to Annette Nuck, Donald Crosthwaite and Lisa Greenwood, along with Bernie Jovaras and Amber Jack of JWP Architects and Brett McClellan and Richard Stamp of Joss Constructions for their tireless input.

This extraordinary effort culminated with a community celebration attended by World Health Organisation Secretary Jane Barrett, Australian author Jackie French and our lovable national garden treasure Costa Georgiadis.

Record numbers from the Yackandandah community and further afield attended to help us celebrate this significant milestone.



The Board of Management are committed to supporting Yackandandah Health towards continuous improvement – to that end we directed our CEO to undertake an organisational analysis based on the McKinsey 7S Framework. This model is based on the theory that for an organisation to perform well – these 7 elements need to be aligned and mutually reinforcing.



In summary – the results of our review are as follows.

STRATEGY

In the past year we have:

- completed our organisation structure review facilitated by Crowe Horwath
- completed a strategic planning process facilitated by Grant Thornton
- developed a 2019-2021 strategic plan and strategic map
- expanded the Yackandandah Model of Intergenerational Care to define a place where different generations live well together, in homelike not institutional settings, that engages with the broader community and surrounding landscape
- developed a model of care future action plan; and have been guided by
- the 2018-2038 Yackandandah Health Masterplan draft vision + framework.

STRUCTURE

The operational structure of Yackandandah Health is evolving with the continuous development of our model of care.

- Safe clinical practice is a priority and a Nurse Practitioner care model is being developed to support our registered staff and augment the interface with our onsite Yackandandah Health General Practitioners
- Our CEO is accountable for the functioning of Yackandandah Health aged care, independent living apartments, medical centre, childcare centre and the development of our CARE sanctuary
- Our leadership team is expanding and developing their skills to manage the integration and interdependence of each element of our care model.

SYSTEMS

- Our governance system is continuously being redefined to apply rigour and constructive challenge to what we do at Yackandandah Health
- We govern through leadership, direction setting, strategy development and risk management
- Our CEO manages – with our leadership team: our people and our culture; capital; recurrent revenue; resources; information; quality and service delivery
- Our quality systems are being continuously improved by dedicated staff resources and an experienced team consisting of external industry experts, practitioners and peer reviewers.

STAFF

- We have adopted a genuine philosophy of hiring for kindness and training for excellence
- Person centred care is at the heart of what we do at Yackandandah Health
- Our staff are mainly local or near local and being a small community, are mostly well known to our residents. Consistency of carers and local knowledge combine to deliver kind, patient and respectful care.

STYLE

- We are committed to developing our culture to amplify the benefits of our Yackandandah Model of Care
- This will require persistence and courage to stay the course and to never accept anything but the best outcomes for our residents and staff.

SKILLS

- We have continuously invested in skills training and professional development of our staff and that investment will increase in coming years
- We regularly host students for their practical skills assessments and are encouraged by the quality of the student nurses taking a studied interest in aged care
- A consulting Nurse Practitioner has added another level to our ability to nurture clinical excellence and effective collaborative care.

SHARED VALUES

Our corporate values are:

- We are an integral part of the Yackandandah Community;*
- We operate with integrity and social, clinical, environmental and financial responsibility;*
- We provide clinical and social care services of the highest quality;*
- We care equally for our residents, our staff and our partners.*

And those values are underpinned by a strong, established, country ethic of caring for one another – knowing that if we look after each other, we will be more able to care for residents well.

NEW CHILDCARE CENTRE

The Yackandandah Health childcare centre “Little Yacks” opened its doors in late December to provide a service for families with children under the age of five years. The centre is now at capacity with enrolment enquiries still occurring. The families in our Yackandandah Health community will benefit from our purposeful intergenerational approach.



MEDICAL CENTRE SERVICES

We welcomed Dr Justin Donaldson to our service in February this year. He arrives showing great passion and interest to provide exceptional care to our community and to Yackandandah Health residents. The YHMC has developed a number of supporting programs to enhance service provision to our community.

CARE SANCTUARY

We would like to thank the Yackandandah community for voting for this project and for working together to design, implement and build this innovative concept. This would not have been possible without the vision and leadership of Tijana Simic.

MEN'S SHED

Attendance at the Yackandandah Men's Shed continues to grow, providing support, comradeship and meaningful activity for men from the Yackandandah community. The efforts of those men in undertaking work that benefits both residents and children that we care for is highly regarded and much appreciated and their reputation for craftsmanship and community contribution grows with every new project completed.

On a personal note, I would like to thank the many hard working and dedicated volunteers, numbering over forty individuals, who contribute in many and varied ways to the success of our organisation. Our extensive team of Care volunteers work quietly behind the scenes, making a significant difference to individual's lives in many ways. We thank them all.

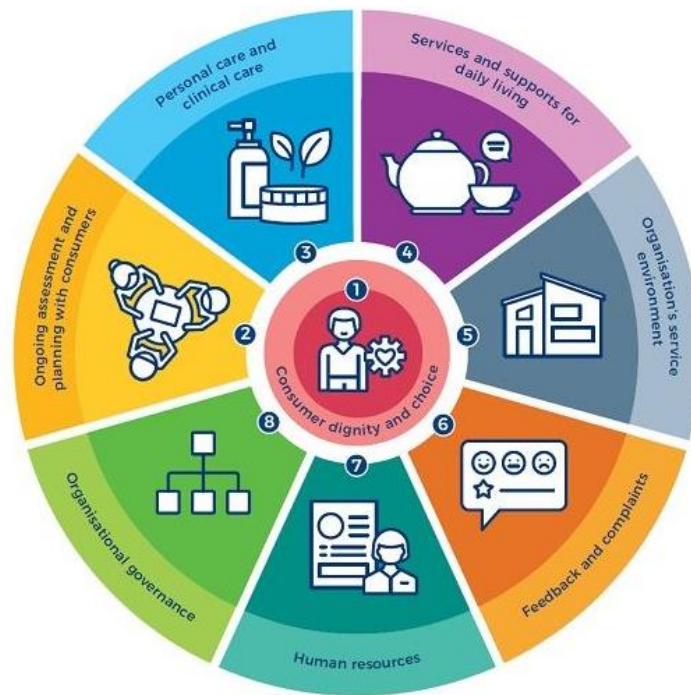
Special thanks to our Ladies Auxiliary group, who hung up their aprons for the last time in May this year - this is truly the end of an era of selfless dedication to raising funds that improve our facilities.

I thank our dedicated volunteer Board of Management. It must be recognised that the responsibility and workload for this group of eight people has grown enormously, in line with the growth of Yackandandah Health. Their diverse skill set, passion and shared vision for Yackandandah Health is to be truly admired and commended. Thank you all for your support.

Special recognition must be given to Annette Nuck for her hard work, ambition and achievements over the past five years. Her dedication in driving the realisation of Yackandandah Health's vision will ensure we remain at the forefront of aged care services in our region.

In conclusion, the Board of Management would like to acknowledge and thank EACH and EVERY member of staff of Yackandandah Health and our hardworking and dedicated contracted GP's for their tireless efforts to ensure a high level of care is afforded to our residents, families, our childcare community and the extended Yackandandah community and district.





The Aged Care Quality and Safety Commission commenced assessment against the new aged care standards on 1 July 2019 and the Royal Commission into Aged Care commenced on 8 October 2018.

While transparency for the community and the maintenance of standards is critically important for aged care services, the government has known for some time that aged care in Australia is underfunded – a hasty cash injection prior end of financial year 2018-2019 from government confirmed this fact but it was insufficient to cover the funds that have been stripped from the sector over recent years. Funds that were never reinvented into aged care by government.

Reports of poor care in the media arise daily which eventuated in the establishment of the Royal Commission into Aged Care in 2018. While we would all agree that one case of poor care or neglect is too many and the Commission has had to witness the retelling of many such cases, it does not mean that the whole sector is delivering sub-standard care.

A recent independent report signalled that without improved sustainable financial performance of the sector in the very near future, the government may face a much greater exposure than short term funding relief.

The sector has waited with some anticipation for the findings of the Royal Commission, hoping it would bring clarity and further funding.

The Commission's interim report was released last month. It offers a critical appraisal of the marketisation of aged care services (an approach invented by government that received bipartisan support). It also found that some issues facing the sector cannot wait for the Commission's final report now due in a year – this is a view shared by the sector, and the people in its care, that substantial reform cannot wait.

The commission has also supported new regulations to minimise physical and chemical restraint in aged care.

While the big aged care providers may have been mentioned often in the Commission and in many of the torrid headlines, there has been another target receiving criticism – the Federal Government, chiefly responsible for funding, regulation, compliance and complaints.

A background paper released by the Royal Commission lists the last 20 major reports and reviews into the aged care sector and how to fix many of its problems. It also reveals just how few of those recommendations have been taken up by the Government.

Counsel assisting the Commission Peter Rozen described the Commonwealth as 'missing in action,' saying 'it needs to demonstrate leadership and commit the resources necessary to build industry competence and to ensure delivery of an aged care system that meets community standards and it needs to act quickly'.

Yackandandah Health has followed the progress of the Royal Commission and has paid attention to its findings – we can learn from this and we can anticipate the changes that may occur. We nevertheless maintain our focus on delivering excellent aged care and listening carefully to our residents and their families if they suggest ways that we can improve or if there are better ways we can attend to their personal preferences – this is at the core of our approach of person centred aged care.



Hostel & Poppy Place

Emma Dennis – DDON/NUM Hostel
Geraldine Miles NUM Poppy Place

The hostel has had a busy 2019 with the opening of our new aged care units “Big Ben and Mt Jack”. High occupancy has been maintained which is reflective of the standard of care provided and reputation of the organisation.

Our residents have continued to live an active and full life engaging in the many activities and programs on offer.

The government’s ageing strategy to encourage older persons to remain in their homes for longer has had an impact on the increased demand for respite care services. Respite care allows for eligible people to access temporary accommodation with us while carers have a break or a holiday from their caring duties with the reassurance their loved one is being looked after and is safe. Residents often view respite as a holiday as they are able to experience different activities, they wouldn’t usually have access to and socialise with their peers. It also facilitates an orientation process for residents who decide to transition into a permanent room.

We continue to have one bed allocated for the Transition Care Program, managed from Albury Wodonga Health. This program provides clients with a caring, supportive environment to facilitate achieving set rehabilitation goals to transition home or into aged care after an acute illness. Yackandandah Health is a popular choice due to our support for the clients participating in this program.

Big Ben and Mt Jack units provide a home like environment for our residents to continue living their lives as they did before moving into residential aged care with the support of our staff. Developing and introducing a new model of care has been challenging but very rewarding. The residents are happy, continue to maintain their independence and enjoy their life.

The kitchen area is always a hive of activity and mealtimes are interactive. Produce from the vegetable garden lovingly maintained by our keen resident gardeners is enjoyed by many.



Residents are enjoying the lounge areas during sunny days as they are bright and airy, or cold winter days spent sitting in front of the fireplace. It is very rewarding seeing the residents support each other and spending time chatting, playing cards or scrabble games and forming friendships.

The relationships staff form with residents often goes beyond their paid hours. This is what makes Yackandandah Health special and allows residents to feel a sense of belonging and friendship.

We are fortunate to have a stable and loyal staff base with many years of service shared between them. One staff member had her thirty-year anniversary at Yackandandah Health this year. The staff enjoy sharing their personal stories with our residents, and they take the time to get to know each individual resident to allow for active and relevant conversation and activities.

The residents take a keen interest in our staff and enjoy discussing farming, the weather, children and life events, taking on the role of a friend and substitute grandparent. It is lovely to witness these relationships and the joy both staff and residents gain from this.



Our residents have been busy enjoying their interests including gardening, singing, knitting, craft and outings and country drives. An addition to our resident's lives has been the introduction of our intergenerational programs. The children from Little Yacks enjoy playing in our communal courtyards and participating in joint programs. Our residents enjoy interacting with them, watching and listening to them play and it is lovely to see the smiles and joy from both the children and our residents during these interactions.

Several staff have recently completed a three-day course on supporting people living with dementia and one senior staff member completed a high-level specialist wound management course. We have also mentored and coached students from both Diploma of Nursing (EEN'S) and Bachelor of Nursing (RN'S) courses.

It can be a challenging work environment at times and unfortunately on occasion, tinged with sadness. The staff contribute to the success and reputation of Yackandandah Health and the quality of care and life our residents have, and we couldn't achieve this success without them.

We have farewelled several valued and long serving staff members over the twelve months and thank them sincerely for their dedication and service.

Medical Centre

Maree Andrews – Practice Manager

The Medical Centre has had a busy and productive year. In January 2019, we achieved our Australian General Practice Accreditation. We would like to thank the Yackandandah Community for its ongoing support as we continue to grow.

In February 2019, Dr Justin Donaldson joined Dr Tess Goodwin. This increased our provision of general practitioner appointments to five days per week and we are looking at extending our general practice opening hours.

Our Practice Nurse, Kerryl Heckenberg (RN) was the recipient of the Doris Croucher Scholarship in 2018. As a result, Kerryl was able to complete the LaTrobe University Victorian Nurse Immuniser course, and now manages the centre's immunisation program.

Midwife, Louise Thornton joined the team in April 2019 and has commenced our Midwife Care Program. Antenatal patients now share care with our GP Obstetrician Tess Goodwin & Louise.



We recently received funding from the Murray Primary Healthcare Network to run two projects. As a result, Yackandandah Health Medical Centre has appointed two new Nurse Practitioners. Vanessa Page (RN) manages the women's health project, "Heart Health Check Ups for Women" and Lynette Johnson (RN) coordinates the "Alcohol Screening and Brief Intervention" project.



Little Yacks Childcare Centre

Michaela Rouch, Director



Little Yacks opened its doors on December 11, 2018 with the help of many willing hearts and hands at Yackandandah Health along with our Yackandandah community.

We have a full complement of places filled with 67 children enrolled. Our expressions of interest for 2020 are filling fast.



Little Yacks successfully met our first National Quality Standards assessment, recently conducted by the Department of Education and Training. We continue to assess and improve our performance in relation to quality standards for best practice regarding our children, families and staff.





Our innovative and creative Intergenerational Program delights and benefits the children and residents alike. Planned activities, as well as casual interactions enable us to learn from each other. We continue to develop this valuable program in conjunction with the Lifestyle staff, and we thank them for their efforts in organising and including the children from Little Yacks in appropriate and enjoyable activities with the residents.

The CARE Sanctuary progress and the learning opportunities this program will provide our children is very exciting for all of us at Little Yacks.



Looking to the future, our goals include seeking government and other funding to grow and improve our service and facilities. Our short-term wish list includes shading for our outdoor areas and construction of an outdoor area to house a storage shed donated to the centre.

Finally, I would like to congratulate and thank all the staff at Little Yacks as well as the staff at Yack Health who have cheerfully and willingly assisted us over our first year of operation.

Yackandandah CARE Sanctuary

Tijana Simic – Project Manager



In 2018 Yackandandah Health received \$200,000 funding from the Victorian government's *Pick My Project* initiative for the Yack CARE sanctuary project. It was one of eight successful projects in the Ovens Murray region and received 212 community votes. The concept was proposed by Tijana Simic, Yackandandah resident and manager of the project.

About the CARE Sanctuary

CARE stands for: Community garden, Animals, Relationships and Education

The CARE Sanctuary Vision is *Animals and Gardens for All* and our mission is *to build community cohesion and improve wellbeing through positive engagement with animals, gardens and education.*



"Wee Wee Mannie" the mini therapy pony.

The CARE Sanctuary will connect our older residents to others in the community through the garden and animals they can help care for. The Sanctuary gives residents meaningful outdoor activities and restores a sense of purpose in their lives, contributing to their physical and mental wellbeing. The CARE sanctuary will also be used by children in our Little Yacks Childcare Centre, the kindergarten and local schools. All activities through the sanctuary provide opportunities for intergenerational programs. The resident animals and garden will facilitate these positive intergenerational interactions with the assistance of experienced CARE Sanctuary staff.

What have we done so far?

- Secured planning and building permits for the animal barns and construction started in mid-September 2019.
- Set-up two working parties to advise on the animal and garden components of the project. Ten community members with expertise and/or an interest in the project are volunteering their time.
- A business plan has been completed for the Sanctuary.
- Works have started to refurbish concrete water tanks into the CARE barn where residents and visitors can enjoy interactions with animals in a comfortable all-weather facility.
- Landscaping works have started on site to establish the CARE therapeutic and sensory garden which is being coordinated by Paul Scannell who has kindly provided his expertise in landscape gardening in-kind.
- Community donations are streaming in for the purchase of trees and other plants for the CARE garden.
- A sponsorship package has been released to encourage local businesses and the community to assist with ongoing costs of the Sanctuary. The goat trailer as well as a commitment to \$4,000/ year for 3 years has already been secured from All Mod Steel Buildings.

The CARE Sanctuary is due for completion by March 2020.



Yackandandah Health Ladies Auxiliary



A special celebration was held in May this year to honour and thank our dedicated and hardworking Ladies Auxiliary.

After thirty-eight years of events and fundraising activities, the groups' final committee meeting was held. A celebratory afternoon tea was then enjoyed. As a parting gift, the Ladies Auxiliary presented its final fundraising contribution of \$11,000.00. This donation will fund the establishment of emergency accommodation for the community by furnishing one of Yackandandah Health's apartments for this purpose.

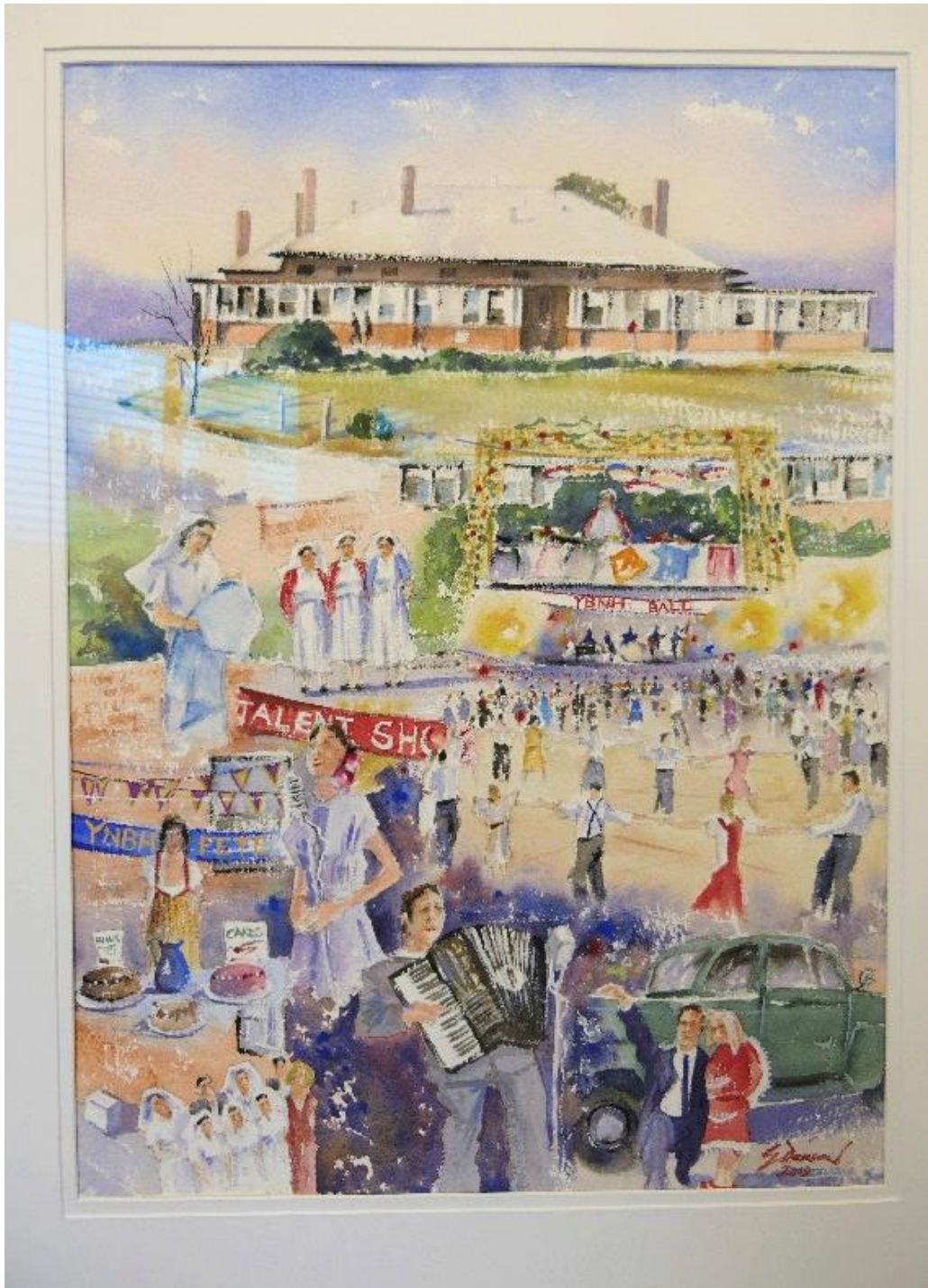
The current group formed in the early 1980's, hosted social events and organised activities and functions. The groups' baking and catering was highly praised and featured at Devonshire Teas, open gardens and the annual fete where they also sold cakes, slices, jams and produce.

The financial contribution made as a result of the work of the Auxiliary has been outstanding, with over \$100,000 raised in the past twenty years.



Yackandandah Health is grateful for the exceptional contribution the Ladies Auxiliary has made.

To commemorate the ending of an era, Yackandandah Health commissioned a painting which captures the history of the Ladies' Auxiliary and their contribution to Yackandandah Health and the Yackandandah community.





Volunteer Christmas Gathering 2018

Yackandandah Health continues to be supported by the generosity, dedication, enthusiasm and commitment of our many volunteers. Our volunteers are an important part of our workforce, enhancing the lives of our elders, and for this we are truly grateful.

Yackandandah Health has around forty regular volunteers who play an integral role in providing support, companionship, entertainment and community connectedness for our residents and their families. Working closely with our lifestyle team and our care staff, our volunteers are an important component of the fabric of our day to day lives.

One of the great successes of our Volunteer program is the Yack Café and the Resident's Shop which is open every Friday. The Café is very popular with our residents who enjoy catching up for a coffee, or hosting family and friends. We are so fortunate and thankful for the volunteers and staff who bake for and serve in the Café and shop.

To all our very special volunteers, gardeners, singers, crafters, cooks, pet visitors, guest speakers, entertainers, our pastoral care visitors, our chaplain, our clergy, drivers, and friends, we thank you.



Yackandandah Men's Shed

Frank Burfitt

Yackandandah Health has partnered with the Men's Shed in many practical and social ways. Our partnership continues to go from strength to strength.



With more than forty members, our weekly meetings see the sheds' tearoom full and the workshop buzzing with activity. The Men's Shed has developed a working relationship with 17 community groups, organisations and clubs and many more jobs have been done for local people requiring some assistance and a bit of expertise.

With a focus on men's health, presentations by health professionals and our own members have been both beneficial and entertaining. Working bees and social events provide the sense of belonging that is so essential to mental and physical health.

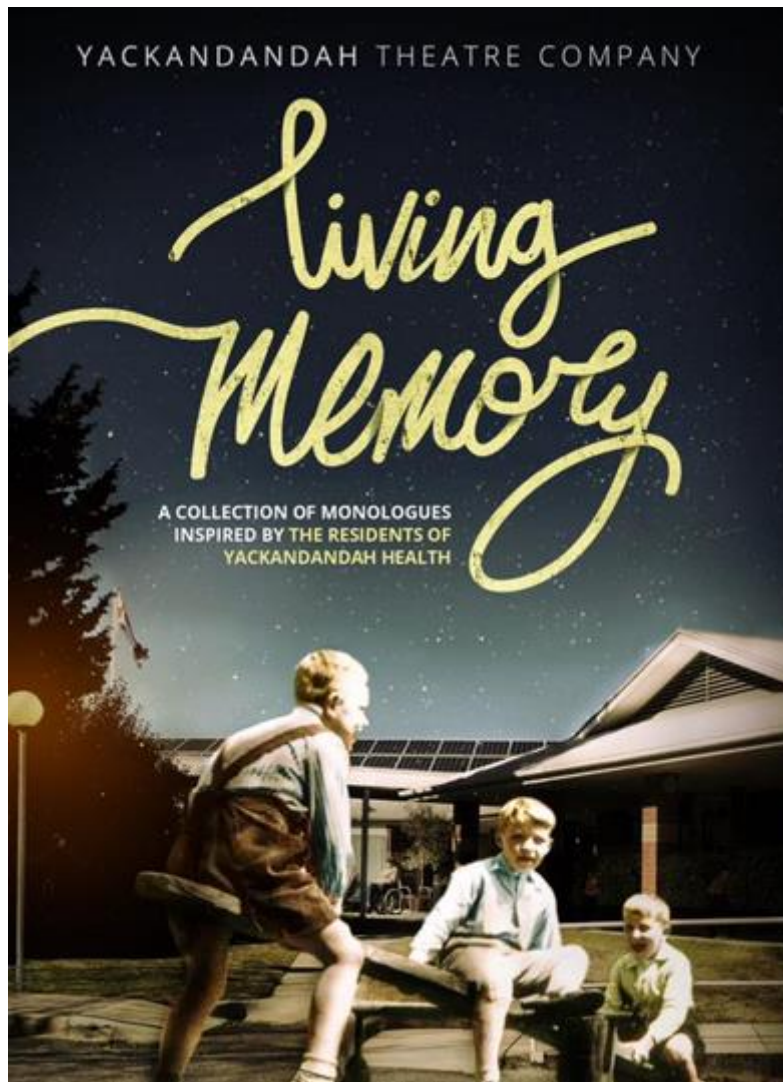
An outdoor working area will be constructed in the coming months to provide more working space for projects.



The following are some of the community groups we have supported: Little Yacks Childcare Centre, Yackandandah Health, Yackandandah Kindergarten, Yackandandah Folk Festival, Yack Community Development, Yack Riding Club, Yackandandah Golf Club, Yack Table Tennis club, Totally Renewable Yack, Anglican Op Shop, Catholic Church and the Bee Keepers group.

2017 and 2018 saw great success for the Yackandandah Theatre Company with their Living Memory project where the lives and histories of some of our elders were collected, published and ultimately presented on stage at two live performances.

The initiative continues with Yackandandah Health documenting the stories and histories of residents and staff members. We are working with the residents and ex-staff to collect and showcase the Yackandandah Health story. These important personal histories will be added to our website as they are documented in 2020.



Apartment Testimonials



"Living at the Apartments suits my lifestyle - I can care for my husband. It's a great place to be. I have an amazing group of people around me. They are compassionate, always caring and you couldn't find a better environment to be in".

Helen Kelley.



"It's a community here, not just a place. It feels as though it is part of Yackandandah, part of the town. I wouldn't have come if I couldn't bring my dog with me, so I'm very happy to have her here".

Jeannette Pockley



"I like the companionship. We all have different needs and are doing different things, but we are all here together. We take care of one another, because what comes around, goes around".

Hanna Tremml.

"It's good living here because I grew up in this area. I've settled in here, I'm comfortable here and I can come and go as I wish". Cecilia Glass.

Staff Service Record

As of 30th June 2019, we had 116 staff members: 4 full time, 79 part time and 33 casuals.

STAFF SERVICE RECORD		
30 + years	36	Jenny Watkins
25 + years	29	Wendy Gallacher
	29	Trevor Anderson
	28	Geraldine Miles
20 + years	24	Maureen Baker
	24	Nola Crichton
	22	Lorraine (Vicki) Johnson
	20	Margaret Carter
	20	Leonie Bell
15 + years	19	Vicki Norman
	18	Mandy Murray
	18	Chris Rogers
	18	Kim Stewart
	17	Gayle Hulett
	16	Mary McKenzie McHarg
	15	Christine Deering
	15	Emma Dennis
	15	Lorrain Ellingham
	15	Karen Hyde
10 + years	14	Gael Frawley
	14	Pam Ward
	14	Lisa Greenwood
	14	Gwen Harris
	14	Bea Leggatt
	13	Cathy Campbell
	14	Tracey Healy
	13	Annette Nuck
	13	Claire Smith
	12	Kerryl Heckenberg
	11	Roblyn Elligate
	11	Joanne Mitlehner
	11	Deborah Anderson
	10	Aileen Braddy
	10	Julie Caldwell
	10	Deborah Hamilton



***"We need old friends to help us grow old and
new friends to help us stay young "***

Larry Cottin Poprebin