# Slide 1

## Inclusion Team and Allied Health Project

PALS Inc: Providing All Living Supports

# Slide 2



# Slide 3

## Customers and Staff

Customers: 134 total

* 65 Female (49 per cent)
* 69 Male (51 per cent)

Age:

* 26 are less than 25 years (19 per cent)
* 103 are aged between 26 and 66 years (77 per cent)
* Five are aged 66 years or older (1 per cent)

Staff: 85 total

* 75 Disability Support Workers
* 63 Female (84 per cent)
* 12 Male (16 per cent)

Age:

* Six are less than 25 years (8 per cent)
* 66 are aged between 26-66 years (88 per cent)
* Three are aged 66 years or older (4 per cent)

# Slide 4

## What was the issue/opportunity?

* Struggled to find workers with the right values, skills and attributes to meet increased demand.
* Wanted to increase workforce capacity and service offerings in line with our mission.
* There was evidence that self-directed teams were effective in delivering community services.
* Wanted to transform our organisation through a small pilot of a self-directed team - which we called an Inclusion Team.
* NDIS participants in our area were struggling to access timely allied health services.
* Wanted to improve access and partnerships with allied health.

# Slide 5

## About the project

* Literature Review
* Environmental Scan
* Advice and Training
* Values-Based Recruitment
* Organisational Framework
* Team Manual
* Quoting Tool

The Inclusion Team was made up of an Admin and Tech Guru, Roster Shaper, Onboarder, Community Influencer, Social Connector and Culture keeper all working together

# Slide 6

## Key learnings and next steps

* Use experts to extend your horizons, provide advice and support the change
* Use evidence-based approaches, where possible
* Organisational transformation is ‘a marathon - not a sprint’.
* Its’ success depends on creating good foundations, ensuring strong leadership & support and the right environment to introduce the change.
* Now we have the foundations we look forward to launching the Inclusion Team.