

# Enhanced Lifestyles Autumn News

In-home | community disability services

Featuring

2020

**AGM & Customer Dinner** 

Coffee Club is back!

**Board Governance &**Peer Mentor Program

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# THE ENHANCED LIFESTYLES TEAM

**Board Representatives** 

Chairperson Deb Clark

Vice Chairperson

TBA

Treasurer

TBA

Secretary

**TBA** 

**Committee Members** 

Anna Farrugia Gordon Browne

**Operations** 

Chief Executive Officer

Jeremy Mills

**Chief Operations Officer** 

**Noel Cornwill** 

**Executive Support Officer** 

Sharon Walker

**Corporate Services Team:** 

General Manager

Leigh Goodenough

Senior Human Resources Officer & Return to Work Coordinator

Belinda Smith

Assets & Systems Officer

Puneet Chauhan

Senior Finance Officer

Jordon Lee

**Human Resources Officer** 

Anna Braunack-Mayer

**Project Officer** 

Cheryl Trierweiler

Administration & Teleclock Officer

Janice Farrow

**Project Officer** 

**Ebony Seidel** 

**Business Development & Culture Team:** 

General Manager

Bronni Siggs

Marketing & Communications Officer

Jamie Denyer

Quality, Learning & Development Team:

**General Manager** 

Russel George

**Quality Officer** 

Ryley Johns

**Learning & Development Officer** 

Emma Moss

**Quality Assistant** 

Joshua Philpott

**Services Team:** 

**General Manager** 

Daniella Ross

Accommodation & Clinical Project Lead

Sarah Maynard

**Service Delivery Team:** 

Senior Service Delivery Officer

Tahlia Hedges

Service Delivery Officers:

Michelle Holzberger

Cheyanne Smith

Susan Goode

Sheree Smith

Troy Sferco

Luisa Saler

**Customer Relations** 

Lisa Turton

Claudine Sutter

Daniella Ross

**Customer Liaison Officer** 

Debra Anderson

**Support Coordination Team:** 

General Manager

**Briony Drappala** 

**Support Coordinators:** 

Danielle Kirkness

**Everly Smith** 

Cassie Gillen

Michelle Kelly

Whether Relig

Muhammad Atif

Sarah Sayer

**Emma Thomas** 

Victoria tregilgas



## **2020 Annual General Meeting**

The Board of Enhanced Lifestyles kicked off the year on a positive note, holding the 2020 AGM and dinner on 12 February 2021. A big thank you to everybody who attended to support the event.

A fun night was had by all. Once the business was over everyone enjoyed each other's company, great music and delicious food.

The current board members are Deb Clark, Gordon Brown and Anna Farrugia. Tamika Biddlecombe unfortunately had to withdraw her nomination.

## **Chairperon's Message**

Office bearers will be elected in April.

We still have several vacancies for full members and one vacancy for a skill-based member or Associate Member. Please contact boardsupport@ enhancedlifestyles.com.au if you are interested in joining us in a co-opted position.

#### **NDIS Changes**

Just when we thought we were starting to understand the rules of the NDIS, the NDIA have announced that major changes to the assessment and payment process will occur part way through this year.

These changes include independent assessments and payments being provided differently.

As a member-based association, Enhanced Lifestyles is here to support

you through the changes as they occur. Together we are more than 350 Customers who collectively can have a strong voice.

We need to work together to make our varied opinions heard. This includes speaking up about how we want our services and what we definitely don't want.

# Key information about Independent Assessments

Anyone who receives NDIS funding will be required to have an independent assessment. For people who are not yet NDIS participants, this will start in June 2021. Existing NDIS participants will begin to receive independent assessment at the end of 2021 when their next planning review is due.

The assessments will determine whether you can continue to receive NDIS funds even if you are already in the system.

The assessment will be done by somebody who does not know you and will assess your function: for example, what you can do independently and what you need assistance with. You may be required to show the assessor, not just tell them.

You will not be able to choose who does the assessment.
This will be very different from getting a report from a therapist



or doctor who knows you and how your disability affects your life on good days and bad days.

- The assessment will take about 3 hours.
- You may have a support person or family member attend with you.
- The assessor will send a report with the results of your assessment to the NDIS.

Based on the Independent Assessment report, the NDIS will decide how much money will be in your plan.

How much money you receive in your plan will be based on what you can do independently and what you need assistance with, not on your goals and what you want to

achieve.

You will receive an NDIS plan budget telling you how much funding you have been allocated before your NDIS plan review meeting.

When you attend your NDIS plan review meeting you will need to tell the planner what your goals are and how you will spend your NDIS budget.

You will not be able to say how much money you think should be in your plan.

It is important that we all understand these changes as they roll out to make sure



that as Customers we are well prepared and informed.

Enhanced Lifestyles will be here to listen and support you. We will seek your advice and

> keep you informed as you may need to make adjustments to your services. The following information contains some ways of making sure you are ready.

Keep up-to-date with the news on the NDIS website at

we ndis

Independent assessments | **NDIS** 

When in doubt ask a question (e.g. how will this affect my...... In my NDIS plan?).

Remember there is no such thing as a silly question and you have every right to speak up about things that affect you, your family and your NDIS support.

Join a social media group and speak up about what you like or don't like about the proposed changes

If you are worried about how the different assessment will be held or would like more information please let us know.

We will do our best to get accurate information to you as it comes to hand. You can also call the NDIS on 1800 800 110

Alternatively, if you feel you need further help, you can contact Advocacy for Disability Access and Inclusion (ADAI) who have a range of advocacy agencies who can assist you.

Call them on (08) 8340 4450 or visit advocacyfordisability.org. au/organisations.php

The Board will continue to monitor these changes as they develop to ensure the Association is prepared and can continue to provide you with your services your way.

That is why Enhanced Lifestyles was created and is at the heart of Enhanced Lifestyles service provision

Deb Clark Chairperson



































# **Corporate Services News**

The Corporate Services team works hard to support the organisation's service delivery and Customer engagement activities. Since the beginning of 2021, several systems have been developed to improve our responsiveness to Customers.

After months of development, the Enhanced Lifestyles website portal launched early in 2021. The website portal is accessible via links on our website and contains content for Customers and staff.

The portal is a one-stopshop for all of the Enhanced Lifestyles policies, procedures and forms.

There are also online forms so that Customers and staff can provide feedback, suggestions for continuous improvement and other information directly via the portal.

Most of our service agreements

will now be undertaken via online forms on the portal, which will make this process easier for Customers.

Information was provided earlier in the year regarding access to the portal. If you would like to receive this information again or have any questions about accessing and navigating the portal, please contact the office on 8340 2000 or email us at itsupport@enhanced lifestyles. com.au.

The NDIS Worker Screening Check was introduced nationally on 1 February 2021. This is a nationally recognised check which will replace the state government disabilityrelated clearances (the DCSI check and the DHS check).

If staff still have a current DCSI or DHS check, they do not need to do anything until their clearance is almost expired.



The Human Resources (HR) team at Enhanced Lifestyles will contact staff when they are within three months of their clearance expiring to provide support around applying for the new NDIS check.

Enhanced Lifestyles can no longer initiate the disability-related screening on behalf of staff – it is now up to staff to start the process themselves.

The HR team is available to support any staff who are having difficulty applying for their updated clearance. (Note that child-related clearances are still being administered through State Government and the process for these has not changed.)

Enhanced Lifestyles has commenced a Work Health and Safety (WHS) Consultative Committee made up of staff from various teams across the organisation.

Continued on page 12





The Consultative Committee's purpose is to be an independent voice on safety and wellbeing within the organisation for both Customers and staff. The terms of reference for the Committee can be found in the Policies & Procedures section of our website portal.

We have also launched a health and safety schedule to manage all of our safety activities across the year. These processes will assist in making the workplace safer for both staff and Customers.

The team would also like to remind Lifestyle Attendants about Teleclock compliance. Recently, there has been a high volume of times missing from Teleclock.

This causes a large amount of unnecessary manual input of times by the Teleclock admin team, which is time-consuming, and there is the possibility of shifts being missed. It also creates delays in processing payroll, which ultimately means payroll will not be transferred to the bank on time and employees will not be paid on time.

If you miss a time, please remember to include the time, date, customer you worked with, and a valid reason in an easy to read statement via teleclock@enhancedlifestyles.com.au If you are having issues using Teleclock, please let us know, and we will do our best to solve any problems.

If you have any feedback or questions about the work of the Corporate Services team (across the areas of human resources, finance, IT and administration), please contact them on 8340 2000 or via admin@enhancedlifestyles.com.au.



#### **Wellbeing Survey**

We have recently developed a survey to gain an insight into employee wellbeing at work.

It is an optional and anonymous survey, we are not collecting any identifiable data. We will be using general statistics from the survey to review overall wellbeing and to inform decisions on initiatives to improve staff welfare.

The survey results will be used to identify what we are doing well as an employer and areas that require improvement.



# Why should you work as a Lifestyle Attendant (support worker) for Enhanced Lifestyles? Look at these amazing benefits!

- ➤ Flexible work hours
- ➤ Above Award Rates
- Option for permanent part time after 6 months of continuous employment
- Generous salary packaging (you pay less tax and take home more money each fortnight!)
- Regular employee engagement initiatives
- > Dynamic work environment
- Opportunities for professional development
- > State-wide customer base
- ➤ Be a part of a diverse workforce
- ➤ No manual timesheets!

Apply on our website today www.enhancedlifestyles.com.au

# Quality News

Incidents, feedback and complaints continue to drive quality improvements and inform our service delivery. These have resulted in recent amendments to our Safe Handling of Customer/Client Money and Property Policy to provide our Lifestyle Attendants with greater clarity on the boundaries when providing service to Customers.

Feedback also helps us to identify opportunities for staff training. This has led to some Lifestyle Attendants being provided with refresher training on disability awareness to ensure they have greater insight into what it means for people with lived experience.

As part of our endeavour to provide quality services, we have a Continuous Improvement Register on which we enter and track any suggestions for improving our service delivery or other business activity.





Consequently, we would appreciate any suggestions from Customers and staff on how we might go about that. If you have suggestions you would like to share, please send an email to feedback@enhancedlifestyles.com.au or call the office on 8340 2000.

Our quality and engagement officer has been involved in several high-level tasks since the beginning of 2021. These have included overseeing the implementation of our safeguarding for Customers with single support workers, a process which is intended to protect Customers who live alone with a single support worker from potential abuse and neglect.

A new internal auditing plan and schedule has been developed with consultation from Engels Floyd & Associates and in collaboration with our partners LAAS. New documentation for the planning and reporting on internal audits has also been developed and the whole revised system is in the process of being deployed.

In addition to this, a review of

the implementation of our NDIS Corrective Action Plan from last year is underway. This is to assess our implementation of the recommendations from our NDIS accreditation audit and take any further action required.

Ongoing work involving the management of incidents and reporting to the NDIS Quality and Safeguards Commission continues, as does the development of documentation and policy.

The Quality Assistant has been working with the NDIS commission, Positive Behaviour Support Practitioners, Lifestyle Attendants, Customers, family members and guardians to ensure we are meeting our obligations with reporting on restrictive practices.

The Quality Assistant has also been conducting internal audits, developing online systems for reporting on behaviours and restrictive practices, and training staff with an understanding of restrictive practices and reporting.

#### **Learning & Development**

To ensure our workers are providing quality services, we have rolled out a number of online professional development courses via our EtrainU portal.

The EtrainU portal contains a wide range of quality courses that are underpinned by current research and best practice, and are specifically tailored to employees working in the disability sector.

Over the last few months, the organisation has undertaken an extensive training gap analysis. As as a result of this, we have rolled out mandatory refresher training in medication assistance and manual handling to specific Lifestyle Attendants to ensure they have the most up-to-date knowledge and skill to provide these important services.

Furthermore, in line with our commitment to continuous improvement, we are proactive in providing relevant training to Lifestyle Attendants where feedback has been raised that identifies gaps in their skills or knowledge.

Another focus has been around delivering specific training to workers providing services to Customers working in Supported Independent Living.

The training that has been rolled out includes incident management, CIMS incident card training, and mental health

and resilience training.
The mental health and resilience training is being delivered by highly experienced psychologists from River Counselling.

Upcoming Training:
Emerging Minds
e-learning courses

Emerging Minds provides a range of e-learning courses focusing on child mental health and wellbeing, including:

- Understanding child mental health
- The impact of trauma on the child
- Building blocks for children's social and emotional wellbeing
- The impact of family and domestic violence on the child (an introduction)

The training is open for all stakeholders of the organisation to complete if they wish.

To enroll in one of these

courses, please contact Emma, Learning and Development Officer, via training@ enhancedlifestyles.com.au.

#### **Child Safe Environments Training**

#### Friday 25th June 2021 on Zoom 8.45AM-4.00PM

This is the full 7 hour course and you will receive a participant booklet and certificate on completion of the training.

Note it is a requirement that all Lifestyle Attendants have Child Safe Environments training if they are working with children.

The course is available at the heavily discounted price of \$57.50 to Lifestyle Attendants. Costs of the course to members of the public is \$80. To enroll in this course please email training@ enhancedlifestylles.com.au

Alternatively, you can enroll by visiting the Enhanced Lifestyles website and clicking on the Child Safe Environments course under the training heading.



# Adelaide Customers join us for April Coffee Club

Join us for a get together over a warm cup of coffee and dessert



Joan's Pantry
7 Watahuna Avenue, Hawthorndene SA 5051

Wednesday, 21 April 2021

1.30 pm - 3.00 pm

RSVP via events@enhancedlifestyles.com.au
Or call the office on (08) 8340 2000 and speak to Jamie Denyer,
Marketing & Communications Officer

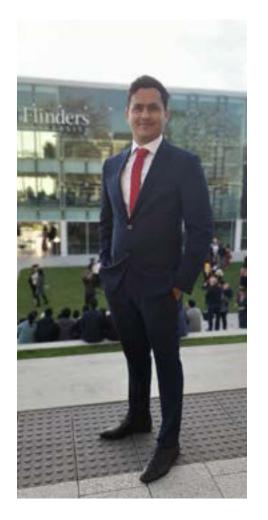
## Service Delivery News

Since the start of the year, the Service Delivery team has been working together to ensure Customer rosters are up to date and shifts are filled.

We welcomed a new addition to the team, and Luisa Saler who is also a Lifestyle Attendant.

Luisa has spent the better part of this year becoming familiar with our systems, processes and gaining confidence with assisting Customers and Lifestyle Attendants.

The Service Delivery team



would kindly like to remind Lifestyle Attendants that if you are unavailable for a shift, you must call the office and notify a Service Delivery team member.

This is to ensure that Service Delivery can arrange someone to cover the shift and most importantly, so Customers do not miss out on the support they require.

Please keep in mind that if you are unwell and cannot attend a shift, you need to call the office two hours prior to your shift start time. Please remember that the after-hours phone service is for emergencies only.

If you are unavailable for a shift and cannot attend, you must notify Service Delivery during office open hours unless it is an emergency situation. It's important that the emergency phone lines are left open for Customers requiring urgent assistance.

We have included our Head Office open hours below:

Monday to Friday: 7am–9pm Saturday to Sunday: 7am–5pm

If you have any feedback for our Service Delivery team around services or roster enquiries, please contact them on (08) 8340 2000 or via services@ enhancedlifestyles.com.au.

## Meet Muhammad - Specialist Support Coordinator

Introducing Muhammad Atif, Specialist Support Coordinator at Enhanced Lifestyles.

Muhammad completed BS (Hon's) in Sociology from University of Punjab, Lahore, Pakistan in 2015. Muhammad Graduated from Flinders University with a Master of Social work in 2019.

He is a Qualified Social Worker and is a member of AASW & ACWA.

Muhammad has worked in the disability sector for 6 months after graduating as a Mental Health Support worker with Pathways to Recovery (June-Dec 2020) in shared accommodation for people with Severe and complex disabilities. He has worked directly with the participants and helped them

to ensure their goals were met according to their care plan.

Muhammad can speak and understand several languages including English, Urdu, and Punjabi which enables him to work with diverse and multicultural communities.

Muhammad's varied experiences throughout his employment and personal life has provided him with great insight and empathy towards people and offered him with the skills and knowledge needed to be a successful Support Coordinator.

We're very lucky to have Muhammad on board with us and look forward to his efforts in assisting customers to reach their goals and maintain an independent lifestyle.



During the COVID-19 pandemic our partnered company LAAS used the closure of their Day Options as an opportunity to perform some upgrades to its facilities.

A new addition to their Day Options program is a state-ofthe-art sensory room.

Sensory rooms are designed to stimulate one's senses and help users become more aware of their surroundings, encouraging them to engage with the larger world around them. They provide a calming effect to help channel emotions and improve focus.

Those with intellectual difficulties can strongly benefit from a sensory room

to improve concentration levels.
Sensory rooms

can be

instrumental in motor skill, cognitive and sensory development.

LAAS Chief Operations Officer commented:

Other new additions include an IT room where clients can engage with technology for entertainment and educational purposes. A pamper room for health and beauty needs, and

"LAAS is thrilled to offer this experience to people with disabilities in the Riverland, it's like no other in the region."

LAAS's sensory experience includes LED water-fall lighting, waterbed, bubble tube, sensory wall installations, galaxy ceiling, weighted blankets, mirror stones, dream clouds and aromatherapy items.

The sensory room will not only be available to LAAS clients during the week but also for private bookings as well.

LAAS also had its Day Options common room upgraded which features sensory aspects within the interior design. This space is where clients can relax in their free time or enjoy social activities.

an arts room where clients can get in touch with their creative side.

Clients will get to test their cooking skills in a newly renovated kitchen area with modern appliances and wheelchair-accessible benches. There they will learn to make healthy meals and understand the importance of a balanced diet.

LAAS will be holding an official open day for their Day Options Program on 30 April. Contact Jamie Denyer, Marketing & Communications Officer for more information and if you are interested in coming along.



# Join our Governance Training & Peer Mentor Program

We are looking for Customers to get involved with our

#### **Governance Training Program**

This is an introduction into the functions of the Board.

- Understand how being a Board Member helps you speak up for the benefit of Customers
- Support Enhanced Lifestyles' vision and purpose
- Make a difference by voting on important organisational matters
- Participate in strategic planning

#### **Board Peer Mentor Program**

Customers will gain the knowledge required to participate on the Board.

#### You will be supported to:

- Build your skills and knowledge
- Gain transferrable skills
- Build confidence to have your say
- Contribute to the community

#### **Contact**

Cheryl Trierweiler, Project Officer via on (08) 8340 2000 or cheryl.trierweiler@ enhancedlifestyles.com.au

Janice Farrow, Administration Officer on (08) 8340 2000 or janice.farrow@ enhancedlifestyles.com.au

# **Business Development**& Culture News



It was an exciting start to the year at Enhanced Lifestyles as we commenced our TV campaign with Network 10. A 15-second and 30-second advertisement aired from 17 January until early March.

We also took the opportunity to take part in Channel Nine's coverage of the Australian Open.

The commercials received positive feedback from those within and outside of the organisation, helping to create brand awareness throughout Metropolitan Adelaide.

The commercials would not have been possible without the help of Customers Louise and Gordon. We would like to thank them for their amazing work.

Coffee Club made a much-

anticipated return in mid-February. The event was hosted at the Original Pancake Kitchen in Port Adelaide

There was a strong turnout of Customers on the day who kept cool inside, away from

the heat. The March
Coffee Club was held
at the Boatshed
Café in Hallett Cove
where Customers
enjoyed geeting to
know one another.

It's been great that we've been able to facilitate in-person Coffee Clubs this year and we look forward to continuing these throughout the year. Please head to page 14 for details about our Adelaide Coffee Club.

At the end of February, Enhanced Lifestyles took part in the Loxton Mardi Gras. The event is held annually in the Riverland town, and this one took place on the spacious Loxton Oval.

The weather was very kind on the day and plenty of Riverland residents came down to say hello and have a chat about who we are and the services we provide to Customers. We would like to thank our Riverland Customer Relations & Support Coordinator Lisa Turton for being present on the day as well as several Lifestyle Attendants.

We are pleased to announce that we will be the platinum sponsor of this year's Disability, Ageing and Lifestyle Expo held at the Adelaide Showgrounds in October.

The event is considered to be one of the biggest events for disability in the state and we're honoured to be part of it.



# Lifestyle Attendants of the Months - February & March

It's important to recognise Lifestyle Attendants that go above and beyond for Customers of the organisation, assisting them to reach their goals and maintain an independent lifestyle.

We have collated feedback from Customers and staff and are pleased to announce the Lifestyle Attendant of the Month for February and March.

## February LA of the Month - Monika Drewett

The winner of the February Lifestyle Attendant of the Month Award is Monika Drewett.

Monika has helped one of her Customers find their confidence. They find that Monika really understands their moods and can effectively plan the day's activities around this.

A family member of the Customer commented:

# March LA's of the Month - Ashley Power & Musafiri Mugabo

Ashley power was nominated for her effective communication, positive attitude and committment to her role

Recently, Ashley has taken on a higher level of responsibility with a Customer she provides support to. Ashley never hesitates to assist with urgent shift covers and is always available when required.

Fellow colleagues have really enjoyed working with Ashley and commented

"Ashley has been a great addition to the team"

Ashley's dedication to her role has greatly assisted a Customer to establish a regular routine which is extremely important to maintain independence.

"She always comes home from her day out with Monika with a smile on her face and is regularly laughing"

Monika goes above and beyond for them by tending to their needs, assisting them to reach their goals and continually helps them to build confidence.

She is an asset to Enhanced Lifestyles and Customers.

#### **Musafiri Mugabo (Moses)**

Musafari Mugabo, also known as Moses with Customers and staff, was nominated for his recent hard work, initative and attention to detail. Moses is always on his feet without hesitation and displays a strong work ethic to ensure Customers' needs are met.

His attention to detail is second to none, performing his duties thoroughly to the satisfaction of the Customer.

A family member of the Customer said

"He cleans amazingly without being asked, he is always asking if mum is hungry or wants a coffee making her his first priority while on shift"

The family has described Moses as one of the hardest working employees they have ever met and always has a smile on his face.

The tremendous feedback that we received for Ashley and Moses meant that a sole winner could not be decided upon, thus they have both been awarded as the March Lifestyle Attendants of the Month.

We would like to thank all Customers and staff for submitting their feedback for the Lifestyle Attendantds of the Months.

If you would like to nominate a Lifestyle Attendant for the upcoming months awards, you can complete a form online via the website portal or contact the office and request a form be sent to you.

If you cannot log on to the portal, please contact itsupport@enhancedlifestyles. com.au

# Riverland Customers we invite you to April Coffee Club

Join us for a get together over a warm cup of coffee and dessert

Ruston Rose Garden Moorna St, Renmark SA 5341

Thursday, 29 April 2021

11.00 am - 1.00 pm

RSVP by 23 April via lisa.turton@enhancedlifestyles.com.au or call her on 0429 790 115

# Crossword

#### Across

- Sound of contempt
- Do this to a fly
- Against
- 12. 12:30 pm or 9:00 am
- Prefix with dynamic
- Eccentric
- Persia, today
- Water drops
- Worry
- Celtic sea god
- Break a commandment
- African antelope
- QB stats
- 24. First name in cosmetics
- CPR expert
- Use it to catch butterflies
- Tool with sharp teeth
- 32. Broad \_\_\_\_ of a barn
- The Beatles or The Who
- Not closed
- List ending abbr.
- 42. Make angry
- Needle tip
- Digital recordings
- Passed away
- 48. Russian ruler
- 49. Biblical you
- 50. Small whirlpool
- 51. Put to work
- 52. "\_\_ go, girl!"
- 54. Blunder
- Cloudburst
- Stern's opposite
- 63. Small bill
- 65. Compass dir.
- 67. So-so grade
- Kind of potato
- 70. Hallo
- 72. It holds up the flower
- 73. They make you yawn
- 74. Round cream filled cookie
- 75. Mexican moolah
- 76. Relax
- Go- (small racer)
- 78. Had a bite

	1	2	3	Т	4	6	6	7	Т	8	Э	10	11	Т
12	✝	T	$\top$	✝	13	$\vdash$	$\top$	T	$\top$	14	✝	$\top$	T	16
16	✝	+	+	$\vdash$	17	$\vdash$	+	╈	+	18	✝	+	+	t
19	╈	+	+	20	$\vdash$	$\vdash$	+	21	22	+	╈	23	+	t
24	╈	+	25	╈	$\vdash$	$\vdash$	+	╈	26	+	27	+	+	t
	T	+	29	$\vdash$	29	$\vdash$	30	31	+	+	32	33	34	35
36	37	38	$\top$	✝	39	40	$\vdash$	T	$\top$	T	41	$\top$	T	t
42	✝	T	$\top$	✝	43	$\vdash$	$\vdash$	╈	44	${}^{+}$	✝	45	T	t
46	✝	$\top$	47	✝	$\vdash$	48	$\vdash$	✝	$\top$	$\top$	49	$\top$	T	T
50	✝	$\top$	${}^{+}$	✝	51	$\vdash$	$\vdash$	╈	52	53	✝	$\top$	${}^{+}$	t
	✝	$\top$	54	55	$\vdash$	$\vdash$	$\vdash$	╈	$\top$	56	✝	57	50	59
60	61	62	${}^{+}$	63	$\vdash$	64	$\vdash$	65	66	${}^{+}$	十	67	${}^{+}$	t
68	✝	T	69	✝	$\vdash$	70	71	╈	$\top$	${}^{+}$	72	$\top$	${}^{+}$	T
73	✝	╈	+	✝	$\vdash$	74	$\top$	✝	+	+	76	+	+	T
	76	╈	+	╈	┰	77	+	╈	+	╈	78	╈	╈	╈

#### Down

- Grows weary
- Intelligent
- Understanding
- Hindu garment
- Gradually withdraw
- Onassis nickname
- Secret Chinese society
- Photo or record
- 9. Either, or; neither, \_\_\_\_
- 10. Honk
- Apple gizmo
- 12. Ceramic floor square
- QB's gains (abbr.)
- 22. Not used

- Not the beginning.
- Mao -tung Peak; uppermost
- Apprehend
- "\_\_ Karenina"
- Allergic reaction
- Miami-\_\_\_ County
- Besides; instead
- 36. Pass, as time
- 37. Hot and dry
- 38. Necessity
- 40. Cookware
- 44. Have a go at
- 47. Tint
- What you do with eyes 49. Ancient mummy king

- Large coffee dispenser
- Sugary suffix
- 55. Pigeon's perch
- Quartet doubled
- 58. Actress Witherspoon
- Note from the boss
- Baby food catcher
- 61. Stench
- 62. Suffix for hard or soft
- 64. "Return of the Jedi" creature
- 65. Prophet
- 66. Cold annoyance
- 69. Fellows
- 71. Memorable period of
- Health retreat



Working together to build a better future

















Submit your outings or experiences to marketing@enhancedlifestyles.com.au

# **Crossword Solution**

	1 _	2	3		4	5	6	7			9	10_	11.	
1.0	_	S	Κ		S	V	Α	_		Α	Ν	_	_	16
12 T	_	М	ш		13 A	Е	R	0		<u>,</u> _	0	0	Ρ	15 Y
16 	R	Α	Z		ı, R	ď	_	Ν		18 B	R	0	0	D
19 L	Ш	R		္ဗၵ	_	z		21 G	2 Z	U		23 T	D	s
24 E	s	Т	εш	Е					ωШ	М	27 T			
			28 N	Е	29 T		္ဗ	31 A	w		ೱಽ	33	<sub>3</sub> □	35 E
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#### #StopTheSpread

Proper hygiene stops the spread of germs

# Handwashing 101

Wet your hands before applying soap.



02

Bring your palms together and rub soap all over the palms and backs of your hands, including between the fingers.



03

Wash your hands for at least 20 seconds.



04

Wipe your hands with a clean towel or paper towel and avoid rubbing too vigourously.

