



2024 ANNUAL REPORT



Together we can achieve



Providing opportunities to people living with a disability in Western Australia

Westcare Incorporated is a social enterprise (not-for-profit) organisation and a registered Australian Disability Enterprise, providing quality employment, training, development and accommodation for people living with a disability for over 75 years.

HEAD OFFICE

Westcare Incorporated
75 Carrington Street, Nedlands WA 6009
PO Box 48, Claremont WA 6910

Tel: (08) 6389 4100
Email: westcare@westcare.com.au

WESTCARE PRINT

75 Carrington Street, Nedlands WA 6009
Tel: (08) 6389 4160
Email: print@westcare.com.au

WESTCARE INDUSTRIES

Box, Foodpak & Industrial Packaging
28 Hanwell Way, Bassendean WA 6054

Tel: (08) 9376 7100
Email: bassendean@westcare.com.au

WESTCARE ACCOMMODATION SERVICES

8 Bedbrook Place, Shenton Park WA 6008
Tel: (08) 9381 1916
Email: accommodation@westcare.com.au

www.westcare.com.au

PARTNERS

Western Australian
Disability Enterprises



Department of
Transport



Public Transport
Authority



Australian Government
Department of Social Services



Government of Western Australia
Department of Communities



Australia Day
Council of
Western Australia

Westcare Accreditation

Australian Disability Enterprise

The provision of employment assistance services to people living with a disability is funded by the Department of Social Services and the National Disability Insurance Agency (NDIA) under the supports in Employment and Continuity of Support Funding.

Disability Services Standards

Quality Assured Organisation for National Disability Insurance Scheme (NDIS) Quality and Safeguarding.

ISO9001:2015

ISO9001:2015 accreditation, meaning strict guidelines and processes are followed resulting in lower production costs, better operations, cost-efficiency, higher productivity, improved performance and quality.

HACCP & Organic Certification – Foodpak

Hazard Analysis Critical Control Points (HACCP). The certification ensures that food products are packed and processed in accordance with food safety requirements.

Westcare is certified as an organic processor and adheres to Australian Certified Organic Standard 2010. This means we comply with national or international standards for organic farming and processing.



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JOINT PATRONS

**HIS EXCELLENCY THE HONOURABLE CHRIS DAWSON AC APM
GOVERNOR OF WESTERN AUSTRALIA AND MRS DARRILYN DAWSON**



**HIS EXCELLENCY THE HONOURABLE
CHRIS DAWSON AC APM
GOVERNOR OF WESTERN AUSTRALIA**

Chris Dawson AC APM was sworn in as the 34th Governor of Western Australia on 15th July 2022 and in October 2022, he accepted patronage of Westcare Inc.

Prior to being installed as Governor of WA, Mr Dawson provided 46 years of service in Australian law enforcement. After 10 years as Deputy Commissioner, he served as the Chief Executive Officer of the Australian Crime Commission, amalgamating several agencies into the Australian Criminal Intelligence Commission between 2014 to 2017. He also served as Director of the Australian Institute of Criminology during this period. He was appointed Commissioner of the Western Australia Police Force in August 2017, serving until July 2022.



MRS DARRILYN DAWSON

With over 40 years' experience in the education sector, Mrs Dawson has taught in government and private schools in both country and metropolitan areas. Mrs Dawson has served on several government school boards. She is an education consultant, providing leadership training and mentoring, and is regularly involved in school selection panels, appointing educational leaders. She holds a Bachelor of Education and a Diploma of Teaching.

Mrs Dawson became a joint Patron in June 2023, alongside the Governor so that together they can advocate more effectively on behalf of Westcare.



AMBASSADOR

**RICK ARDON
TV PRESENTER**

"I'm a Westcare Ambassador because Westcare is a wonderful organisation finding fulfilling work for special needs West Australians. I encourage anyone to visit Westcare to see happy people working hard in the knowledge they're contributing to WA business."

Perth News Presenter Rick Ardon, was born and bred in Perth. Rick began his media career at the State's daily paper, The West Australian, where he was Cadet Journalist of the Year in 1977. In 1978 he made the move to electronic broadcasting, joining television station TVW-7 as a news journalist, but quickly moved to the position of News Presenter. Since 1985, Rick has co-presented Channel Seven News in Perth with Susannah Carr. The pair are recognised by Guinness World Records as the world's longest-serving TV news anchor duo, having been on the air together for over 38 years. His on-screen work has been rewarded with 10 Logie Awards as Western Australia's Most Popular TV Personality.

WHAT WE ACHIEVED AT A GLANCE IN 2023/2024

Westcare Group	Nedlands	Bassendean	Village
122,004 Total hours worked by people with disability	1,833,910 Estimated documents printed for WAPOL	1,344,088 Labels applied for British Provender	8,738 Individual support hours provided
2 Supported employees who have transitioned to open employment	685,250 Safety tags for mining industry (printed, eyelet & strung)	9,990 Thermal ice packs produced	35,000+ Meals prepared & serviced to Westcare participants
1 New supported employee who has commenced at Westcare	198,000 Confidential medical record files produced for hospitals in WA	79,135 Library bags packed for the State Library	2,120 Hours worked by supported employees
18 New employees have commenced their career at Westcare	485,000 Labels produced for hospitals in WA	88,000 Medical kits packed for Tri-Med	17 Residents taken on holiday
12 Schools that have attended for work experience	229,583 Inserted letters for BreastScreen WA	150,000 Food product packed	Support Services
21 Work experience students from special education schools	38,750 Purple baby books printed & assembled (for new mothers in WA)	81,895 Organic food products packed	21,853 Support Services hours provided to supported employees
5 First Aid Officers	3.6m Printed items produced in 23/24	1.8m Non-food items re-packed	3,603 Work experience training hours to become Community welfare / disability support workers
2 Qualified Health & Safety Reps	46,320 Hours worked by supported employees	260,000 Food items re-packed (over 850 units per working day)	
		148,886 Total # of boxes manufactured	
		73,564 Hours worked by supported employees	



JOINT MESSAGE FROM THE PRESIDENT & CEO

As the Chair of the Westcare Board of Directors, it is both an honour and a privilege to reflect on the significant progress Westcare has made over the past 2023-2024 year.

The landscape of the disability sector has experienced profound shifts, marked by the findings and recommendations of the Disability Royal Commission and the completion of the NDIS Review. These changes present both challenges and opportunities, and I am proud to say that Westcare has approached them with unwavering resolve and innovation.

This year, the Disability Royal Commission made pivotal recommendations aimed at ending segregated employment, a transformative vision we wholeheartedly support. In January 2024, Westcare submitted a joint response to the Commission, reaffirming our commitment to inclusivity and advocating for an integrated approach to employment for people with disabilities. This response is not merely a compliance measure; it reflects our core values and our dedication to ensuring that every individual we serve is given the opportunity to thrive in an inclusive workforce.

Furthermore, the Fair Work Commission's review of the Supported Employment Services Award has introduced important changes, including the abolishment of the Greenacre Wage Assessment Tool and the establishment of a two-tier grading system. These developments necessitate that we continuously adapt our employment models, and I am confident that our unique approach - combining the Supported Employment Services Award with general employment under the SCHADS Award or Common Law contracts, positions us at the forefront of these changes. Our individual assessment framework is tailored to meet the diverse needs, goals, and aspirations of our talented workforce, reinforcing our commitment to their empowerment and success.

This year saw the successful completion of the sale of Percival's Print and Packaging. This strategic decision allows us to refocus our resources and energy on our core mission of providing support and employment opportunities for people with disabilities. We have maintained steady operations at Bassendean, successfully increased individual support at Westcare's Accommodation Village in Shenton Park, and again continued to perform strongly at Nedlands. Following our review of operations at Bassendean, we have continued to improve our emphasis on safety and factory flowthrough. Additionally, our involvement in several successful tenders, including the Department of Transport Mail Stream contract projects, demonstrates our commitment to social procurement and our growing reputation as a leader in this space. We end the 2023-2024 year strong with Total Revenue exceeding \$4.5 million this Financial Year, with other income accounting for \$3.5 million.

Looking forward, our commitment to innovation remains strong. The ongoing Information Technology Communication transformation project will enhance our operational capabilities, ensuring we remain agile and responsive to the needs of our participants and the evolving landscape of the sector. Furthermore, our exploration of emerging technologies, such as manufacturing domestic household battery storage arrays locally, reflects our dedication to sustainability and operational excellence.

This year, Rob Wilton our CEO, continued to lead the executive team with the Board's full support, responding to these many sector challenges and opportunities with agility, strong leadership, and determination. Sadly however, after serving as CEO for four years, Rob moved on from Westcare at the end of the 2023-2024 financial year. With his leadership, we have been able to maintain a seat at the table for sector discussions, related to the Disability Royal Commission, the Fair Work Commission Disability Employment Award review, and the NDIS review. He was instrumental in ensuring Westcare's financial stability and success over the last several years and leaves the agency in a state of strength and stability – ensuring Westcare can fulfill our mission every day. Rob remains in the sector and continues to be a strong advocate for Westcare and the disability sector more broadly. In June 2024,

Andrew Larter, former Executive Manager Operations stepped into the Interim CEO role to guide the agency through this next stage and strategy development for the future. On behalf of the Board and Westcare, we would like to extend our sincere thanks and gratitude to Rob for his service of Westcare. We are in a better place today for his guidance and leadership, enabling us to provide greater services and experiences for our participants and employees.

We would also like to thank our Joint Patrons, His Excellency the Honourable Chris Dawson AC APM, Governor of Western Australia and Mrs Darrilyn Dawson. With their joint extensive experience and commitment to the disability community, we are excited about the powerful advocacy that this partnership has and will foster into the future. Our collaborations with organisations such as Auspire, Good Samaritan, Community Vision, and Interchange have further strengthened our network, enhancing our ability to serve our participants effectively.

As we celebrate our achievements, I want to extend my deepest gratitude to our dedicated team, all of our supported employees, the Board, and our stakeholders. Your commitment to Westcare's mission has been invaluable as we navigate these transformative times. Together, we will continue to champion the rights and opportunities for people with disabilities, ensuring they are not only included but empowered within our communities.

Thank you everyone for your unwavering support and belief in our mission. We look forward to another year of progress, collaboration, and positive change.

Amanda Paton
Board President

Rob Wilton
Chief Executive Officer

Australian Enablement Award

Westcare Incorporated was thrilled to have received the 2024 Australian Enablement Award for the most outstanding Australian Disability Enterprise (ADE) over the last 12 months.

These awards celebrate and acknowledge excellence, innovation and exemplary achievements within the disability sector.

This award celebrates Westcare's dedication to care, and compassion for our participants, supported employees and other employees with a disability and especially the innovative, hybrid supported employment and co-design model that we operate in Western Australia.

Westcare's model of individual assessment and employment of people with a disability under either the Supported Employment Services Award, under general employment under the SCHADS Award, or under a Common Law contract, is unique within Australian Disability Enterprises and seeks to encompass the recommendations of the Disability Royal Commission, the NDIS Review and the individual needs, goals and aspirations of our talented workforce.



BOARD OF DIRECTORS



President - Amanda Paton

BSc (BPsych) Psych MAppPsy (Clinical) GAICD

Amanda is a practicing Clinical Psychologist and the Deputy Director Practice for the Australian Centre for Child Protection at the University of South Australia.

She has been working in the field of psychology for over 19 years and has strong connections to the child protection services sector in WA, including community sector organisations and government agencies such as the Department of Communities and WA Police. Amanda is a graduate of the Australian Institute of Company Directors and brings to the Board of Westcare extensive experience in clinical governance, quality improvement, research to practice translation and working within multidisciplinary teams to support vulnerable children, young people and their families. Amanda joined the Board in February 2022 and was elected Board President/Chair in November 2022.



Vice President - Marshall McKenna

BSc (Hons) LLB (Hons)

Marshall is a Partner of Gilbert + Tobin, an independent law firm. He has over 30 years' experience and is recognised in a number of law areas including native title, mining, dispute resolution and land access.

He is also a Director of Law Access Ltd, a charitable company operating a 'clearing house' for members of the public seeking pro bono legal assistance.

Marshall has advised Westcare on various legal operational aspects since 2008, joined the Board in June 2017 and served as Board President from February 2019 until November 2022.



Vice President - Justin Audcent

BA (Oxon) FCA SAFin GIA (Cert) GAICD

Justin is a Partner with RSM and leads the firm's M&A and capital markets team in Western Australia. He brings over 30 years' experience in accounting, finance, corporate strategy, capital raising, mergers and acquisitions.

Justin is a graduate of the Australian Institute of Company Directors and holds a Certificate in Corporate Governance. His board experience includes being a non-executive director and audit committee chair of an ASX-listed company. He is a former President of Oxford University Society of Western Australia and is a current board member of St Catherine's College. Justin joined the Westcare Board in October 2016, and was elected Co-Vice President in November 2022.



Board Member - Sue Morey OAM

FRCNA

Sue Morey OAM is a Nurse Practitioner in Respiratory Medicine at Sir Charles Gairdner Hospital. She is also past Chairman and current Board Member of the Institute for Respiratory Health. Sue consults to the government on health matters in Canberra and is the longest serving registered nurse at SCGH with over 45 years of continuous service.

Sue holds the prestigious Freeman of the City of Nedlands. Sue joined the Westcare Board in 1996 and assumed presidency on the passing of President Alan Tough OAM from November 2016 to February 2019 when she stepped aside due to heavy work commitments, and occupied the position of Vice President from 2019 - 2022.



Board Member - Jonathon Leek OAM

BEC LLB LLM GAICD

Jonathon is a lawyer with three decades of experience in taxation, corporate, commercial and administrative law, including more than 20 years as a partner in leading law firms.

Jonathon has been an Adjunct Associate Professor and Honorary Fellow at the University of Western Australia Law School.

He is a member of the Legal Practice Board of Western Australia and a Legal Officer in the Royal Australian Navy. Jonathon joined the Board of Westcare in 2016.



Board Member - Trevor Philpot

BSc (Hons) GAICD

Trevor is the Head of Enterprise APAC for Deel and has over 25 years' experience scaling technology businesses in APAC and abroad including Salesforce, Oracle, Hewlett Packard, BMC Software and Netscout Systems. Trevor holds a Bachelor of Science in Sociology and Anthropology from the University of Houston and is a Graduate of the Australian Institute of Company Directors.

Trevor participated in Persian Gulf conflicts and is a decorated Veteran of the United States Navy. He is passionate about social equity, cultural awareness and the environment. Trevor joined the Board in February 2022.

OUR LEADERSHIP TEAM



ROB WILTON Chief Executive Officer *MSc FCMA FCPA GAICD*

Rob joined Westcare in 2020 with a combination of commercial, not-for-profit, government and military experience. He has become known for bringing his unique combination of leadership, commercial acumen and corporate expertise into the profit-for-purpose sector having held several executive and Chief Financial Officer positions in the commercial sector. He has held positions of Director in NATO, Australian Advisor in Afghanistan as well as served as a Special Forces Army Officer in many operations from the Balkans to the Middle East.

More recently, Rob has turned his attention to serving the community with appointments as a Director at Parkerville Children and Youth Care and the Chief Operations Officer at St Bart's. He is also known as a passionate advocate for people living with a disability, youth at risk, veterans and the homeless, has sat on many boards and is currently a Director at Swan Care Inc. He holds a Bachelor of Science in Law and Economics, a Master of Sciences in Strategic Management and Accounting from London, is a Fellow of CPA Australia and a Graduate of the Australian Institute of Company Directors.

Rob has two grown children, Matthew and Sophia, is a qualified pilot and accomplished mountaineer and currently keeps himself fit by cycling, walking and motorcycling.



ANDREW LARTER Executive Manager Operations

In January 2024, Andrew Larter assumed the role of Executive Manager Operations at Westcare, expanding his leadership responsibilities to include the management of Westcare's Bassendean site. With a robust background spanning over 35 years in the graphics industry, Andrew has garnered extensive experience across various roles, from small family-owned print businesses to Bluechip retailers.

Andrew's journey in the industry has been marked by versatility and success, having previously operated his own graphics business before rejoining Westcare for a second term in early 2023.

As Executive Manager Operations, Andrew oversees all facets of Print, Box, Foodpak & Industrial Packaging Operations, encompassing Sales, Contracts, WHS and Quality Assurance. His comprehensive understanding of the industry and dedication to excellence, makes him an invaluable asset to Westcare's operational leadership team.

In June 2024, Andrew was appointed Interim CEO, subsequent to Rob Wilton's resignation as CEO.



JULIE CURNOW Executive Manager Corporate Services *BAC (Hons)*

Julie has been part of the Executive Management Team at Westcare since March 2021 and oversees Finance, Budgets, Payroll, Information Communications and Technology (ICT), Contracts, and the accommodation Village. She is a versatile manager and has also run the Bassendean site and has overseen maintenance during her tenure.

She qualified as Chartered Accountant over 30 years ago and since qualifying, has managed the full range of back-office functions in a diverse range of industries, including not-for-profits.

Julie's career has focused on businesses undergoing significant change management. She is a compassionate, approachable and trusted leader with a high level of initiative and diligence.



JODIE COX General Manager Disability Support Services

Jodie joined Westcare as General Manager Disability Support Services in January 2024, and oversees NDIS services for over 160 Participants across Westcare's three locations. She has worked in the community services sector for both aged care and disabilities for over 26 years. In this time Jodie's vast experience has included a multitude of positions from home support, community inclusion and in disability employment, predominantly with Australian Disability Enterprises.

Jodie has a passion for assisting people to feel empowered to make choices and to achieve their goals not only at work but also in the community to reach their full potential.



YVETTE MCGUINNESS General Manager Executive & Business Support

Yvette joined Westcare in September 2021 as Administration Manager and Executive Assistant to the CEO. In June 2023, Yvette was appointed General Manager Executive Support as her remit expanded to oversee HR/People and Culture, Organisational Administration, Westcare's Quality Management System, and Internal Management Reviews. By March 2024, her role further expanded to encompass Marketing.

Yvette has over 25 years' experience in private and community services sectors providing executive level administrative management. She undertakes her responsibilities in an organised manner and approaches tasks with enthusiasm, positivity and dedication.

Yvette's core responsibilities include providing executive support to the CEO and the Westcare Board, being an integral part of the Senior Management team, and assisting colleagues across various business areas. She always makes time each day to check-in and chat to our supported employees.



DALE WRIGHT General Manager ICT & Digital Transformation *BCompSc*

Dale is an accomplished General Manager in ICT with over 25 years' experience.

Dale holds a Bachelor in Computer Sciences and diplomas in Business ICT Systems, alongside a range of other qualifications. Currently, Dale is advancing his expertise through a Masters in Management and Leadership (ICT) and diploma in Network Management. Renowned for his skills in digital transformation, project management, and strategic development, Dale brings a wealth of knowledge to the Westcare team. His expertise not only drives technological advancements but also aligns them with strategic business goals.

Dale, known for his people-oriented nature, relishes in connecting with others and recently joined the Westcare team in December 2023. His affinity for engaging with people is a key element of his role at Westcare, reflecting his commitment to a people-first approach in his professional interactions.



REECE HEDWARDS Manager Disability and Support Services

In January 2024, Reece joined the Disability Support Services team at Westcare. He has a lived experience with a disability, and has also worked within the disability sector for almost 20 years in multiple positions, at many levels across the NDIS space and in various support areas.

The Manager DSS position is responsible for ensuring the quality and scope of the services and supports offered by Westcare and plays an integral role in the achievement of our vision, mission, and organisational objectives.

Reece has a passion for empowering the people we support to be as independent and confident as they can, increasing society's perception of working with people with disabilities, particularly around employment and community inclusion.



BERNIE REIDY Operations Support & Safety Manager

Bernie has worked for Westcare for over 8 years. Prior to this he worked in the machinery hire and building industry for over 30 years. Bernie has a strong interest in workplace safety and was appointed Westcare's WHS Officer in September 2021. Bernie was promoted to Operations Support & Safety Manager in December 2022. He provides high level support to Operations, oversees and manages Westcare's WHS framework, manages the Maintenance section and assists with special projects.

Bernie thinks Westcare is a very interesting place to work as no two days are the same and the interaction with all the supported employees is very rewarding.

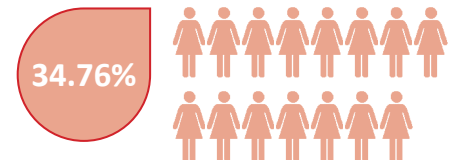
Away from work, Bernie enjoys genealogy research and getting away from the city when he has the chance as he's still a country boy at heart.

OUR PEOPLE AT A GLANCE 2023/2024

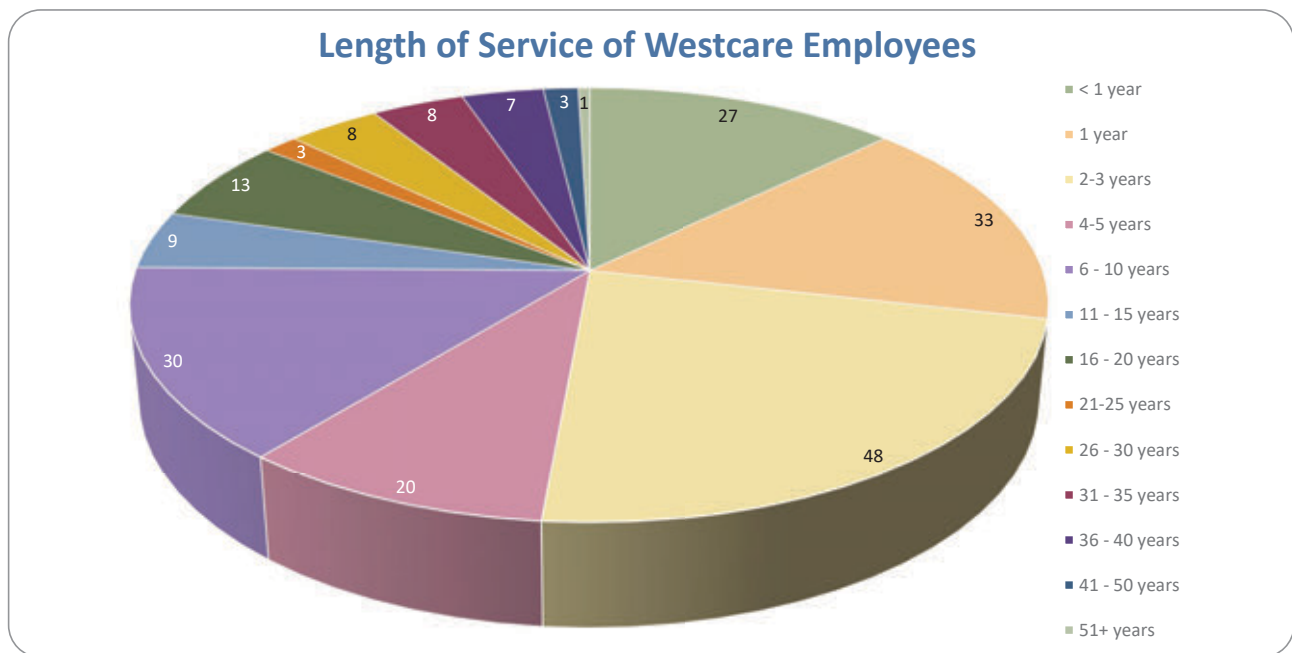
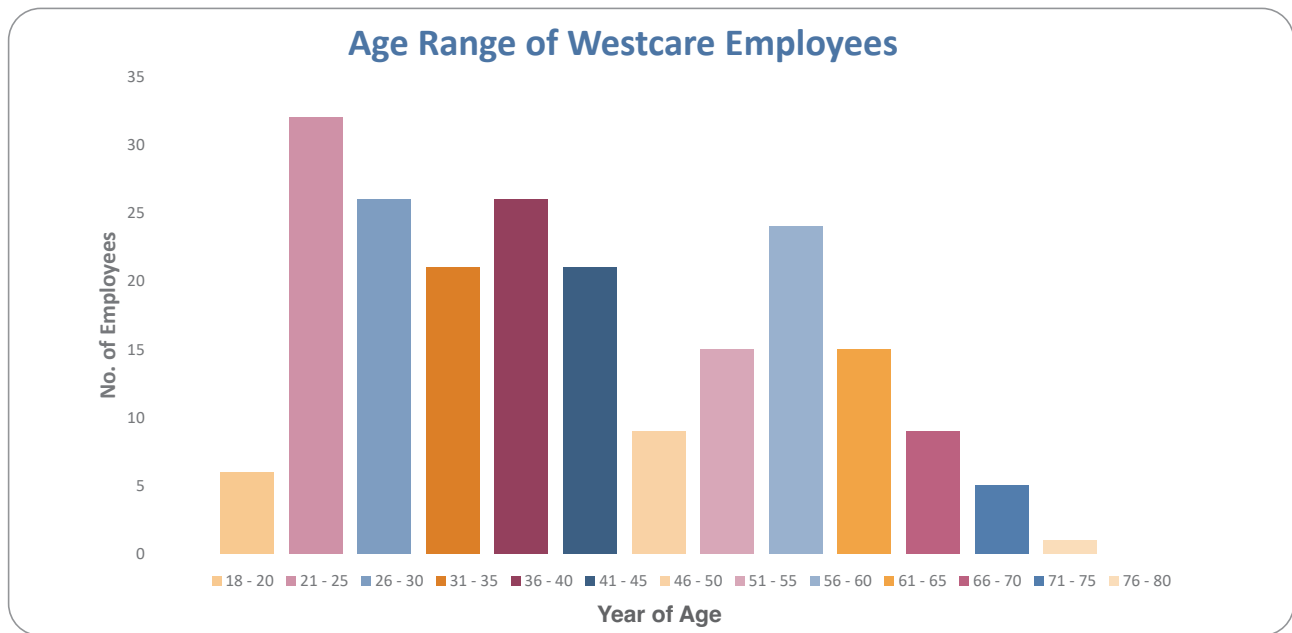
Gender

Males - 137

Females - 73



Supported Employees Living with a Disability = 67.14%
Non-Supported Employees = 32.86%



Our team is Westcare's greatest strength. From dedicated supported employees, frontline support mentors to our leadership team and Board members, everyone at Westcare is driven by passion and purpose. Together, we strive to create new opportunities for people with disabilities, empowering them to lead fulfilling and independent lives.

SYSTEMS IMPROVEMENTS

As we entered 2024, with new leadership in Support Services and a comprehensive plan to enhance Support Services and NDIS outcomes across all sites, it became evident that an appraisal of the support services systems, participant data storage, and support service processes was necessary. Westcare was prepared to advance with the development and implementation of an online Customer Management System (CMS). In February, Melissa Higgins joined Westcare as the Project Lead to oversee this appraisal and implementation.

Upon a thorough review of the current systems and the proposed online platform, it was determined that the proposed systems upgrade was no longer suitable for Westcare. The system had limited capabilities across business units, including finance, and significant drawbacks in managing Westcare's diverse participant types (residents, supported employees and individual support services). Consequently, the decision was made to discontinue its licences and explore new opportunities.

Westcare Support Services has since been undertaking a significant systems overhaul to improve support services procedures, clean-up of participant archives and filing, centralise online CMS performance, and ensure NDIS audit compliance. This decision has improved NDIS oversight, clarified support requirements, and led to general improvements in staff performance, participant satisfaction and throughput.

As a result, an interim CMS solution was delivered to staff and in June 2024, Melissa has transitioned to the role of Quality Coordinator to continue the crucial work of re-building Westcare's Quality Management System, initiated by the CEO and re-established by the General Manager Executive & Business Support.

The redevelopment of the CMS will be implemented as part of our Cloud-first ICT strategy, which has seen significant investment in our internal network and cybersecurity. We are currently in the process of selecting solutions and a partner to support our maturity in key business systems, including CRM, HRIS, and Quote and Print, with a strong focus on adopting Cloud-based solutions. This strategic initiative, led by Dale Wright, General Manager ICT & Digital Transformation, will enable the organisation to become more agile, responsive, and scalable in its back-office operations, ultimately allowing us to deliver first-class services to both our internal teams and external stakeholders.

2025 promises to be an exciting and transformational year for Westcare, as we modernise our ICT systems and operations, which will position us to meet current and future challenges, ensuring we remain competitive and ready for the future.



SUPPORT SERVICES

In 2024, Westcare formed a new services leadership team, along with welcoming many fresh faces providing day-to-day support. Our team is committed to making improvements, enhancing the independence and welfare of those we support. We have enjoyed meeting with individuals to discuss how we can improve their support in both the ADE setting and in Individualised Supports.

Our observations and feedback have helped us focus on building our support service by implementing key pillars around: person-centered support, safe environments, and best practices. Whilst this is a significant challenge, we are passionate and determined to restore our service to its optimal state. We have made some strong decisions in 2024 and we are determined to make Participants feel confident and as safe as possible in the years to come by increasing consultation and transparency with the Residents and Supported Employees.



Disability Employment Support Services

With supported employment under scrutiny, Westcare has re-evaluated our support delivery. Wages for Supported Employees are changing, and a new wage system through Job Access has been implemented at ADE sites, following NDS recommendations. This has guided some services changes and the creation of pathways into employment opportunities. A new form of Individual Support Plan meetings is being introduced to focus on person-centered support, deep diving into the support individuals receive.

We have implemented a new contract at Nedlands of sorting and collating for the Department of Transport mail service, converting an existing office into a workspace for our Supported Employees. At this early stage, we have had seven Supported Employees transition to this newly created work area, with plans to expand the team in the latter half of 2024. The team, along with Kabita Sapkota, our fantastic Disability Employment Support Officer, and Siti Daiby, our new Mailstream Production Officer, has been very successful so far.

The Bassendean Disability Employment Support Services team is also growing with Riley Riordan transferring from our Production team over to the Support Services team. Riley joins Alan Ovenden, Sonam Pelden and Lalit Kumar to complete the team at Bassendean. We have also reviewed how our Supported Employees are supported and managed through caseloads. Much like Nedlands, we are always seeking new opportunities for our individuals and upskilling both Supported Employees and staff.

	Total SEs	New SEs	Transitioned to OPEN Employment	Transitioned to new roles/ positions
Nedlands	45	2	2	0
Bassendean	74	0	0	1
Shenton Park	1	0	0	1
Total	120	2	2	2



WHO WE SUPPORT NEDLANDS



Georgia Challis

Georgia has been at Westcare for 10 years and is very proud of this achievement.

Georgia works as a table hand and undertakes a variety of tasks within our Print division including folding, preparing and collating medical folders and BreastScreen envelopes and preparing safety tags.

When asked “What do you like about working at Westcare?”, Georgia replied “It makes me feel great! And working here helps me stay focused. I like keeping things organised to help others and I like my friends here.”

In Georgia’s spare time she enjoys doing word searches, drawing and watching Marvel movies. And she also likes shopping in the city. Her favourite food is a Zambrero’s beef burrito!



Daniel Berry

Daniel has been with the Westcare team at Nedlands for almost 3 and a half years.

Daniel’s role as a table hand involves collating medical files and envelopes for use and distribution, as well as a bit of an all-rounder. Daniel has a great attitude and is very popular amongst his peers.

Daniel’s response to being asked “What do you like about working at Westcare?”, was “It is a peaceful community here and I like the staff. The employees here are terrific, and I like working with them.”

When Daniel isn’t at work, he likes to go swimming, and he also loves ten-pin bowling. “I go to the gym with a support person to which I enjoy.”

Daniel also loves going to the cinema for some down time and his favourite food is spaghetti with meatballs!



Karen Thurston

Karen has been working at Westcare for 18 years and has had experience in many of our work tasks including gluing files, collating our baby books and currently works with various folders we collate and process for many of our clients. Karen is a great asset to our team and popular amongst her peers.

When asked “What do you like about Westcare?”, Karen’s response was “I like the jobs that I get to do and I like the staff here, they are funny.” Karen is always keen to be involved in Westcare’s social events and giving a helping hand.

In Karen’s down time she loves to watch TV shows, the Dockers and loves being involved in our social events with her friends and family.



Scott Bell

Scott has been part of the Nedlands team for 4 years. During this time, he has learnt to fold medical files for local hospitals, prepare them for patient records and monitoring, collating medical files and envelopes to be distributed through and for local hospitals and medical centers. Scott will lend a hand where his team needs him.

Scott likes that at Westcare he can listen to music with his headphones while he works and that he has mates he likes to engage with. Each day Scott works, he likes to catch up with his friends about their week.

In Scott’s spare time it is important to him that he spends time with his friends and family.



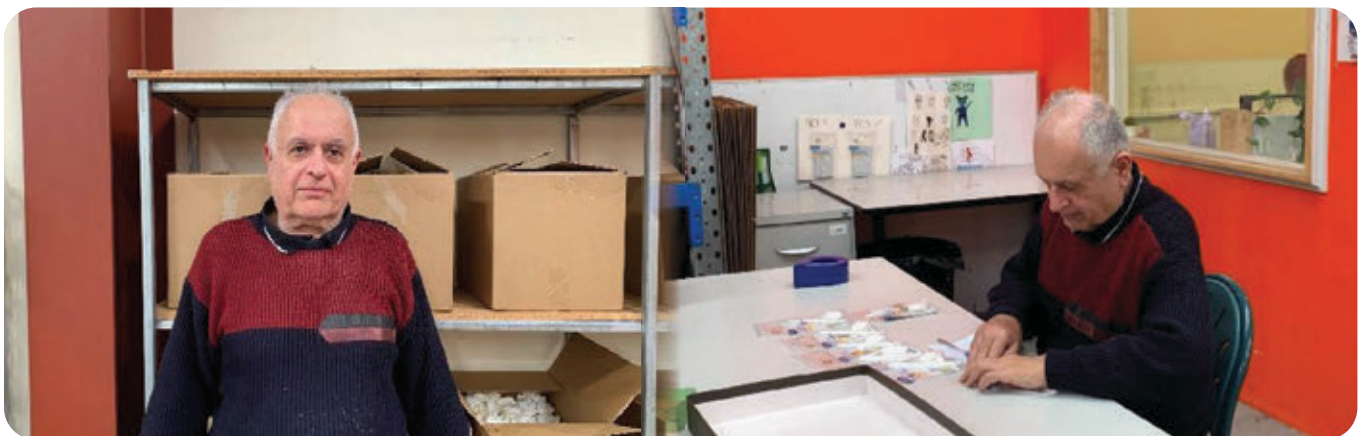
WHO WE SUPPORT BASSENDEAN



Declan Collier

Declan joined the Westcare Bassendean team at the beginning of 2023 and works in Industrial Packaging. Declan is an all-rounder and lends his hand to any job from labelling and packaging to preparing stock for dispatch. Declan is an integral part of the IP team and is always keen to pitch in to get the job done. Declan is continually building on his skills and has recently been trained to use the pallet jack. Declan enjoys all parts of his tasks and is willing to assist wherever he is needed.

In his spare time, Declan loves to play video games, especially *Super Mario* and his favourite movie is Disney's *Cars*.



Peter Farzin

Peter has been working at Westcare since 2005. When Peter started at Bassendean, his first job was stapling in Box. Peter then moved between three departments for a few years until he was moved to Industrial Packaging for the Tri-Med contract. Peter does most of the tasks in Industrial Packaging, but his favourite task is sorting pills and final packaging of Tri-Med which is a vital role in the Westcare team.

When asked about what he enjoys at work, Peter said “I enjoy working in the Tri-Med section with my other colleagues. Tri-Med is fun, and I concentrate and focus while I am working so that I am not making any mistakes.”

Outside work Peter said “I enjoy reading, cleaning and going for a walk. Sometimes I go and help my mother do light household chores.”

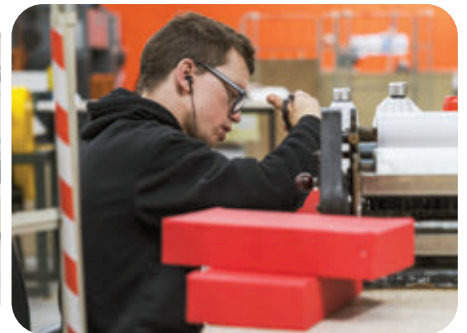
Edward (Eddie) Cowton

Eddie has been a great contributor to Westcare Bassendean since being employed over 16 years ago. Over the past year, Eddie has been showing his ethics as a great team orientated person, with assisting in different areas of the three departments here on site. He has displayed great initiative in times where the team have needed a hand and followed through on instructions to a high standard. Two of Eddie's biggest achievements this year has been learning how to cover boxes and specifically, learning the dispatch role. Eddie has taken on the responsibility of receiving and dispatching various products of the departments, liaising with the couriers and filing delivery docketts. It is a real credit to Eddie that he has become an integral team member in the production line for Westcare.

Eddie really enjoys the friendships he has made at Westcare and being able to meet new people. It is no surprise he mentioned that his favourite job here at Westcare is to help people. He really enjoys the friendships that he has made at Westcare and being able to meet new people.

Outside of work, Eddie likes to play games on his Xbox.

We look forward to seeing where Eddie's skillset can take him to within his employment and seeing him strive to take on more challenges in the workplace.



WHO WE SUPPORT

ACCOMMODATION VILLAGE



Eddie Board

Eddie has been part of the Westcare community since 2018.

Eddie plans and manages his busy weekly timetable, scheduling his working commitments and community supports.

Eddie is employed by Westcare as a cleaner for 4 hours a week. His role is to maintain a clean communal dining area, ensure that the two recreation lounges are clean and welcoming for the other residents at the Village, and helps keep the Village office presentable. Twice a week Eddie travels to Balcatta to work for Good Sammy at Containers for Change. Here he assists customers to exchange their 10 cent containers for cash. Finally, Eddie is employed by Venues Live. In this role Eddie works at sporting venues, such as OPTUS Stadium, RAC Arena and HBF Arena. With his RSA, he can sell alcoholic beverages to patrons, and with holding a food handlers certificate, he serves foods such as pizzas and curries.

In his free time, Eddie will go with some of his fellow Villagers out for meals or on planned day trips. Eddie also participates in a bowling league each Saturday.

Eddie is vocal about the positive changes which are happening in the Village. He says the Village is a happy, fun and positive place to live.

Julie Barrowman

Julie has lived in the Village for over 17 years in a unit which she maintains without support, and she is independent in the washing and ironing of her clothing.

Julie is an avid ten-pin bowler and participates in a league every Saturday at Morley Bowling. She recently travelled to Bunbury for a state event.

Julie works at Westcare Nedlands 4 days a week. She commenced her employment at Westcare in 2023 and recently moved from a table hand, where she completed various tasks including preparing medical folders, to the mail sorting room and is now enjoying the additional responsibility.

During her free time, Julie likes to watch horror movies and complete jigsaws. She has been elected by her peers to be a member of the Village Committee. She advocates well in this space and brings some thoughtful ideas to the committee.

Julie reports that she likes the new feeling that has been created at the Village. There have been some good changes, especially with the new breakfast options, and she says that she feels that her concerns are listened to.



IN THE SPOTLIGHT



IVAN MEDARD Production Support Officer Westcare Industries, Bassendean

Ivan joined Westcare as Foodpak's Production Support Officer (PSO) in September 2023 after initially responding to an ad for a position as a Disability Employment Support Officer (DESO), whilst he was in the UK. As luck would have it, Westcare's Bassendean location also needed a PSO.

Ivan has been working in various roles in the disability employment sector since 2015. Before this, he was in employment services and remained with one company for 15 years as a case manager, site coordinator, general manager and eventually assuming the role of acting CEO. Before this, he lived and worked in various jobs in London's East End including as a Probation Officer.

An excessively ardent traveller, Ivan has travelled much of Europe, Russia, Canada, South America and the USA and in 2009, trekked Machu Picchu in Peru. His favourite big cities are London, NYC and Melbourne.

Ivan says that his time here at Bassendean is fantastic and that he can't thank the Supported Employees enough for the hard work that they put in each day. "They're a real mix of creative, funny, cheeky, clever, insightful and happy people." He can honestly say that he believes that he's learnt as much from them as they have from him. "It's a great feeling to be able to enjoy getting up and coming to work."

His goal, with the support of colleagues, is to see an increase in the customer base and overall improvement with the productivity of Foodpak.

KABITA SAPKOTA Disability Employment Support Officer Westcare Industries, Nedlands

Kabita is a highly valued member of the Support Services team at Westcare. With a Bachelor of Community Services and an outgoing, bubbly and compassionate personality, she is a tremendous asset to our organisation. Over the past three years, Kabita has worked closely with our Supported Employees and Residents, initially as a Support Worker providing individual supports, and now as a Disability Employment Support Officer at our Nedlands site.

Kabita is passionate about assisting individuals with disabilities build both confidence and everyday life skills. She finds it extremely rewarding to see clients achieve new goals and to flourish in all aspects of their lives. Known for her lighthearted jokes and laughter, Kabita consistently creates a comfortable and welcoming space for Supported Employees to seek support.

Outside of work, Kabita is a loving mother to her beautiful one-year-old daughter and enjoys spending time with her family. She enjoys coffee catch ups with loved ones, getting outside for walks in nature and loves being around animals.





VUK SVAROG

Mail Inserter Operator Westcare Industries, Nedlands

Vuk joined Westcare in November 2021 as a Pre-Press/Digital Operator, bringing with him 13 years of extensive experience in the print industry. Throughout his career, he has excelled in various roles, including graphic pre-press operator, imposition planner, typesetter, plate maker, mail inserter, digital printer, large-format printer, and bindery. Known for his meticulous attention to detail and commitment to excellence, Vuk takes great pride in the quality of his work. At Westcare, he has predominantly contributed to the digital print department, assisting with graphic pre-press, operating digital presses, and managing the mail inserter. Vuk values the collaborative work environment at Westcare, enjoying interactions with both staff and Supported Employees, and appreciates the positive and fun workplace atmosphere.

Outside of his professional life, Vuk is an avid outdoor enthusiast. He enjoys road trips, camping, trail running, mountain trekking, mountain biking, snowboarding, skateboarding, and ice skating. His passion for exploration has taken him on numerous adventures around the globe, including extensive travels across Europe, Asia, and New Zealand. Recently, Vuk embarked on a remarkable road trip across Canada, exploring national parks and cities along the Trans-Canada Highway. After a few months overseas and upon his return to Perth, Vuk eagerly rejoined the Westcare Print team in June 2024.

INCLUSIVITY
INTEGRITY
RESPECT
COLLABORATION
ADVOCACY

WESTCARE ACCOMMODATION

Located in Shenton Park, Westcare provides village style accommodation to working-age people who have a disability.

Since 1979, Westcare has offered board and lodging to people with disabilities from its Shenton Park site, close to the new Shenton Quarter. Many of our residents have lived long term at the 'Village' as its affectionately known with six tenants residing for over 10 years and two residents for over 20 years.

The Village comprises spacious, one-bedroom villa-style units and bedsits with ensuites, set among expansive gardens and bushland, in a quiet location.

Westcare Accommodation Village provides 'board and lodging' accommodation with centralised dining, lounge, gym, recreation room, laundry facilities, and domestic and cleaning services.

Westcare Accommodation Village is suitable for adults who:

- ***Have a disability with low support needs***
- ***Maintain their own personal care and medication***
- ***Are motivated to maintain independence***
- ***Have active family involvement and/or community support***





Residents at Westcare's Accommodation Village are encouraged to be independent in all areas of daily personal and domestic care. Family and external support is expected to support the individual living in this setting.

In June 2024, we welcomed Natascia (Tash) Tatonetti as our Senior Administrator to ensure the smooth operation of the Village. Tash quickly became popular with residents, bringing a wealth of experience: 15 years in hospitality, 5 years in the disability sector, and 20 years in training. Her first task was to audit all facilities and rooms to ensure our board and lodging standards are met.

For more information, contact:

Telephone: (08) 9381 1916

Email: accommodation@westcare.com.au

Address: 8 Bedbrook Place, Shenton Park WA 6008



WESTCARE PRINT

More Than Printers

Westcare Print

We are dedicated to delivering quality products and services that meet our customers' needs while staying true to our mission and core values. These values provide our supported employees with opportunities to learn and develop work and life skills in a real workplace environment. Balancing commercial success with social inclusion and the daily challenges this brings is no easy task, but our employees' abilities and teamwork have kept us successful for over 75 years.

Our Services

Westcare Print offers a wide range of print and media services. We can design and print promotional and informational materials such as booklets, training materials, reports, and flyers. Additionally, we provide a full range of indoor and outdoor signage and point of sale (POS) materials, including promotional flags and banners, retail signage, and office signs. We also offer a fulfilment service; managing, producing, compiling, storing, and distributing your items.

Employee Development

Guided by our mission and vision, Westcare Print has been developing roles for supported employees in more technical production positions. This not only enhances their skills but also integrates our workforce more closely across our operations. We believe it is important for supported employees to actively participate and contribute to our business operations.

The Future of Print

The notion that 'print is dead' is far from reality. While commercial print services are declining globally, advances in graphics technology have opened new markets such as out-of-home signage (OOH), variable data, 3D printing, and specialist packaging products. Despite the dominance of online marketing, many marketers are now recognising the value of printed media in engaging their audience.

Strategic Focus

In the second half of the financial year we shifted our focus to enhancing the customer experience with Westcare Print. Recognising the importance of customer engagement, we began developing our sales and marketing strategy. This included appointing an Accounts Administrator to reconnect with customers and developing a marketing strategy to support sales activities.

Sustainability and Print

The push to eliminate single-use plastics and the global momentum towards sustainability put paper and print at the forefront. Print is one of the most sustainable manufacturing processes and is ubiquitous, from branded notepads to designer t-shirts. Westcare Print will continue to seek opportunities and synergies within the industry and be ready to act quickly when they arise.





Common myths around the print industry and its sustainability

MYTH: “Digital is the preferred means of communication”

Many organisations, banks, utilities, telecoms and governments are now increasingly going online or charging their customers if they wish to receive paper-based communications.

Often it is the most vulnerable members of society that depend on traditional, postal, transactional mail. The move to an online-only society risks leaving older people, the disabled, rural dwellers and those on low incomes disconnected. In a recent global study, 76% of European consumers believe they should have the right to choose how they receive communications (printed or electronically) from financial organisations and service providers. 55% think that when a service provider asks them to switch to electronic bills and statements, and they say it is better for the environment, they really know it is about saving costs. (*2 Sides Trend Tracker Report, 2023*)

MYTH: “Paper is bad for the environment”

Paper is based on wood, a natural and renewable material. Paper is one of the most recycled products in the world and epitomises the circular economy model of make, use, recycle and reuse.

54m tonnes of paper were recycled in Europe alone, a recycling rate of 79% and over 83% for paper packaging. In fact, paper is the most recycled product across the globe ahead of metals and plastics by some distance. (*Cepi, Key Statistics, 2023*)

MYTH: “Paper wastes precious resources”

Paper fits into the circular economy model seamlessly. Its raw material, wood fibre, is a renewable, natural and sustainable resource. Paper is easily collected and recycled, ensuring these valuable fibres are used time and time again.

In 2022, 62% of fuels used in the pulp and paper industry came from biomass. Biomass is biological material derived from living or recently living organisms. For the pulp and paper industry, this is typically wood by-products, such as wood residue, bark, and ‘black liquor’, a derivative from the pulping process. Correctly managed, biomass is a sustainable fuel that can deliver a significant reduction in net carbon emissions when compared with fossil fuels. (*Cepi, Key Statistics, 2023*)

MYTH: “E-communication is better for the environment than paper-based communication”

“Go Paperless”, “Go Green” and “Save Trees” are common messages as many organisations encourage their customers to switch to electronic transactions and communications. But are these appeals based on fact?

The ICT industry accounted for 4-6% of global electricity use in 2020, which is more than 2% of global greenhouse gas emissions. With increasing demand, the ICT industry is expected to increase its global electricity use over the next decade. (UK Parliament, Energy consumption of ICT, 2022)

In 2019, the ICT industry was responsible for a gigantic 53.6 million metric tonnes of e-waste across the world. Globally only 17% was collected for recycling. E-waste is expected to increase to 74.7 Mt by 2030 and reach as much as 110 Mt by 2050. (Global Transboundary E-waste Flows Monitor, 2022)

WESTCARE BOX

The Westcare Box team manufacture a very expansive range of standard and fully custom cardboard boxes to fulfill our large array of customer needs.

Customers such as WA Health and Pathwest, along with many other government departments, are regular and repeat consumers. We are also called upon by Mining, Automotive, Engineering, Food and Party Hire to name just a few of our consumer industries who request our high quality, second-to-none box products.

The Westcare Box team are up for the challenge to meet our customers' high expectations with our trained, multiskilled supported employee group along with a strong supervisory staff and training team that keep the Box team skills up to our expected, very high standard. Westcare generates an excellent culture which promotes and encourages strong work ethics along with positive attitudes. With 50 years of combined industrial experience behind us, customers keep returning time and time again.

Our Production team works hand-in-hand with our Support Services team which fosters an inclusive work environment, with open communication and secure skills pathways for our supported work force; which include daily pre-start meetings, monthly toolbox meetings and ongoing one-on-one discussions, which helps in moving our production forward with the continuous improvement we all strive for.

Industrial staplers, heavy duty guillotine, pressbrake, band saw, creaser, laser cutter, automated strapping machine, gluing and cornering are machines used every day to assist us in getting the orders to our customers with the opportunity to streamline our production process. Box have had a very busy and productive 2023/2024 and look forward to an industrious 2025.



WESTCARE INDUSTRIAL PACKAGING

Westcare Industrial Packaging offers cost effective solutions to businesses looking to outsource and streamline their packing requirements. Our talented supported employees can assist and complete a broad range of packing and labelling services.

During the 2023-2024 financial year, our dedicated team in Industrial Packaging have been going from strength to strength with meeting deadlines and building on their proficiencies. This year our main focus has been Tri-Med and The State Library of Western Australia, with employees showing a keen interest in developing new competencies across the two major projects. We have also worked on other major contracts for Manuka Honey, Big W, Tangibility and an international brewing company. We continue to fill contracts for Stellar Distributions, Bunzl and British Provender.

Throughout the year, our supported employees are offered training to develop new skills and continual assessment to refine and build on the skills they already possess, to enable them to work across all areas of packaging.

Our team members in IP are passionate about the quality service they deliver and are always looking for opportunities to build on their skills and welcome new business.

The work in IP enriches the lives of our supported employee workforce who are always willing to take on a challenge, learning not only work but social skills as well.

Westcare holds an ISO certification. This underpins the processes at our sites and is audited annually. Our customers rely on this accreditation which forms a part of their own continuous improvement process. As such, we enjoy long lasting, ongoing relationships with our customers, who in some instances, have provided us with work over many years.



WESTCARE FOODPAK

Westcare Foodpak provides a food packaging service to our customers. These customers rely on our team to accurately label, weigh and package food related products in a timely and cost-effective manner.

New supported employee team members are provided training by staff and are mentored by existing Foodpak team members as they are integrated into the work area. Here they learn new skills in a wide variety of tasks used in the food packaging process. Our employees are also encouraged to learn and develop new tasks so that there is variety in their work. This year, Foodpak has purchased new band sealers and small food dispensing hoppers to help speed up productivity and increase the accuracy.

These include:

- Filling of customer supplied food grade pouches
- Accurately weighing of raw food products
- Labelling packaging with best before dates, batch numbers and other customer specifications
- Heat sealing of packaged food products
- Filling cartons with correct quantities of products and filling pallets
- Ensuring products are clean and ready for display on supermarket shelves
- Periodic quality checks and reporting of non-conforming products
- Maintaining a HACCP certified hygienic work area

Westcare holds current HACCP and Organic certifications which are audited annually by third party external auditors. Again, all audits were passed with zero non-conformances and our customers rely on this level of scrutiny for their own quality assurance processes.

Our environment can be challenging at times in meeting our customers' deadlines, however the Foodpak team work cooperatively and enjoy ongoing work from long term customers as well as eagerly taking on new work as it comes to hand. They are hardworking and work smarter not harder and strive to meet set targets.



CHRISTMAS PARTY 2023

Westcare's annual Christmas Party was once again a spectacular celebration, held at the South Perth Community Hall, which proved to be a hit last year (Dec 2022), and did not disappoint this time around! The spacious venue provided the perfect setting for everyone to mingle, enjoy a sumptuous roast lunch, and dance the afternoon away. The fabulous feast was catered and served by the wonderful Donatos Catering, adding a delicious touch to the festive atmosphere. The event was a resounding success, a truly fabulous way to wrap up the year with joy and camaraderie. A special shout-out goes to the ever-supportive Rick Ardon, who so willingly attends every year to present the annual awards and to join in on the festivities. His ongoing support for Westcare throughout the year has been invaluable, and we are deeply grateful.

We were also delighted to have Westcare's Board of Directors in attendance once again this year. Their gracious participation added a special touch to the event as they presented the long service awards to the deserving 2023 recipients. They also joyfully handed out Christmas gifts to our supported employees and residents, even joined in the dancing, spreading cheer and festive spirit all around.

Attendees were encouraged to dress in the theme "The career I would like to have." It was fantastic to see supported employees and residents (and a few staff) dressed in a variety of careers, such as a police officer, artist, cross-walk attendant, nurse, chef, punk rocker, construction worker, to name a few.

This annual event would not have been the triumph it was without the incredible efforts of our dedicated staff. Their considerable time and effort in planning and running the Christmas Party were evident in every detail. From coordination, set-up, and pack-down to decorating, serving, dishwashing, taking photographs, and acting as first aid officers, floor monitors, fire wardens, and bus route guides – their contributions were endless and deeply appreciated.

A heartfelt thank you to each and every one of you for making this event a magical and memorable celebration. Your hard work and festive spirit truly made this Christmas Party an event to remember!







WESTCARE EVENTS

Westcare loves to hold events during the year to foster a sense of inclusion and camaraderie among all employees and residents. Here are just a few of our exciting events:

Easter Celebrations

All Westcare sites celebrated Easter with delightful morning teas on Thursday, 28th March 2024. Everyone enjoyed delicious hot cross buns and easter eggs.



Autism Day (2nd May 2024)

We recognised Autism Day by encouraging staff and supported employees to wear red or yellow. Our supports shared what Autism means to them and how they celebrate it. It was a day of understanding and celebration!



Autism Awareness/ Acceptance Day
2nd April

Highlights from our supported autistic employees

Paul

CURE ABLEISM NOT AUTISM

EMBRACE IT! NEURODIVERSITY

Paul has said that he feels very supported at Westcare, he enjoys the tasks that he does and feels like he is challenged at work. Paul is very good at collating documents at work and looking forward to learning new machines.

Nathan

"I am unique in myself!"

Favourite symbol:

Sheydon

"We learn differently"

Favourite symbol:



Do it for Dolly Day (11th May 2024)

The Support Services team raised awareness by wearing blue and highlighting the impact of bullying on individuals and communities. We participated in filling a blue wall at each site with colourful post-it notes, with responses to the question "What do you do to be kind to others?"



World Environment Day (5th June 2024)

In honour of World Environment Day, multiple fruit trees were planted at the Accommodation Village in our new orchard. It was a wonderful way to contribute to a greener planet, and we look forward to seeing lemon, lime, apple and grapefruit trees flourish!

National Doughnut Day (7th June 2024)

Why not celebrate the small stuff too? Residents enjoyed a sweet treat on National Doughnut Day.



These events are just a glimpse of how we come together to create a supportive and joyful workplace. We look forward to many more celebrations with our amazing teams!

WESTCARE STAFF COMMITTED TO MAKING A DIFFERENCE

The following staff received awards at the 2023 Christmas Party:



Alan Tough OAM Award for Employee of the Year at Nedlands, presented by Rick Ardon to Justin Marshall



Richard (Dick) Howell Award for Employee of the Year at Bassendean, presented by Rick Ardon to Kiara Upton



Florence Hummerston Award for Staff Member of the Year for Service to the Association, presented by Rick Ardon to Ali Buhusayen

LONG SERVICE AWARDS

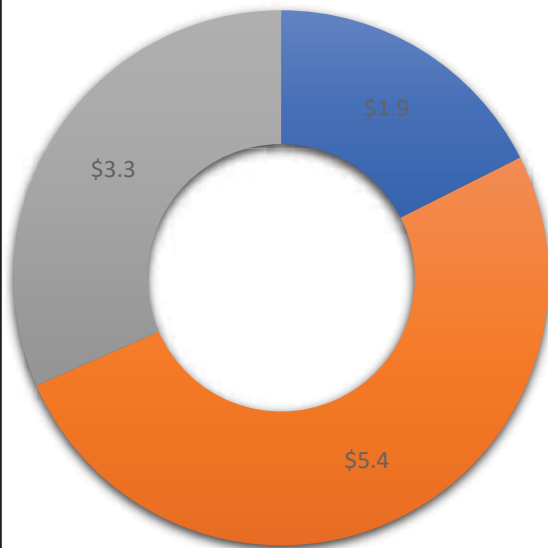
15 employees have/will reach long service milestones in 2024. They will be recognised with anniversary presentations to acknowledge their 5, 10, 15, 20, 25, 30 and 40 years working with Westcare at our annual Christmas party in December 2024.

We have many long-standing employees and the Board and management extend thanks and appreciation to each person for their contribution to Westcare.

5 years	10 years	15 years	20 years
Arkarmin Zin	Luke Bradley	Mason Stipanicev	Brad Stickland
Dylan Rutter	Stephen Timms		
Jess Lindsay	Georgia Challis		
Jodie Greay	25 years	30 years	40 years
La'Reen Honka	Justin Marshall	Drew McDonald	Gregory Sanchez-Flores
Natasha Rozzi	Laurie Mettam		

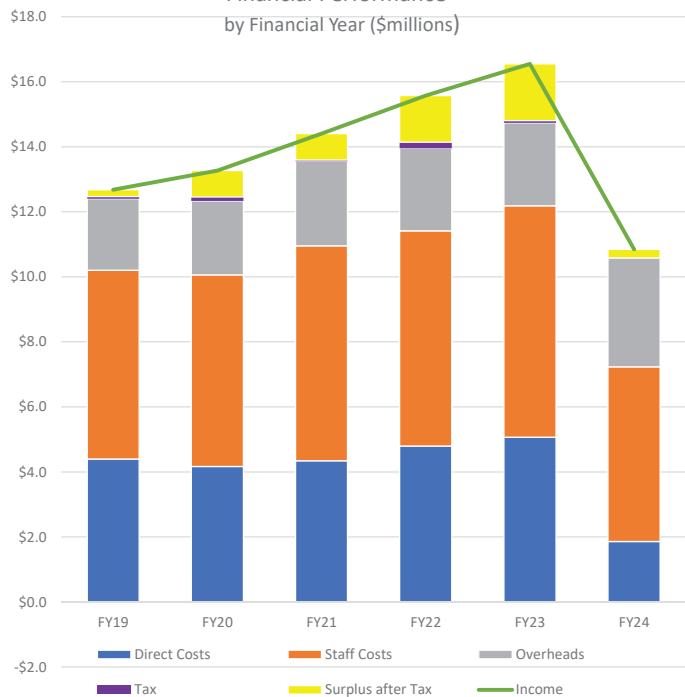
SUMMARY OF FINANCIALS

**Where Our Money Went
FY23-24 (\$millions)**



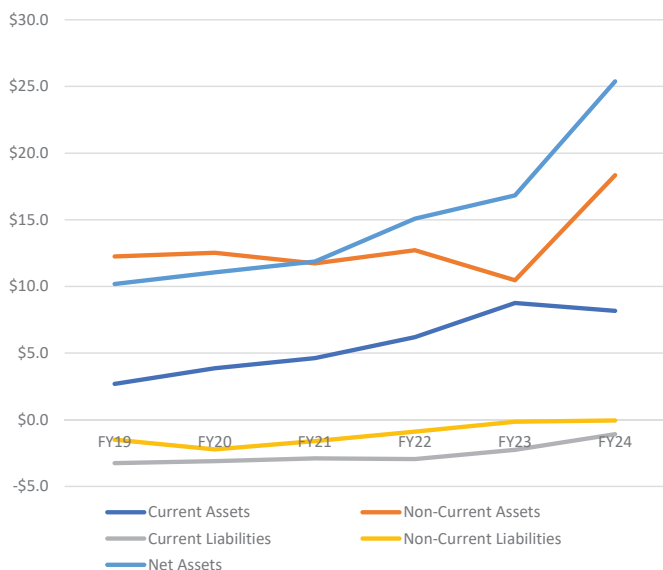
- Direct Operational Costs
- Employing Staff & People with a Disability
- Operational Overheads

**Financial Performance*
by Financial Year (\$millions)**



* Subsidiary sold 31/8/2023. Excludes: FY19 \$1.6m impairment of investment, FY22 \$8.675m grant of land and FY23 \$0.448m impairment of land and buildings

**Net Assets
(\$millions)**



* Subsidiary sold 31/8/2023 and was reflected as a current asset in FY23
FY23: Granted land of the value of \$8.675m



Westcare Finance Team

HOW CAN YOU HELP WESTCARE?

Donations/Fundraising

Westcare would like to thank all their donors and supporters who so generously donated in 2023/2024.

By making a donation to Westcare you are helping us to bring the Westcare mission and vision to life. Donations may be made at any time throughout the year.

Donations are tax deductible. In-kind donations of goods and services are also welcomed.

Make a bequest

Bequests have been integral in the development of our services. Making a bequest and naming Westcare Incorporated in your Will is a powerful, yet simple act of generosity.

Bequests to Westcare enhance our efforts to empower the lives of people with disabilities and assist their transition into the community. Bequests ensure future generations of people with disabilities benefit from the services provided by Westcare Incorporated.

Volunteering

Westcare recognises the importance of volunteering and in 2018/2019 developed a volunteering program where volunteers can get involved in our business services, pass on skills and work with our team. Whether you can volunteer once a week or once a month, your time and support will be greatly appreciated and make a significant difference to the quality of services we provide.

To find out more about becoming a volunteer at Westcare, please contact Westcare at hr@westcare.com.au or on **6389 4100**

Support our events

Why not join us at one of our events throughout the year: be our guest, donor, client, volunteer or corporate sponsor.

For further information on events, donations, fundraising or bequests, contact Westcare at westcare@westcare.com.au or on **6389 4100**

DONATION FORM

Your donation will help ensure that Westcare continues to provide quality employment, training, development and accommodation for people living with a disability for generations to come.

Please accept my gift of \$..... In the form of cheque, or debit my credit card.

Visa MasterCard Diners Amex

Card Number:

Expiry Date: Signed

Donor Name:

Address:

Phone Number: Donor Email Address:

Thank you for your contribution to Westcare. Gifts over \$2 are tax deductible.

Mail to: **Westcare Incorporated, Reply Paid 48, PO Box 48, Claremont WA 6910**

Online Donations may be made via <https://www.givenow.com.au/westcare>

Email: donations@westcare.com.au

Mission

Ensure everyone can live
life to the full

Vision

People living with a disability are fully
intergrated into society

Values

INCLUSIVITY



INTEGRITY



RESPECT



COLLABORATION



ADVOCACY



Westcare Incorporated is a social enterprise (not-for-profit) providing quality employment, training, development and accommodation for people living with a disability for over 75 years.

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