

Inclusion Team and Allied Health Project

PALS^{INC}
PROVIDING ALL LIVING SUPPORTS





PALS
INC
PROVIDING ALL LIVING SUPPORTS



Customers

Total = 134

65 (49%) Female

69 (51%) Male

Age:

<25 yrs = 26 (19%)

26-65 yrs = 103 (77%)

66+yrs = 5 (1%)

Staff

Total = 85

DSWs = 75

63 (84%) Female

12 (16%) Male

Age:

<25 yrs = 6 (8%)

26-65 yrs = 66 (88%)

66+ yrs = 3 (4%)

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



What was
the issue /
opportunity?

About the project...

Literature Review

Environmental Scan

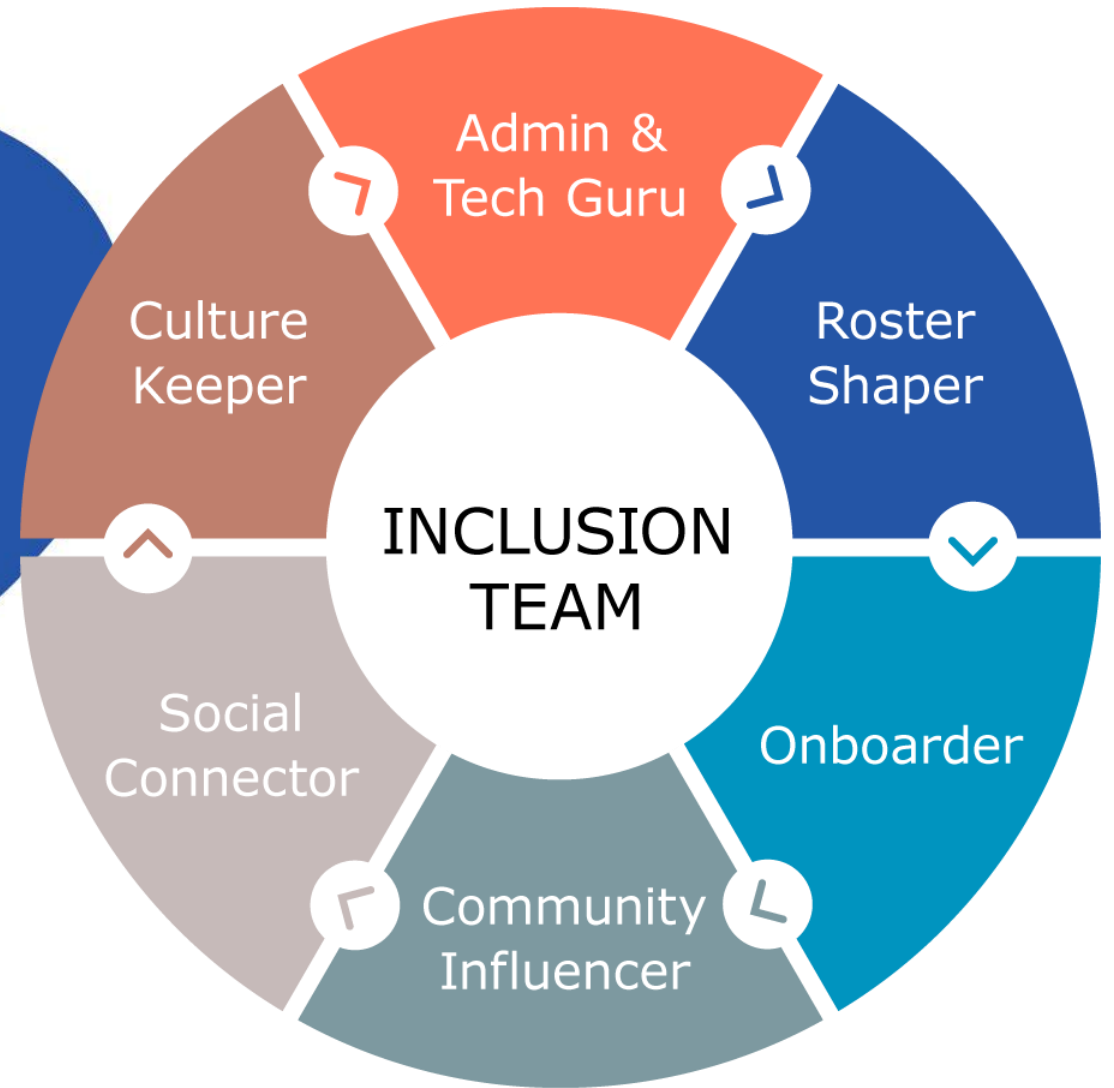
Advice and Training

Values-Based Recruitment

Organisational Framework

Team Manual

Quoting Tool



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



Key learnings
and next
steps