

All staff webinar Thursday 15 October

Speakers: Carolyn Morris, Amanda Lock, Natalie Fletcher and Fiona Kriaris

Webinar update: Thursday 15 October

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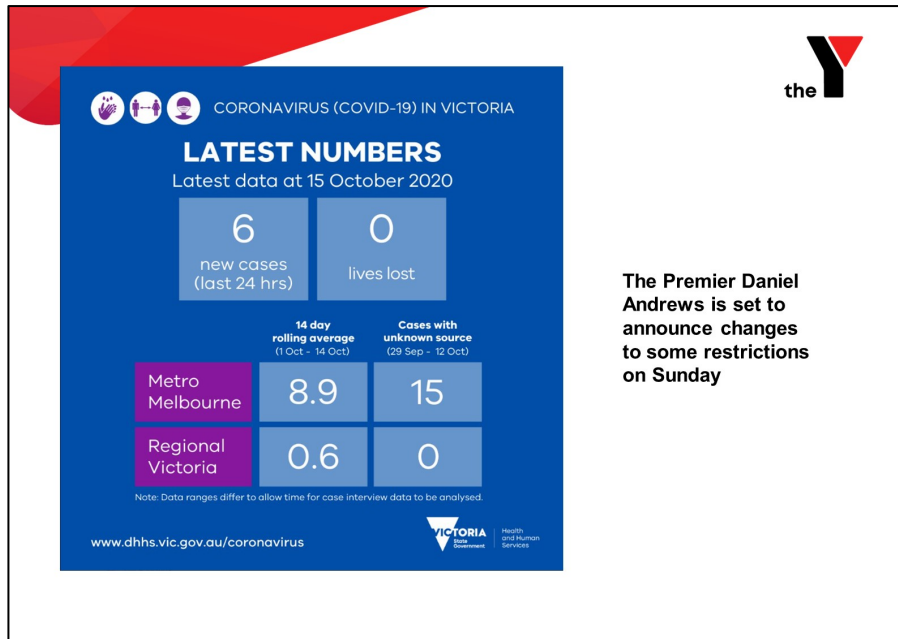
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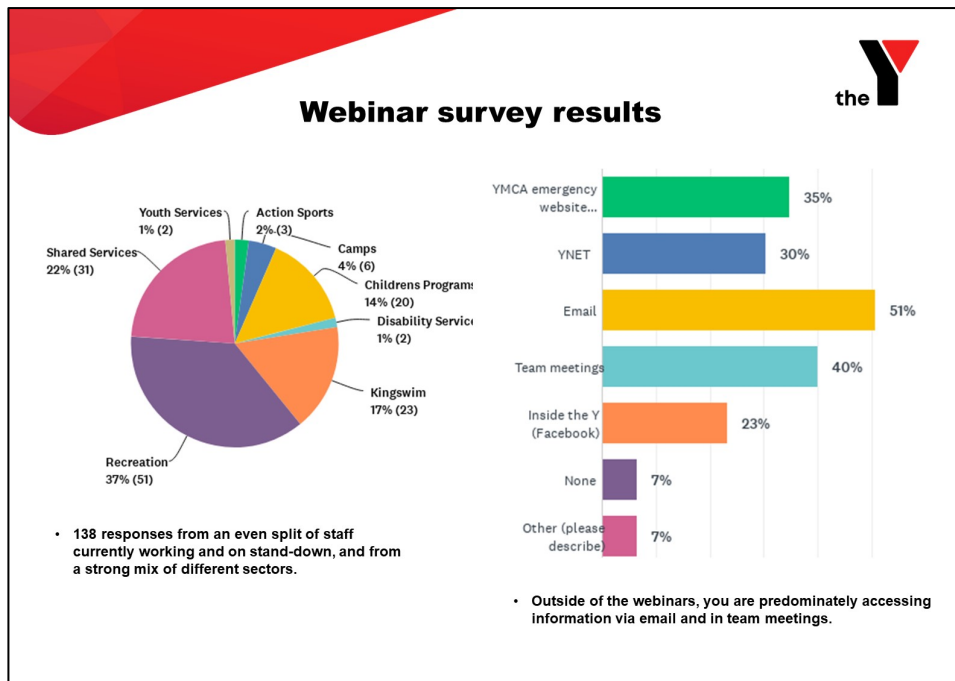


Carolyn

- Good afternoon everybody and welcome to this week's webinar.
- I'm joined by Amanda, Natalie from Kingswim and Fiona Kriaris today.
- I'd like to start by acknowledging the traditional owners of the lands on which we all meet today. For me, that is the Wurundjeri people of the Kulin nation. I pay my respects to Elders past and present.
- I'll begin with the latest case numbers and the rolling fortnightly average for Victoria.



- Today there have been six new cases, and the 14 day average is 8.9 in metro Melbourne.
- Unfortunately we are not down to the required number to move into the next step, but the Premier has stated that there will still be some changes announced on Sunday.
- While there might not be as many changes as we had hoped for, we still await the announcement in anticipation.



- Next, you may recall a survey was sent out a few weeks ago about these webinars and how you are finding them. I'd like to thank those of you who took the time to complete the survey.
- We had 138 responses from an almost even split of staff currently working and on stand-down. As you see, respondents were made of a good representation across Recreation staff, Shared Services, Kingswim and Children's Programs.
- In the survey we asked how you are currently receiving information. Your answer was these webinars, emails and team meetings scored most highly.
- In the open text question of the survey, you were able to provide feedback in your own words.
- To summarise the feedback... you are happy with the information and frequency of the webinars for now, but as things return to business as usual you would like us to consider moving them to less frequently.
- You also said that not every webinar is always relevant for every sector.
- We are taking this feedback on board and this is one of the reasons why we are joined by Natalie today, to provide us with an update from interstate as I know we have been heavily focused on Victoria lately because of the lockdown situation we are in.

- So thank you to all those who completed the survey, this information really is helpful and the reason we started these webinars is to keep you informed and provide an opportunity to connect, especially while we are in lockdown. There were a few people who mentioned that they have really appreciated these webinars as it has given them a sense of community and kept you connected to the Y, which was really wonderful to hear.

Recreation reopen update





With outdoor group fitness permitted at our centres, the teams have been busy setting up outdoor classes for their communities.









- Moving on to a recreation update. With outdoor group fitness permitted at our centres, the teams have been busy setting up outdoor classes for their communities.
- Classes have been at an average of 50% full with some cancellations due to poor weather. As the weather improves we expect to see this number rise.
- At Carlton Baths for example, they have already had five brand new clients join the centre for outdoor fitness, which is wonderful.
- A big thank you to the teams involved in planning and delivering these outdoor sessions.
- Finally, a big shout out to our aquatics staff! Each year, Life Saving Victoria conducts a Pool Safety Assessment at many Y-managed facilities. This provides a snapshot of our safety and compliance performance compared to our competitors in Victoria.

- Despite the many challenges we faced, including the devastating bushfires and the COVID-19 pandemic, the Y maintained its very high safety and compliance standards. Our overall compliance was 96.5% and our safety was 93.5% - this outperformed other facilities assessed in Victoria by 22.3% for compliance and 19.4% for safety.
- The assessment is conducted by a licensed Pool Safety Assessor, who audits facilities across a variety of area such as 'Work Health and Safety' and 'Emergency Planning'. YMCA facilities performed best in the areas of Lap and Pool Lanes, Supervision and First Aid, where our scores were at 99%.
- Y-managed seasonal facilities also scored well-above industry standards. Overall, our seasonal pools scored 95.7% in compliance and 91.7% in safety.
- Congratulations to all involved.
- I'll now handover to Amanda.

Amanda

- Thanks Carolyn.
- In some more great news for the aquatic sector, swimming lessons are now permitted in regional outdoor pools. This had been unclear until very recently, but we have received confirmation from Sport and Recreation Victoria, who sought clarification from DHHS on behalf of the industry. We can now confirm that:
 - With the third step restrictions currently still in place in regional Victoria, swimming lessons can be delivered, however we are required to continue to maintain the cap of 50 participants per pool.
 - Importantly, swimming teachers are permitted to be in the pool and have physical contact with participants where required for safety, and they are not included in the person cap. Our aquatic team have developed a range of resources to support teachers, including lesson plans and safe work procedures to ensure we can continue to deliver engaging, high quality lessons in this new environment.
- The majority of our swimming lesson programs are traditionally delivered in our indoor pools, however, this does provide a fantastic opportunity for us to invite some of our students in regional Victoria to return to lessons and participate outside until our indoor pools can be opened.
- The good news is we have done everything we need to do during the shutdown so that we are ready to get started as soon as possible.

- And of course, as we were already aware schools can attend our outdoor pools in both regional and metropolitan areas for school swimming and water safety education under an exemption, which allows them single school use access with no cap on the number of participants. We are excited to see some schools returning to our pools as early as next week
- Regarding returning to work and completing preparation training. All teachers will do centre specific COVIDSafe training and also role specific training before they teach.
- If you are required to return to work, your manager will communicate with you directly regarding the training, and as usual you will be provided a stand-up letter in writing with at least three days' notice before your first shift back.
- The Victorian Aquatics Industry Alliance, which I am chairing, has been working together to advocate to the government about the importance of swimming lessons and our concern that so many children have missed out this year.
- As we head into summer this issue is crucial to be aware of, so it's great news that lessons can begin again in regional Victoria and hopefully metro Melbourne is not too far off.

Children's Programs

- In Children's Programs news, things are continuing to get back to normal. Occupancy levels are slowly increasing and as schools returned for both regional and metro Melbourne recently, our OSHC teams have been busy back at work and numbers are slowly starting to build.
- Finally, I'd like to share a positive news story from our Action Sports team.

YMCA Action Sports update



The Actions Sports team held their very first event in the new COVID era on Saturday 26 September in the Rural City of Murray Bridge, South Australia. Congratulations and thank you to all involved!

- The Actions Sports team held their very first event in the new COVID era on Saturday 26 September in the Rural City of Murray Bridge, South Australia. The event occurred after months of hard work by the Y team and our council partners in Murray Bridge. This event was originally scheduled for April this year so it's great that it has finally been able to happen.
- After a long hiatus due to COVID, the community came out in force with over 60 skaters and over 300 spectators across the day.
- The team also held another event over the weekend in Millicent, partnering with the Wattle Range Council with similar success. Congratulations to all involved.
- I'll now pass over to Natalie.

Natalie

- Thanks Amanda. My name is Natalie, I am the Area Manager for Kingswim in NSW, Queensland and ACT, and I'm excited to provide an update for you today.
- Kingswim centres have been open for several months now. In Queensland and NSW centres re-opened 22 June and in ACT centres re-opened 20 July.

- So I hope that I can provide you with some useful information on reopening and the longer term reality in a COVID normal environment.
- As a team, we were well prepared but in all honesty we were nervous before reopening as it was such a unique situation.
- We have been reassured constantly by feedback and seeing how impressed families have been by the COVID-safe measures in place and how much thought and consideration has gone into them.
- Families were really happy to back, and they were also really patient, understanding and willing to work with us as we navigated this new environment together.
- Some of the challenges we had were around managing capacity limits as per government restrictions, but thanks to our wonderful teams and their ability to constantly reflect, review and improve we were able to manage these challenges together.
- Slowly as restrictions have been lifted we have been able to reinstate more of our programs and increase capacity numbers on shifts. This is ongoing, but since reopening, we have run two school holiday programs with strong numbers as well as regular swimming lessons for families over winter and now spring.
- I'd like to give a big shout-out to our Kingswim teams. Constant feedback provided is that you all went above and beyond in terms of COVID-19 measures and ensuring families feel safe and supported when they are at the centre.
- Visits from the health department have also re-assured us that we have implemented the right measures for community safety, which has been wonderful.
- I really hope that case numbers continue to drop in Victoria so that more of our centres and services can reopen.
- I hope that hearing about our experience in others states gives you some valuable insight into what to expect and what to look forward to.
- Thank you, I'll now hand over to Fiona.

Fiona Kriaris

- Hi everyone, my name is Fiona, I work in the Marketing and Communications team as the Health and Wellness Product Manager but my connection with the Y really began when I did jazz ballet at the Y when I was six years old. I have also been a health and wellness member for 20 years before starting my career at the Y as health and fitness professional.
- So while I've basically been involved with the Y for my whole life, this is the first time I've been on an all staff and volunteer webinar, so it's great to be here with you all. There are three items I will speak about in six minutes.

1. Nutrition Seminars

- The first one is the nutrition seminars. This week is National Nutrition Week, and to celebrate we delivered our first ever LIVE Virtual Nutrition Seminars for our recreation members.
- This was originally an in centre service that we were able to pivot online through our N4Food partnership with an accredited dietitian Marnie. The nutrition seminar was about the top ten "healthy habits" while also addressing common nutrition myths and fads. It received incredible engagement with over 330 recreation members registering for the two sessions.
- The recording of the healthy habit nutrition seminar will also be available through Virtual Y which you will all be able to access.

2. Mental Health Week

- My second item is Mental Health Week.
- It was first held in 1985 and is now an annual event which coincides with World Mental Health Day on 10 October. The purpose is to bring awareness and promote mental health and wellbeing and also increase understanding and reduce stigma around mental illness and how it impacts the lives of so many people in our community.
- You will have received an email this week from Y Wellbeing which had some film, podcast and reading recommendations to celebrate mental health week. If you want a feel-good watch or read I encourage you to check out these recommendations.
- I also have a recommendation of my own for you. I wanted to share with you all a quick and simple way to nurture your mind and body with a "power pause".
- The power of taking a pause is well researched. Not only does pausing promote relaxation, a break from noise and being in an over-stimulated world, it also refreshes and reenergizes you for hours – so it has this pro-longed positive impact. Taking time to just be still and quiet gives your nervous system a chance to regain balance.

- In just one minute of meditation, you can completely reset your mindset and it offers us a perfect opportunity to take a break, step away from what we are doing, breathe deeply, and recharge. This can then help with your decision-making, focus, communication, and energy levels. You can practice the power pause by scheduling 1-2 minute breaks every hour.
- Here I will guide you with a power pause with a one minute meditation.

Guided one minute meditation

3. Inside our Minds

- Finally, my last topic is the Inside our Minds campaign which launched on Saturday for Mental Health Day.
- This campaign was led by Martin Johnson from the Y in Western Australia in partnership with Headspace, and is a series of short films featuring young people discussing mental health and what it means to them. You can view all the videos on our social media pages, but let's watch one together now:

https://www.youtube.com/watch?v=yXEy86odnF4&ab_channel=YMCVictoria

- I'll now hand over to Carolyn for Q+A.

Q+A

Closing

- Thank you everybody for your questions.
- Two final updates. We have some job vacancies currently advertised and more coming up, for seasonal employees. These roles are being advertised on the careers page on YNet, I will provide the link in my follow up email.
- You may have heard in the Federal Government's recent budget announcement that there will be a 'JobMaker' wage subsidy for businesses who hire new employees who work over 20 hours per week. The wage subsidy is \$200 a week for employees under 30 and \$100 a week for employees under 35.
- The Y hires so many young people and we know that young people have been significantly impacted by the fallout of COVID-19, so if we can take advantage of this subsidy to create more opportunities for young people we certainly will.

- And last but not least, this week you will have received an email from Pauline with the next month worth of RITEQ training scheduled. There are a number of different sessions for you to choose from, and this training is mandatory for all staff to participate in so that we can ensure everybody understands how to use RITEQ. Please register via the links in Pauline's email.
- Thanks again for tuning in and thank you to Amanda, Natalie and Fiona for joining me. See you next week.