

All staff webinar Thursday 24 September

Speakers: Peter Cargin, Fiona Preston, Amanda Locke and Alexander Jovanonski

Webinar update: Thursday 17 September

Peter Cargin

Acting CEO & Chief Financial Officer

Fiona Preston

Executive General Manager Recreation

Amanda Locke

Executive General Manager Children's Programs & Kingswim

Alex Jovanovski (Y Australia)

Project Officer – Youth Empowerment Strategy



Peter

- Good afternoon everybody and thanks for joining today's webinar. Carolyn is taking some well-deserved time off this week to spend some time with her family.
- That means this week I am Acting CEO and therefore the host of this week's webinar.
- Today joining me for a rec restart update is Fiona Preston, for a Children's Programs and Kingswim update, Amanda Locke, and a special guest from the Y Australia, Alex Jovanovski who is here to speak about the upcoming National Youth Retreat and Diversity Forum. Martina is also joining for any P&C related Q+A.
- I'll also be providing some updates, but first, I would like to acknowledge the traditional owners of the land I live on, the Wurundjeri people of the Kulin nation, and I pay my respects to elders past and present.

- On a related note, if you're looking for something to watch, the Cathy Freeman documentary is currently available on iView, and I've heard great things. This week marks the 20 year anniversary since Cathy Freeman became the first Aboriginal person to win gold at an individual event at the Olympic Games – which was of course at the Sydney Olympics in 2000.
- I will certainly be watching the documentary over the weekend and am looking forward to it.
- Now on to the latest government updates and how they affect the Y.

The logo for 'the Y' organization, featuring a stylized black 'Y' with a red triangle at the top right, and the word 'the' in lowercase black text to its left.

Organisational updates

- **Regional Camps**
- **COVID cases and Government restrictions**
- **JobKeeper 2.0**
- **Kingswim and Camping grants**
- **Virtual Staff and Volunteer Celebration**

Camps

- Just this week it was announced that regional camps can reopen from Term 1 for regional Victorian schools. This is great news for our camps, however, as a majority of our campers come from schools located in metro Melbourne, we anticipate that bookings may be slow. But we, of course, welcome the opportunity to reopen and will work closely with schools to offer programs that best suit their needs.
- In the first instance this may include the team offering a range of day programs and experiences while schools (and parents) build up their confidence in undertaking more extended camping experiences.

Daniel Andrews' next announcement

- In Metro Melbourne we are beginning to see daily cases drop and 14-day rolling average decrease, with today 12 confirmed cases and a 14 day average of 26.7 for Metro Melbourne. What this means for both Metro Melbourne and regional Victoria, we will find out on Sunday when Premier Daniel Andrews will deliver his next major update.
- He has hinted that Metro Melbourne will be moving into the second step of the roadmap, which will mean an easing of restrictions in some areas, including the ability to have a social bubble between two households.
- We are also hopeful that there will be significant further easing of restrictions in regional Victoria as per the roadmap to recovery that we've talked about previously.
- We won't know the details until the Premier's announcement on Sunday, so we are just watching and waiting for now.
- I'd like to remind you that when the government announce reopen dates for different industries and services, for example outdoor pools for lap swimming, this does not mean that all our outdoor pools will reopen on the same date and we will need to work, as always, with our council partners to determine the best times to open.

JobKeeper

- As many of you already know, JobKeeper 2.0 will be commencing from this coming Monday, the 28 September.
- All staff who are receiving JobKeeper payments were notified by the Y of what payment rate they will be receiving for the December quarter – that's for October, November and December.
- I'm excited to tell you that we have requalified for JobKeeper 2.0 for the December quarter in all entities that are currently receiving the subsidy. This means all staff who are currently receiving JobKeeper, will continue to receive JobKeeper from Monday 28 September.
- The first JobKeeper payment at the reduced rate will be made as part of the Y's regular pay run on Wednesday 30 September.
- For the March quarter, the payment rate will be reduced to \$1,000 for those who work more than 20 hours and \$650 for those who work less than 20 hours. The Y will need to requalify to receive JobKeeper for the March

quarter, and we will notify staff if we are eligible before the quarter commences on Monday 4 January.

- For those staff who are feeling anxious about having JobKeeper payments reduced, we urge you to contact Centrelink to see if you are eligible for an additional payment.
- Those who will receive \$1,200 per fortnight could receive up to \$276 a fortnight from JobSeeker, and those who receive \$750 per fortnight could receive a top up of \$546 from JobSeeker.
- Please note that Centrelink will take your personal circumstances into consideration and the figures I just mentioned aren't guaranteed. However, the Victorian Government has waived the mutual obligation component of JobSeeker, so it can be taken as a top-up for those receiving JobKeeper.
- We will include more information and a link to the Centrelink website in this week's follow up eDM.

Kingswim and Camping grants

- To demonstrate our continued efforts to secure further financial support, we are assessing our eligibility for a further business support grant for Kingswim and Camping that was recently announced.
- This is in addition to the Victorian State Government support grant I mentioned last week which is open to key businesses that are noteworthy contributors of social and economic benefits to Victoria.

Virtual Staff and Volunteer Celebration

- This year has been tough, and every single one of our staff and volunteers has made important contributions to the Y.
- We want to celebrate and thank you for the contributions, and sacrifices, that all of you have made for the Y this year. Which is why we'll be hosting a Virtual Staff and Volunteer Celebration later in November.
- Normally we would host the Staff and Volunteer Awards in the CBD, but this year our virtual celebration will be a bit different. We feel it's important, however, that we take the time to recognise our Y heroes - those who have gone above and beyond in the face of such adversity this year.
- We have aligned our award categories and nomination process with the Y Australia National Awards, which means the categories for awards and the nomination process are different to previous years.

- The award categories are:
 - Safeguarding Award
 - Staff Member of the Year
 - Volunteer of the Year
 - The Power of Inspired Young People Award
 - Program of Excellence
 - I.C. Howard Staff Scholarship
 - The 2020 Hero Award.
- Nominations are now open for all of these awards, and the submission form will be provided in today's follow up email.
- I encourage you to nominate your colleagues if you have been inspired by them or believe they deserve special recognition in 2020.
- Nominations must be submitted by 5pm Wednesday 7 October.
- I'll now handover to Fiona for a recreation restart update. Thanks Fiona.

Fiona

Recreation Restart – webinar talking points

- It's been an exciting week for our recreation sector. Warragul Leisure Centre reopened their outdoor swimming pool on Monday, six weeks earlier than the seasonal pool would regularly reopen for summer.



- The Warragul community can now book a lap swimming session through our online booking system Nabooki, and either pay as they go or choose to reactivate their membership – as a number of people already have.
- We had 322 bookings on Monday and Tuesday, which is a fantastic given the current restrictions, which are, as you know less stringent than in Melbourne. This is a really positive recognition of how much our members and patrons have been looking forward to returning to their centres and to their exercise habits, and it reinforces our obligation to make sure they feel safe when returning to our sites.

Warragul Leisure Centre: Happy to be back in the water!



- On that note, we have updated the COVID-Safe page on our emergency website and will include a link to this in the follow up email after today's webinar. It is important that all staff and volunteers are aware of our COVID-Safe Commitments so that we can keep everyone – members, casual patrons and our people - visiting our sites safe.
- This week, we are also working to reopen Phillip Island Aquatic and Leisure Centre, Bass Coast Aquatic and Leisure Centre and Peter Krenz Leisure Centre, where we will be offering outdoor group fitness classes.
- While outdoor group fitness is not something we have offered in the past, many of our centres will be creating an outdoor fitness timetable so our members can stay active and healthy while our indoor facilities remain closed.
- In Melbourne a number of outdoor pools will reopen next week, with Boroondara and Darebin to name a couple, scheduled to welcome swimmers back. Let's hope spring turns the corner for everyone swimming outdoors, so we can optimise bookings across the board.
- We have several more centres also preparing to reopen – with a bit of nervous anticipation around Sunday's scheduled announcement from Premier

Daniel Andrews, when we hope to hear that restrictions will be further eased across Victoria.

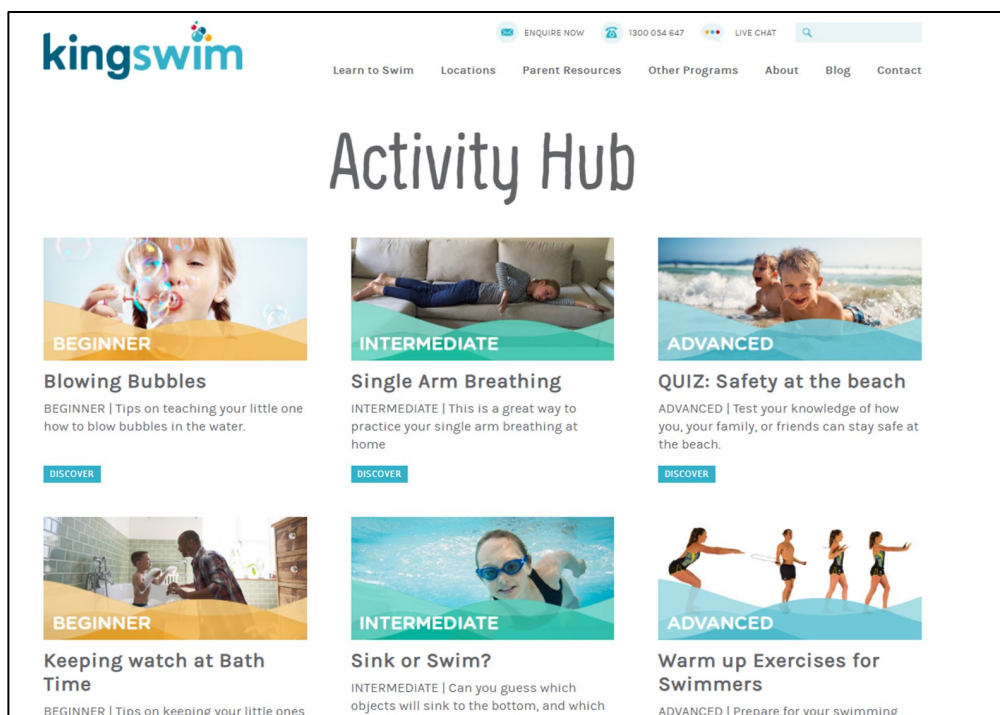
- As we have mentioned previously, we are working closely with our council partners to decide when we reopen a centre or service. While the government may ease restrictions, some councils may choose to wait to reopen until restrictions have eased further to ensure it is viable to do so. We will be ready, either way.
- Our Recreation team has been working industriously during the weeks of lockdown, and we have the systems and processes in place to open the doors to relevant facilities and programs once our council partners have confirmed their reopening dates.
- If your centre is reopening and you are required to work, you will receive a stand up letter from HR at least three days before you are required to work. We really can't wait to everyone back as soon as allowed, and renewing the energy levels across the programs and facilities we manage.
- We will be updating the reopening page on the emergency website weekly with information about which centres are reopening and with what services. The page will also include information about our other sectors. Again, we will include a link to the reopening page in the follow up email.
- I'll now handover to Amanda.

Amanda

- Thanks Fiona.
- I'll start with a Children's Programs update.
- In Metro Melbourne, our Children's Programs are currently still only accessible for essential worker families, while in regional Victoria these rules no longer apply as they have moved into third step of the roadmap.
- For our OSHC programs, these will return as school returns on 6 October for all grades in regional Victoria, and in Metro Melbourne they will return on 15 October for Prep to Grade 2.
- In some really good news for the sector, it has been announced that the current funding package for OSHC and Early Learning Centres will be continued, which means that permanent staff will continue to be paid for their contracted hours. This was originally in place until 27 September for ELCs and is now until 31 January, and for OSCH until the end of the school year.

- There have also been additional funding for school holiday programs announced which is fantastic.
- This news shows that the federal government is recognising the important of this sector in terms of both educational outcomes for children and the security of the workforce, as well as kick-starting the economy and enabling people to go back to work, so it's a very promising sign.

Kingswim



- And finally, a Kingswim update. Over the past two months, the Kingswim team has been working to develop the Activity Hub, a new online space for Kingswim families
- This will be released to Kingswim families today.
- Kingswim's Activity Hub is a curated source of water and program related activities, exercises, and games for parents and their children. The content aims to help maintain and develop essential skills to stay safe and have fun around water.
- For our Victorian families, this will be an opportunity to maintain skills and keep kids active and engaged while our centres remain closed.

- For our families in ACT, New South Wales, and Queensland, these resources will be a complementary platform to engage with Kingswim, not just in our centres, but in their homes.
- We will be producing activities and resources for the Activity Hub ongoing to complement our in-water program, even after we have all returned to COVID-normal.
- I'll now handover to Alex.

Alex



- Introduction to myself – Carlton Baths + Y Aus + Office for Young People & Community Impact
- Recognition of the work that has been done in this space up until this point
- Diversity Summit
- Talk to the image briefly – identity through internal being not external image

DIVERSITY & INCLUSION SUMMIT

- An opportunity for young people to lead an intergenerational conversation about Diversity & Inclusion within the Y.
- Panel discussion followed by solutions-focused break out rooms.
- Lead in event prior to National Youth Retreat 2020.



- Detail about what the Summit is
- Diversity & Inclusion doesn't sit on its own as a topic
- We'll carry this right through to National Youth Retreat

NATIONAL YOUTH RETREAT



- Held virtually November 25-27
- Fantastic opportunity for young people aged 18-30 to connect with other young people across the Movement.
- Opportunity to participate in professional development, workshops & intergenerational discussions about the Y.

- Brief intro to the Retreat
- Open to Q&A/back to Peter

Q+A

Peter

Finish

Youth Parliament Closing Ceremony

- Thanks everybody for your questions. I have two more topics to cover before we finish up.
- You may remember, a few weeks ago, Kergen joined the webinar and discussed this year's Youth Parliament program. Throughout the year, the team behind the program have volunteered more than 3,500 hours to provide young people with opportunities to have their voice heard.
- While it was not possible to run the regular residential program, participants took part in a five-week online training program, developed their Bills, met with Ministers, MPs and industry leaders to advocate for their ideas and had their stories published.
- Next Tuesday, the 2020 Youth Parliament and Youth Press Gallery programs come to an end with a virtual closing ceremony. The event will bring an exciting close to the program and see the 18 finalised Bills developed by participants handed to the Minister for Youth for Government consideration.
- The ceremony will be a livestreamed webinar, featuring the Minister for Youth, Ros Spence MP, Youth Governor Nicholas Steer and the Y's CEO Carolyn Morris. We'd love for you to join us at 3:00pm on Tuesday, to celebrate this year's Youth Parliamentarians and the hard work of our Y volunteers.
- Excitingly, this year will be the first year that Bills will be publicly available. You'll be able to read them on Virtual Y's new Youth Voice platform after the ceremony.
- Finally, in the follow up email after this webinar, you will receive a link to complete a short survey about internal communications at the Y. A lot has changed during COVID, most notably that we are doing weekly webinar updates for all staff. The Executive Leadership Team and the Communications team would love to know your thoughts on how we are

delivering internal communications to staff right now, the frequency and level of information, and any other feedback you might have.

- So please take the time to complete this survey so we can ensure we are meeting your needs when it comes to internal communication.
- Thank you to Fiona, Amanda and Alex for joining me today, and thank you for having me as host this week. Please enjoy the rest of your day and we'll see you next time.