

voice

M A G A Z I N E

February 2026
Edition 130

2025
by Alinea

Enriching Lives

Alinea has a long history of service provision in the Western Australian community, with its roots stretching back to the Paraplegic-Quadriplegic Association of WA (Inc.), founded in 1955, and the Civilian Maimed and Limbless Association of Western Australia (Inc.), founded in 1944 (eventually merging to form the Spine & Limb Foundation).

On our journey, operations were expanded into Aged Care, Supported Employment, Independent Community Living, and Recreation Services.

From 2018, as 'Alinea', the Organisation's mission remains the same; to enrich the lives of people living with a disability and elders within the Western Australian community, by continuing to provide contemporary and holistic services. All of the services and programs operated by Alinea have been designed to cater to the needs of the unique individual.



Executive Director
Shane Yensch

Bayswater Facility Manager
Hilda Makkink

Koh-I-Noor Facility Manager
Jennie Neilsen

ParaQuad Industries Manager
Richard Horne

Client Services Manager
Caroline Dosualdo

Recreation Services Manager
Fran Wallis

Editor
Mark Verma

Email
info@alinea.org.au

Phone
08 9381 0111

Website
www.alinea.org.au

Facebook/Instagram
[@alineainc](https://www.facebook.com/alineainc)

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Drawing Strength - Sketching Our Way Through The Day

By Mark Verma
Communication & Project Officer

Each year, the International Day of People with Disability (IDPwD) invites organisations across Australia to recognise the achievements, contributions, and perspectives of people with disability.

At Paraquad Industries, this celebration resonates deeply with our mission - to create meaningful employment, encourage independence, and support a thriving, inclusive workplace community.

To mark IDPwD this year, we launched a special art project inviting our approximately 120 supported employees to draw themselves at work or capture their teams in action.

Employees from every part of our enterprise took part, showcasing the pride they take in their roles and the strong connections they share with their teams.

These drawings offer more than snapshots of daily tasks - they reflect the sense of belonging, purpose, and confidence that meaningful employment can bring.

For many employees, the project provided a chance to express how they see themselves and the value they bring to our workplace.

We thank every supported employee who contributed their artwork and their voice to this celebration.

Their creativity reminds us that inclusion is not only a principle but a lived experience at Paraquad Industries - one we are proud to champion every day.



A selection from some of the amazing artwork on display; and some of the artists creating their masterpieces.





The Race That Stops A Nation



This year's Melbourne Cup Day brought colour, camaraderie, and plenty of smiles across our organisation. At our Wembley and Bayswater aged care facilities, residents gathered for festive lunches and friendly sweepstakes, while at Shenton Park, our supported employees also embraced the spirit of the day.





Honouring Service & Sacrifice

LEST
WE
FORGET

At 11am on the 11th day of the 11th month, our aged care communities in Wembley and Bayswater gathered in quiet reflection to honour those who served and sacrificed. Residents and staff came together for a solemn ceremony featuring the Ode, a minute's silence, and the laying of wreaths. For many residents, Remembrance Day holds deep personal meaning, and their stories and memories enriched the occasion with dignity and heartfelt resonance.





Virtual Reality Therapy

Using virtual reality as an aid in therapy and behaviour management

*By Helena Nguyen
Bayswater Lifestyle Coordinator*

Over the past few months, our Bayswater aged care sites have been given the opportunity to use Virtual Reality (VR) equipment in therapy and behavioural management.

VR is used in aged care to combat loneliness and isolation, improve cognitive and physical health, and enhance quality of life by providing immersive experiences.

For those with dementia, VR can be a tool for reminiscence therapy, triggering positive memories by recreating historical events or past environments, and can be used to provide new experiences.

Residents were offered the opportunity to trial VR experiences aimed at promoting engagement, relaxation, reminiscence, enjoyment, and behaviour management. A variety of virtual environments were explored, including travel destinations, animal encounters, underwater scenes, and music therapy.

At Bayswater, the VR programme demonstrated strong potential for enhancing engagement, reminiscence, and emotional well-being among residents. We found that VR was particularly effective for anxiety reduction and sensory stimulation when used with sensitivity to resident preferences and comfort.

VR will continue to be used for therapy during one-on-one sessions and small groups.



Safety Month Initiative

A new safety initiative with a different focus each month

By *Melanie Hudson*
Work Health & Safety Advisor

At Alinea we take Health and Safety very seriously and, whilst we already carry out monthly Work, Health and Safety (WHS) checks at all of our sites, we have commenced a 'Focus of the Month.'

These monthly themes are designed either to reinforce current checks in greater detail or to draw attention to seasonal risks and emerging hazards that may arise throughout the year. By shining a spotlight on one issue at a time, we help build a proactive safety culture where staff feel confident recognising - and addressing - potential risks early.

We have recently covered (to name a few):

- Ladder compliance - ensuring all step ladders at every site now meet legislative requirements.
- Electrical power board and extension lead safety.
- Dehydration - particularly as the hot weather approaches.

Upcoming topics will include:

- Bushfire preparedness and actions to take if you are caught in one.
- Snake safety.

Beyond the immediate benefits, initiatives like this play an important role in strengthening overall organisational wellbeing. A strong safety culture not only prevents injuries but also improves morale, reduces workplace stress, and supports consistent service delivery for the people we serve. Many organisations now recognise that WHS is not just a compliance exercise - it's a foundation

for a healthy, supportive, and productive workplace.

Depending on the topic, there may be a training session at the sites, but regardless, all staff are emailed a copy of an information sheet. The content is practical and useful in everyday life, meaning these safety tips can support staff and their families at home just as much as they do at work.



Pictured is Alinea Executive Director Shane Yensch posing with one of the new ladders purchased ahead of the inaugural Safety Month.

Four Decades of Dedication

A toast to two of our longest-serving employees

*By Caroline Dosualdo
Client Services Manager*

In 2025, ParaQuad Industries is proud to celebrate the incredible milestone of two longstanding team members: Susan Baker and Ruth Cresswell. Ruth marks an extraordinary 45 years with the organisation, having begun her journey in April 1980 at just 17 years old. Susan joined shortly after in May 1981 at the age of 18. While the workplaces evolved dramatically over four decades, both Susan and Ruth say they remain as happy as ever to be part of the ParaQuad family.

ParaQuad Industries was originally located in Osborne Park before relocating to Shenton Park shortly after Susan commenced. Both women fondly remembered the many managers, supervisors, and colleagues who have passed through during their long service. They still speak warmly of the first manager, Wally Johnson, and his wife Josie, who drove the ParaQuad bus to shuttle supported employees between the Perth Bus Station and the Osborne Park warehouse.

In their early days, Susan and Ruth both worked together in the Cloth section. Ruth later moved to the Cafe where she has been ever since. Susan briefly worked in Cleaning before returning to Cloth, where she now acts as a supportive guide for the new supported employees. Their memories include an incredible range of past ParaQuad activities from woodworking and upholstery to gardening, car detailing, and printing. Susan even recalls the swimming pool that once stood where the Book Bazaar is today. One of the most significant events in their time was the devastating 2012 electrical fire that



Susan Baker (l) and Ruth Cresswell.

destroyed the old ParaQuad building. Ruth vividly remembers walking to work and meeting colleagues heading in the opposite direction who told her the building was gone. She didn't believe them until she saw the fire engines herself. Supported employees and their sections relocated to the Administration building until the new facility was completed.

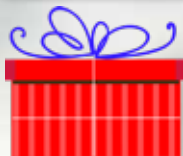
Christmas has always been a joyful occasion for supported employees. Both Susan and Ruth remember one especially memorable celebration when every supported employee received a Walkman - and Ruth still has hers! For Ruth and Susan, the best part of their job is the people working together, supporting one another and feeling part of a positive community.

Susan says that ParaQuad Industries is truly a second home. Ruth says that it's a great place to work where everyone gets along so well.

Christmas Celebrations



KOH-I-NOOR

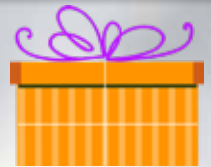


OSBOINE





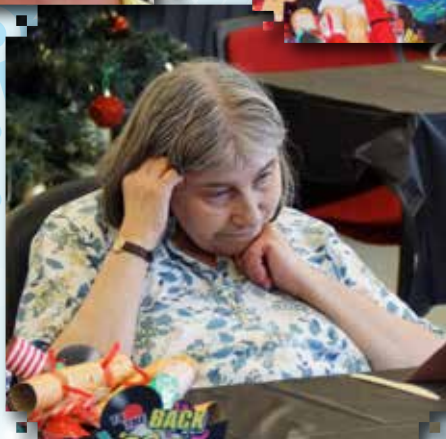
RECREATION SERVICES



RITCHER LODGE

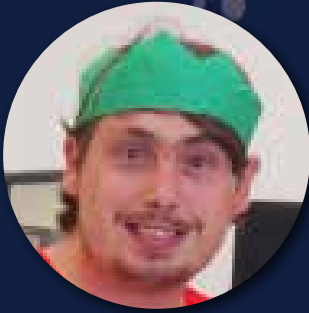


Christmas Celebrations @ Alinea/PQI





Annual Awards



LONG SERVICE

10 Years	<i>Linda Mercadante Nathan Churchill Miodrag (Miso) Guzvic Shane Kinrade</i>
15 Years	<i>James Ormerod Scott Morton</i>
20 Years	<i>Elena Kinder Joseph Said Nathan Curry</i>
25 Years	<i>Daniel Kursar</i>
30 Years	<i>Rodney O'Neil Van Dung (Thanh) Long</i>
40 Years	<i>Russell Torrance</i>





Employee of the Year – Daniel Kursar

Canteen – Zachary Broxton

Cloth – Luke Stockbridge

Book Bazaar – David Coppock

Donated Goods – Allyson Smith

General Packing – Charlie Coleman

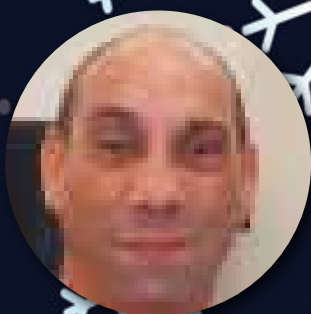
E-Waste – Kerwyn Lalla

Op Shop – Jessica Murphy

Op Shop Willetton – Anne Alfreds

Offsider – Jordan Hill

Rec Services – James Ormerod / George Collins



***Congratulations
to all our recipients!***

Robert Meets Clairisy

A local Perth radio identity drops by to say thanks

By Mark Verma
Communication & Project Officer

Pictured is Paraquad Industries employee Robert Mosor with Dean 'Clairisy' Clairs from 96FM.

Robert works in Paraquad's Cloth Sorting section and has been with us for over 13 years. Not long ago, someone from 96FM visited Paraquad's Shenton Park HQ to donate some items. Robert assisted them, helping to unload their van, and he mentioned he wished he could give retiring radio legend Dean Clairs a card given the radio man's impending retirement.

The following day, Clairisy stopped by Paraquad to meet Robert and personally thank him for the thoughtful gesture.

That's community spirit!



Events Calendar 2026

Book Bazaar Sale Dates - Shenton Park

20th & 21st February

20th & 21st March

18th & 19th April

22nd & 23rd May

19th & 20th June

17th & 18th July

21st & 22nd August

18th & 19th September

23rd & 24th October

20th & 21st November

11th & 12th December

NAIDOC Week

5th - 12th July

Aged Care Employee Day

7th August

World Spinal Cord Injury Day

5th September

International Day of Older Persons

1st October

International Day of People with Disabilities

3rd December



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For the latest information
on upcoming events,
announcements and news

@alineainc



Alinea

ENRICHING LIVES

4-6 Orton Road, Shenton Park
Western Australia 6008

PO BOX 257, Subiaco
Western Australia 6904

t (08) 9381 0111

f (08) 9382 3687

e info@alinea.org.au

www.alinea.org.au

Incorporating:

Koh-I-Noor Contemporary Care , Wembley | Camelia Court Retirement Village, Bayswater

Osboine Contemporary Aged Care, Bayswater | Ritcher Lodge, Bayswater

ParaQuad Industries, Shenton Park | Alinea Recreation Services

Paravin, Campbellfield, Victoria | Alinea Client Services