

New communications

This message represents the first in a new series of newsletters aimed at keeping you all informed about Breakaways progress.

Breakaway 2.0

Much work is being done to ensure Breakaway becomes a much stronger, more agile and effective organisation.

New Service Manager

We are thrilled to announce the appointment of Frank Estevao into the position of Service manager.

Thank you.

The Management Committee wishes to thank you for being a valuable part of our ecosystem, your contributions and support help make the organisation what it is today. There are many positive things happening at Breakaway and although we recognise we could have been better at communication in the past this is changing from this point onwards. This message represents the first in a new range of messages aimed at keeping you all informed about Breakaways progress.



Our history and growth.

As you may be aware, Breakaway was officially formed in 1990 with a focus and vision of providing quality care and support for people with disabilities and their families, so that they can grow, develop and engage in their pursuit of a meaningful life. Since its inception Breakaway has achieved much in delivering towards the core vision. The history of this organisation is built on many generous people whom have given time, energy, care and professional experience in good faith to work towards a common goal and many disabled individuals and their families have benefitted from these efforts.

We recognise and respect this previous work and also understand that we have an always continuing need for improvement. We admit there are times when we, as an organisation, could have executed these improvements at a greater speed.

Today the organisation has grown from its humble beginnings into a much larger membership organisation with over 30 full time resources. As the organisation has grown, a number of challenges have arisen due to the complexity involved in running an organisation of this size and mandate.



Breakaway 2.0.

To meet its vision as it expands, our Governance stipulates that every three years the management systems, guidelines and practices of Breakaway are reviewed through both internal and external quality procedure



audits. Our organisation has recently received a number of communications where concerns have been expressed. These concerns relate to a number of topics. Some criticisms are of people in the organisation and others of processes in place and a general concern relating to a number of resignations.



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BREAKAWAY 2.0 continued... The Management Committee takes each communication very seriously and cares deeply about its members and as such wants to assure you all that much work is being done to ensure Breakaway not only addresses these concerns but becomes a much stronger, more agile and effective organisation. One where the workplace is elevated and the quality of care provided amplified.

The Management Committee has now commenced a program, as mandated in our governing documents, in which these quality audits are taking

place. The program is being assisted with of a number of highly qualified external specialist organisations whom are providing the necessary components to help the organisation grow and evolve. These audits include governance, data security, operational management, financial management, human resources, processes, policies and procedures and include staff and management capability. After these reviews are completed Breakaway will be assisted by Design Farm Collective, a group who specialises in optimising and restructuring organisations, to ensure they are compliant, efficient and scalable

Management Committee

The Management Committee is committed to expanding its current skills and capability and as such is embarking on a drive to acquire people with specific skills in risk assessment and management, finance, governance, HR and legal. The Management Committee will be undertaking new areas of professional development to make sure Breakaway has the best opportunity to flourish.

We welcome recommendations for people who can bring value to the Management Committee as we know we are all aligned in ensuring Breakaway has a long sustainable future in providing care and respite for those that need it the most.

The Management Committee thanks you for all your patience as we go through this change, whilst change is too challenging for some people, we recognise its importance in making sure we always provide an environment where care can flourish. In its endeavour for continuous improvement, the management committee of Breakaway has contacted the Australian Institute of Company Directors (AICD) in relation to training. The Management Committee has started a process aimed at attracting more specific skills to the management committee with a view continuing to expand and grow the existing works of Breakaway



A new Service Manager appointed.

With a key focus on attracting the highest calibre of talent to Breakaway, we are also thrilled to announce the appointment of Frank Estevao into the position of Service manager. Frank has a long and illustrious professional career in the care sector and is leaving his position as Service Manager of Disability Services, Accommodation Support & Respite Services for Oxley B Service Centre.

Frank is experienced in the Management of complex supported accommodation services/homes, the management of NDIS planning

programs, the efficient implementation of Disability Services policies and procedures (facilitating positive necessary change for clients according to NDIS requirements and strict quality standards), implementation of processes for proper management of record keeping and support-plan development, staff management and the supervision of rostering, staff deployment processes and professional development. Frank will be starting within the next month and we are thrilled to have him as a crucial part of the Breakaway team.