

Celebrating Customer Gratitude With Dinner Rush



A number of our staff at Altus have a popular weekly job for one of our key customers, Dinner Rush, led by CEO Annabelle Langbein. Our team is responsible for packing a variety of family meal kits called 'Simply Dinner'. Annabelle is seen here addressing our staff to say a big thank you to Altus Enterprises for the great job they do each week. In August, the Dinner Rush team prepared muffins and cupcakes as a morning tea to show appreciation for the entire organization. The treats were personally made by Annabelle.

Two New Edvance Teams



Altus has recently participated in the latest NZQA Edvance Program, with two new teams taking part over the past few months. The 8-week course was designed to give them the opportunity to search information using Ipads and improving their individual literacy and numeracy skills. We are extremely proud of our staff for their unwavering dedication and enthusiasm towards their personal growth and development. Our employees were thrilled to have completed the course and are now applying their newly acquired skills in their daily work at Altus. Final assessments have been completed, and we are delighted to announce that all participants have successfully received their certificates during our recent graduation ceremony. Our supervisors have also noticed a significant increase in employee engagement and individual confidence, which was supported by our Edvance facilitator, Patrida Sutton.

Latest News and Bulletin Updates



Representatives from both Will & Able and Altus Enterprises participated in this year's Transition Expo, sponsored by Disability Connect.

Disability Connect has been assisting people with disabilities and their families for over 30 years. Transition Expo aims to connect young people with disabilities with potential employers like Altus Enterprises to help them find meaningful job opportunities in 2024 and beyond.

Representatives from the HR team (Marcelle Micallef and Lucinda Fakateli) met with several interested parties, especially caregivers and affiliated representatives who were keen on establishing new associations. The event was a great success, and we have since established a large number new connections with interested parties, eager to secure a role at Altus in 2024. Altus is looking forward to participating in similar events in the future.



Altus School Pathway Programme



Since May of this year, students in Year 12 and 13 at Rosehill School who are part of the Te Ara Poutama Transition Unit have been gaining work experience at Altus every Wednesday. This has been a great opportunity for them to learn and grow. The school has received several inquiries from parents who are interested in learning more about Altus and the work experience program. There is even the possibility of a permanent offer of employment in early 2024.

Somerville School students are also gaining work experience each Monday, and we are excited to announce that MIT (Manukau Institution of Technology) will be joining our Pathway program in the new year.

Latest News and Bulletin Updates



We recently produced our new 'Health and Safety Induction' video to include a number of our staff keen to share the importance of keeping our staff safe. Our monthly Supervisor meetings ensure we discuss various hazards and monitor controls to identify root cause and prevent future incidents.

Lately, we've focused on ways to control or remove slippery surfaces, repair faulty or wet cages, and direct employees away from unsafe walkways. Supervisors are reminding our Sulita team of the importance of taking regular breaks as well as stretching exercises using their arms while rotating their hands and wrists.



Rowena Nathan:

Altus
Enterprises
2008 - 2023



Sadly, we said goodbye this year to a dearly loved teammate Rowena Nathan.

Rowena's loyal friendship and consideration for others was truly unique. She will always be that 'One' in a million.

Maria Joins Our Team

Altus Enterprises is excited to announce the arrival of our new Office Administrator, Maria Do. Maria joined our team this November and has taken on a new role of supporting our staff enquiries, Will & Able customers, and the Management team.



If you have recently called our main number, you may have had the pleasure of meeting Maria. She has been assisting an increasing number of Will & Able customers as more people adopt our sustainable products.

Maria has a passion for high-tech and a keen eye for detail. Don't miss the chance to introduce yourself to her. She is always eager to help others and learn something new.

Altus Enterprises 60th Anniversary 1963 -2023

Altus Enterprises is thrilled to be celebrating our 60th year in business on Wednesday 6th December 2023. Much preparation has been put into making this a very special event for all of our staff (past and present), caregivers, and all of our affiliations within our wider community. Our staff have put a lot of effort into making this an event we will never forget. On behalf of the management team and our staff we look forward to seeing you here and enjoying the festivities on the day.

Martin's Message



Over the last six years Altus has been waiting to hear how and when the Labour Government would go about removing the legal Minimum Wage Exemption Permits (MWEP) under which Altus operates.

Labour Party policy stated simply the MWEP would be removed. This exemption also applies to about ten other Disability Enterprises around New Zealand and effects the lives of about 900 people who have disabilities and who work in Social Enterprises like Altus. It was never clear precisely what would replace the MWEP system. E.g., Would the likes of Altus remain financially viable if MWEP was removed?

With the election of the new Nation led coalition Government we understand the MWEP will not now be removed. This is good news for the Social Enterprises in the sector and their employees. It gives a measure of increased certainty about the future of the organisations and employee's jobs and of the future of their employers.

I am Chairman of the national representative body of Disability Enterprises which is called ADE or Aotearoa Disability Enterprises. We have developed a national strategy which proposes a rapid expansion of these Disability Enterprises around New Zealand to fill the gaps in regional areas where there are no such organisations. There is for example no such organisations even in large cities such as Wellington, Hamilton, Tauranga etc. I have been asked on numerous occasions whether they could be set up in places like Wellington? The Labour government would never agree to an expansion of Disability Enterprises around New Zealand.

Disability Enterprises such as Altus are capped as to how many people that they can employ under the contracts they have with the Ministry of Social Development. There is a clear demand for employment in the existing Disability Enterprises but a cap on how many employees with disabilities may be employed.

Altus is a charity however Altus must nevertheless compete in the market for work and its customers. Altus like all trading organisations needs customers in order to generate the revenue to pay its costs and to pay its employees. Fortunately, there continues to be strong support from our customers who value what Altus does.

Finally, there is strong support in the local community and among our employees' friends and families. That is why on the 6th of December 2023 we decided to celebrate our first sixty years in business. It is an opportunity to open our doors after Covid lock downs etc and welcome the community in and show everyone who we are and what we do, and to celebrate the life of our employees and an organisation which has been meeting a need for sixty years.