



HPA

ORGANISATIONAL PROFILE





HPA INCORPORATED OVERVIEW

HPA is a long-term provider of disability support services and supported employment within the Darwin Region since 1963. HPA continue to support people living with disability through delivering community access, providing affordable accommodation, and creating job opportunities through supported employment. HPA is a registered NDIS provider and operates within the NDIS Commissions quality and safeguarding practice standards and quality indicators which govern and define our service delivery, policy and person-centred approach in supporting people with disability.

When you do business with HPA, you are supporting local Territorians living with disability and buying high-quality products which make a REAL difference to their lives.

Every day, HPA's team is fully committed to inspire and empower people living with disability in quality services in supported employment, social support and accommodation. HPA not only inspire and empower people through support to increase confidence, independence and daily living, HPA strives for a world where everyone can lead a full life in a world where there are no barriers.

Child Safe Commitment

HPA is committed to providing a child safe environment where children and young people are safe and feel safe, and their voices are heard about decisions that affect their lives. In particular to the cultural safety of Aboriginal children and children from culturally and/or linguistically diverse backgrounds, as well as the safety of children with disability, with a zero-tolerance approach to child abuse and strive to uphold the National Child Safety principles.

OUR LOCATION

YARRAWONGA OFFICE:

46 Toupein Road,
Yarrowonga, NT 0830.

WINNELLIE OFFICE:

22 Albatross Road,
Winniellie, NT 0820.



Empowering Territorians to thrive, contribute, and belong.



OUR MISSION

Assist people with disabilities to achieve their full potential

OUR VISION

Inspire confidence, independence and life skills

OUR OBJECTIVES

Be a committed and innovative employer through the successful operation of our core businesses.

Assist people with disabilities to develop work/life skills.





KOKODA INDUSTRIES

Kokoda Industries is a manufacturer of quality timber and metal products. Under the guidance of experienced staff, Kokoda Industries employees learn all aspects of the manufacturing process from design to construction.

Kokoda use high-quality materials to manufacture products for homes, workplaces, parks and public facilities. All products are made from timber and aluminium and can be powder-coated or customised.

Kokoda build for Government, Defence, commercial and residential clients with examples of our work which can be seen all across the Top End. The best part is, you're not only helping the local economy, you are keeping a Territorian living with disability in meaningful employment and contributing to local work force.

Kokoda Industries runs a program called JANT (Jobs, Ability, Nurture, Talent) to learn valuable workplace and personal skills to transition into supported employment.





Ausdesigns™





AUSDESIGNS

Ausdesigns™ is the industrial sewing enterprise arm of HPA which specialises in the design and manufacture of promotional products. We train and employ Territorians living with a disability, by providing skills, experience and engagement with the community.

At Ausdesigns™, we provide a diverse range of uniquely crafted products and services on a national scale. Our products are made to order from the highest quality cotton using ethical Aboriginal artwork. Each artwork has its own story.

Our services include screen and digital printing, sublimation and embroidery. Promote your brand in style with our range of products, ready to be branded with your logo and more, ensuring your brand gets maximum exposure each time it's used. Whether you're looking for conference bags, promotional products or some home décor, you'll stand out from the crowd with our eye-catching products.



CONFIDENTIAL PAPER SHREDDING

Keep your information safe with our secure and reliable paper shredding service. At Ausdesigns, we handle the entire process — from regular bin collections to sorting, shredding, and baling — all in preparation for eco-friendly recycling.

Whether you're a home office or a large business, we offer tailored solutions to suit your needs.

Protect your privacy. Support sustainability.

INDUSTRIAL RAGS

Ausdesigns offers premium industrial cleaning rags made from recycled materials — an eco-friendly solution for your cleaning needs.

Each 10kg bag is:

- Carefully sorted, with all tags, buttons, and logos removed
- Cut to size for convenience
- Bagged, weighed, and sealed — ready for pickup or delivery (at a cost)

Choose the fabric that suits your task:

- **T-Shirt Rags** – soft and versatile
- **White Toweling** – highly absorbent
- **White Sheeting** – smooth and low-lint

Perfect for workshops, garages, and commercial use.

CAR WASH

We offer a complete range of car wash services designed to suit your schedule and budget. Whether you need a quick rinse or a deep clean, our experienced team uses eco-friendly products and state-of-the-art equipment to give your car the attention it deserves.

What We Offer:

- **Exterior Wash** – Fast and efficient for those on the go
- **Interior Vacuuming** – Clean, dust-free surfaces for a refreshed cabin
- **Full Car Cleaning** – Inside and outside cleaning service for your car.
- **Tyre & Rim Shine** – Polished finish for that extra sparkle
- **Eco-Conscious Products** – Safe for your car and the environment





**BREAKING
GROUND**





BREAKING GROUND

Ground Maintenance

Breaking Ground is a high-quality, commercial and residential grounds maintenance service for Greater Darwin, Palmerston and rural areas. Providing lawn maintenance, plant management, litter control, fertilising and weed management, as well as horticultural expertise to our clients.

HPA supports this service with specialised equipment including state-of-the-art ride-on mowers, edgers, blowers, custom-built trailer, and utility vehicles.

HPA bases its reputation on excellent customer service and contributing to the community by consistently delivering high-quality service, and maintaining strong relationships.

Home maintenance

Providing "Handyman" services.

Breaking Ground provide home handyman services and will link you in with professional trades who we work with every day.

We can help with high cleans – fans and windows and even change door handles! This team works directly with COTA NT as part of their tradies scheme delivering safe and affordable services to NT Seniors.

Breaking Ground received 2 awards in 2024 from Chamber of Commerce and National Disability Awards NT





DAS SUPPORT SERVICES

Supported Independent Living (SIL)

HPA's Supported Independent Living (SIL) program empowers individuals with disabilities to live as independently as possible while still receiving the necessary support to ensure their well-being and safety.

The service can range from a few hours of support per week to 24/7 assistance, depending on the person's level of independence and the complexity of their support requirements

Affordable Accommodation

We provide limited housing opportunities with reasonably priced living arrangements for independent and/or supported tenants who meet the eligibility criteria.

This ensures access to safe, affordable, and quality living spaces, empowering individuals to lead stable and self-sufficient lives.





Community Access

Through our Community Access program, we aim to provide individuals with disabilities the opportunity to fully participate in their communities.

Our program focuses on removing barriers and creating an inclusive environment where individuals can access various activities at home and in the community.

Our service support includes shopping, attending appointments, community engagement, attending events, improving confidence, cooking, domestic duties, meal planning, budgeting and use of public transport.





P.E.G

PARTICIPATE ENGAGE GROW





P.E.G DAY PROGRAM

Participate – In community access

Engage – In group activities

Grow – In self-development

P.E.G Day program offers a range of activities that support choice, diversity and active participation for NDIS participants.

P.E.G was founded in 2018 and offers a range of activities including arts and crafts, active sports options, health and wellbeing, life skills, music and sensory experiences and volunteering options.

Participants are given the opportunity to pursue their interests, embrace their creativity, and work towards their personal goals all at the same time.

HPA are proud to have created a flexible, highly interactive, quirky and safe community, which runs five days a week with the option of a full day program or half day programs, all determined upon individual needs or interests.





JANT AT KOKODA



JANT at Kokoda

In 2025 HPA received a kind donation from the Justices Association of NT after closing their association. In honour of the donation which saw the realisation of the new program JANT – supporting people with disability to develop their skills and capacity in working towards employment with Kokoda Industries

Jobs – Skill development towards employment

Ability – Building skills towards employment

Nurture – Safe environment to learn new skills

Talent – Gaining skills and experience will nurture talent and a positive mindset

Cash for Cans

Cash for container wheelie bins for commercial and residential. HPA monitors and collects bins and takes them to be recycled, supporting diversion from landfill

Volunteering

At HPA we work together to break down barriers and get our community involved in helping the disability sector.

There are exciting opportunities for individuals, groups, businesses, and organisations to volunteer at HPA and make a difference in the lives of Territorians with a disability, whether it be as a once off, providing manpower for a project or spending the day with our supported employees to regular volunteering.

TESTIMONIALS

"I have seen such a positive transformation in my daughter's ability to navigate the community, thanks to the HPA for their consistent supports."

- **Lynn**

"She feels confident of the support provided by HPA for Kearnee in SIL, PEG and supported employment."

- **Gisselle**

"I have experienced such steady, reliable support from the consistent staff, I am grateful that the same staff have turned up to support me."

- **Caitlyn**

"We'd like to extend a heartfelt thank you to Aus Designs and HPA for bringing our new Indigenous uniform to life. From the outset, you took the time to truly understand our design needs, listening closely and collaborating with us every step of the way.

The final result is so much more than a uniform. You've seamlessly brought together meaningful Indigenous artwork with our core mission of road safety for all - a powerful and respectful combination that reflects who we are and what we stand for.

We're especially impressed by how you incorporated functional QR codes, balanced our logo with our partner logos, and wove together multiple branding elements into one cohesive, professional, and striking design. The attention to detail from concept to completion was exceptional, as well as the quality of the product.

We're incredibly proud to wear this uniform, and we'll absolutely be turning to Aus Designs and HPA again for future projects."

- **Trafficwerx NT**

TESTIMONIALS

"We have been supplying fresh milk to the wonderful folk at HPA for almost 10 years.

It all began back on the 10th August 2015.

Over the years I have been blessed to be able to pop into both the Winnellie and Yarrawonga sites and catch up with the teams. They are the loveliest and friendliest, and ever so clever bunch of people with their beautiful designs and constructions. You can never leave without the biggest smile on your face and a warm feeling in your heart. No job is too big or too small.

They can even offer personalised options.

If you are looking for a gift or even something for yourself, they have a huge range of bags. From purses, satchels, back packs, water bottle bags, shoulder bags to bags to just carry stuff. They also have tablecloths, table runners, aprons, napkins and coasters and lanyards. If you want something for a group gathering, business meeting or conference, they do that really well too. The prints on materials are simply gorgeous and feature real territory influenced pictures of wildlife and nature. An amazing selection - you won't be able to choose just one. I love the colours and the quality, it is made to last. HPA are not only providing fabulous products, they are providing meaningful work for local territorians."

- **Lactalis**

"For over 40 years, I have trusted HPA to support my son and my daughter, and they have consistently exceeded my expectations. From very beginning, HPA has provided compassionate, professional assistance that has helped my children to grow into confident individuals. Their unwavering commitment to our family's well-being has not only supported my children's development but also given me peace of mind knowing that the care of genuine dedication and expertise.

I continue to have utmost trust in their ability to nurture and empower my children every step of the way".

- **Mona**

OUR VALUES



Empowerment

Being empowered means we respect everyone's voice.

- Everyone feels free to contribute.
- Everyone is supported to report and act on any concerns, including matters that might have an impact on the quality and safety of the services and supports we provide.
- Listen with respect and ideas are expressed in a respectful way, never yelling or being demeaning, aggressive or hostile.
- Encourage and support others to make their own choices and decisions.



Accountability

Being accountable means, we do the right thing, the right way, always.

- Act with respect and integrity and are open and honest with each other.
- Respect people's privacy and treat people's private information with due sensitivity and confidentiality.
- Show patience and kindness to teammates when they are having a go or learning.
- Encourage and support each other, offering help if we see someone struggling.
- Attend work on time and when expected and advise as soon as possible if we can't and why.
- Treat people in a fair and equitable manner, and we will not adversely discriminate.
- We will obey all relevant laws, conventions, policies and guidelines, including all HPA policies and procedures.



Innovation

- HPA sees strength in all of our unique qualities, personalities and ideas
- HPA prides itself on being the best at what we do
- We are pioneers and innovators and hold ourselves to the highest standards



Quality

What HPA does, we will do it well.

- We look out for each other and our local Community.
- Continual improvement is how HPA will become its best self.
- HPA prioritise giving our customers the best experience possible.
- Ethical conduct ensures we put people above profits and encourage integrity in the workplace.



Respect

Being respectful means being aware, speaking up, and staying safe.

- Act in a way that supports a safe, respectful, healthy and happy workplace.
- Create an environment where raising safety concerns is encouraged. We listen, act upon and speak out about safety concerns and issues.
- Not commit or accept ANY form of violence, exploitation, neglect, or abuse, including bullying or harassing others. We will take all reasonable steps to prevent, stop and respond to it appropriately and consistently.
- Not commit or accept ANY form of sexual misconduct, including unwelcome or inappropriate sexual comments, suggestions, threats or unwelcome or inappropriate physical contact. We will take all reasonable steps to prevent, stop and respond to it appropriately and consistently.
- Act to ensure others feel safe to bring their whole self to work and not adversely discriminate due to reasons including race, religion, gender, age, sexual orientation, abilities or identity.

Supporting Territorians with Disabilities

HPA is a not-for-profit Disability Enterprise in Darwin and Palmerston providing supported employment for Territorians with disabilities.

Under the guidance of experienced employment mentors, HPA Supported employees are supported to work towards building skills to create future employment options and fundamental attributes in accordance with legislation.



FUTURE INVESTMENTS AND GROWTH OPPORTUNITIES

HPA has developed a Master Plan to grow its social enterprise business arms to support more employees in building their capacity to work towards open employment and expand its disability accommodation services across the Territory.

Part of this Master Plan is Workforce Inclusion Network (WIN) which is an initiative by HPA's Business Employment Services team, designed to support businesses in creating inclusive workplaces and offering people with disability real and meaningful job opportunities. Creating purposeful pathways into employment, WIN connects jobseekers ready to work with inclusive-minded employers. HPA is exploring how our proposed new and existing assets can best meet the training and development needs of the Northern Territory disability sector, now and into the future.

HPA's Master Plan guides future investment, services and programs for the Organisation as HPA is developing a number of activities to improve facilities and capabilities of the organisation. This Master Plan will ensure that infrastructure works for our company over the next 5-10 years. It will provide new and unique experiences for people living with a disability to create jobs and opportunities for emerging talent and the industry, and to foster new interpretations and discovery.

HPA are always wanting to collaborate and seek philanthropic partnerships. If HPA's values and vision align – give us a call and let see how we can partner with you.



PARTNERSHIPS

Veolia

- HPA deliver subcontract services at Shoal Bay Waster Transfer Station (City of Darwin), and Archer Waste Transfer Station (City of Palmerston)
- Confidential shredding services
- Grounds maintenance and industrial rags

Mission Australia

- Ground maintenance services for Social Housing

COTA NT - Senior's card and Tradies Scheme

- Quality safe grounds and home maintenance services for senior Territorians

Relationships Australia

- Car Wash crew services for their fleet of vehicles
- Ground Maintenance services

Bunnings Palmerston

- Monthly on-site Arts and craft session with PEG Program



*Every person matters,
every story inspires;
piece by piece
together we achieve...*

 22 Albatross Street, Winnellie, NT 0820

 46 Toupein Road, Yarrowonga, NT 0830

 (08) 8947 0681

 inspire@hpa.net.au

 www.helpingpeopleachieve.com.au

 www.ausdesigns.com.au

