Rehability UK

Our Birmingham News

Hello everyone...





Hello everyone, and welcome to summer! It's now the holiday season and I know that many of the people we support are planning holidays or are now on holiday. I am inundated with heat alerts via email daily, so stay safe, it's hot out there at the moment.

Voting has now closed for our Staff Awards which will be held in Octobermany thanks to everyone who nominated staff from our local areas, and I

am thrilled to see that we have several very worthy local nominees shortlisted this year. Invites are out and we have several people we support locally handing out the awards this year, we are all very much looking forward to the ceremony.

Finally, we have had a few changes to the local management structure recently; please check page 4 for all contact details and who's who. As always, I visit the Firs every few weeks, and I always enjoy catching up with staff and the people we support-I look forward to seeing you all soon!

Anita Warner, Head of Operations, Rehability UK

Congratulations Katie and Ijah



We were very sad to see Richard Dolman depart for a new job recently but thrilled to announce two internal promotions. Firstly, our new Deputy Area Manager, Katie Brown has accepted promotion to the Registered Area Manager role and Ijah Bogle, who was the Team Leader at the Firs, has moved into the Deputy Area Manager role to replace Katie. Their contact details are on page 4 and I'm sure everyone will provide them with a warm welcome as they find their feet!



Katie



Theresa from Wychall Rd enjoying the sunshine out and about



The Firs took the coffee morning in the road recently and ended up in Tesco!



Chris loves buses and is waiting patiently for the next one to come along





We love this photo of Kevin getting active at Harewood Close recently



It's great to see Hong, Robbie and Anthony celebrating at one of the recent birthday parties at the Firs

Great group photo of everyone from the Old Fire Station!



Happy retirement Terri - we will miss you!

More birthday celebrations!

The summer is a busy time for birthdays; in late May both Nat and JD celebrated (JD was 60!), Hong has his birthday in June as does Stephen from the Fire Station, so plenty of celebration over the coming months.

Happy Birthday everyone 🙂

You said, we did...

More appreciation by higher up in the organisation 55

we change the staff awards and made it more interactive; we introduced Wish upon a Star for our employees; we will reimburse all employees for the Blue Light Card costs in July 2023; we introduced a health and wellbeing programme "Health Heroes", which will enable employees to schedule health appointments and cess emotional support and counselli

Increase the pay structure and ensure seniors are on the same rate

we have reviewed our pay structure and continue to pay over NMW. All seniors now across the organisation are on standardised pay.

Organisation appears to be cutting costs |||| like any other care provider Rehability UK looks for

fficiencies to ensure the organisation contin inancially viable and offer job security to our Inclury viable and offer job security to our ployees and continuity of care to the people we port. In the last year we have invested highly in omation, such as: Nourish, Rota Cloud and Talos cruitment system) which are all up and running. V continue to look at efficiencies across the board at more investment can be made in our systems and ocesses to enable us to work more effectively and e our support workers more time to spend wi ople we support.

Improve communication

Improve communication **17** we acknowledge that communication needs to be better across the board and information cascaded fown appropriately and for this reason we will be developing our own intranet that should be ready to be developing our own intrane ntroduced late in the year

Have a better HR that understands their

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YOU SAID. WE DID.

role we have changed the whole team and have a new HR We have charged and the started and new HR Advisor, Isol Quaynor. We have also engaged with Guardian to provide further HR and Legal support.

Better training

we have overhauled our training systems and have introduced an annual training planner making train more accessible to all. We now have a blended approach of e-learning, face-to-face and virtual

Automated recording and less paperwork

we have introduced Nourish Care Planning system which will eliminate the need for any paperwork. Rota

Promote the right culture **10** we have reviewed our values and are working on a project to re-launch it across the organisation.



Thank you to all our staff who completed the staff survey in late 2022.

We had many helpful suggestions and comments and some constructive feedback regarding job satisfaction. Many of you were overwhelmingly positive about the people we support locally; many commented about the pride of seeing those we support develop and flourish and stating that they felt that their contribution made a real difference to peoples' lives.

These comments were heartwarming and certainly emphasized the fact that we have some great staff out there doing a great job and we thank you.

You will see the poster (opposite) displayed in local offices, please do take the time to read it and keep an eye out for the next survey - the link is usually shared throughout September.

Please note that it is anonymous, but we do appreciate it if you put the area you work in on the form- e.g., 'Birmingham Supported Living'. This helps us to spot any trends in any particular area and then formulate a localized plan.

Colleague Announcements

There have been a few management changes locally this quarter and we are thrilled to announce the following:

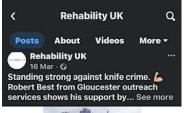
Welcome Madje- Team Leader for Wychall Road, who joined us in April and has already made a huge difference to the lives of the ladies she supports.

Welcome Janika Peoples - Team Leader for Oxford Rd, who joined us in July.

Welcome Emma Nicholson, Team Leader for Scribers Lane, who has also joined us in July.

Finally, Welcome Robin Mahoney - Team Leader for Harewood Close, who will be joining us in late July.

We have also welcomed some new tenants too- a big Hello to Harriet, Richard and Emily who very recently moved into the Old Fire Station in Old Hill and welcome to Nathan who moved into Oxford Road in Moseley recently.





You, Barbara Rrapo and 11 others
 Like

 Comment

 As Share

Don't forget, you can follow us on Facebook. Instagram and twitter. We regularly post good news stories and photos of everyone we support across the organization. Here's Rob spotted on Facebook recently standing in front of the knife angel in Gloucester. Follow us- you never know who you might spot



LOCAL STRUCTURE

Anita Warner- Head of Operations 01453 763600/ 07743 551338

Katie Brown Registered Area Manager- based at The Firs - 07762 463163

Ijah Bogle, Deputy Area Manager- 07968 150021

Ollie Jarrow- regional administrator- 07894474312

