

Staff Newsletter 2019

Welcome to the latest Newsletter!



Autumn is here

“Creating a culture of integrity and accountability not only improves effectiveness, it also generates a respectful, enjoyable and life-giving setting in which to work” – Tom Hanson PhD

Coming up next: Winter

Staff communication

Please remember that Christmas is fast approaching – please ensure that any leave you wish to book is processed through your seniors / line managers

Response Consistency across services

Contact

There are many ways you can contact us directly by email address or phone or ask your senior to forward any information on special events or activities. We are also on Facebook, Twitter and Instagram so please check out our posts and statuses! We will also be sharing a calendar of events and awareness with all staff soon, so watch this space!

Staff Information

Use of Mobile Phones:

Please be mindful that use of mobiles during work time is strictly prohibited unless in the case of emergencies. Following on from this, please be advised that the taking of photographs of anything in connection with work, regardless of what it may be, could be deemed as a breach of GDPR. We would strongly advise that you familiarise yourselves with the GDPR Policy and any other related Company Policy. Thank you.

Notice to Staff

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Other matters:

DPO: Denise Ujvari
SIRO: Kelly Maria
Caldecott Guardian: Kurai Nyatanga

Message from Denise Ujvari Managing Director

I have been a part of the SSP team for over 2 years now and recognise there have been many changes in this relatively short period of time however I do hope that you agree the changes made within our practices, quality support and training and development have taken SSP forward in leaps and bounds.

I would like to take this opportunity to say thank you to you all for choosing to be part of this journey, your engagement and continued commitment to support continuous improvements has made these changes possible, I know change can sometimes be difficult but as a care provider we need to continuously evaluate and develop if we want to improve our practices and the quality of care provided to our service users.

Our management team will continue to grow to support continuous development as you have seen with the recent appointment of Carrie Parr our Training Manager a valuable and talented lady who has joined SSP to support our drive on training and development alongside supporting quality awareness and best practice, our newest recruit Luke Best our social media apprentice (who will welcome any contributions and feedback to make this newsletter as beneficial to staff as possible)

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Welcome to all our new Starters

Lancashire

Corey Phillips
Traci Burns
Susan Kirkley
Kerry Evans

Yasar Hussain
Lidia Sirianni

Manchester

Abidemi Ghaali
Ademola Ogunkanbi
Cyril Osadebe
Felicia Omekara
Hannah Larbi
Henry George
Jane Meredith

Kehinde Okundia
Linda Ojo
Mark Reeve
Modou Bahoum
Oladimeji Lawal
Oladini Oyebadejo
Prince Osemwengie

Rachel Sieminski
William Moka
Zoe Bell
Saeed Abbasi-Nia
Blessing Vemba

Merseyside

Ashlee Rowe
Jade Warren
Sheldon Moore
Temidayo Oyeneyin

Elizabeth Nayiga
Uju (Blessing) Okoli

Head Office New Appointments

Nusrat Ara – Payroll
Carrie Parr – Head of Training & Development
Luke Best – Digital Marketer Apprentice

A hello and update from our Head of Training & Development Carrie Parr

Hello Everyone,

It has been an exciting and very busy start for training and development since joining SSP in June this year! How quickly six months have gone by and we have achieved much in this time.

In the first three months, we have had over forty staff members apply to upskill their training and development skills and qualifications by enrolling onto Level 2, Level 3 and Level 5 (QCF) courses. And going forward there will be more options for other staff too. Our aim is to be a leader in fully trained and supported staff within the health and social care sector and shortly we will be creating our own Training Company and Academy.

Select Support's ethos is FREDA based upon the Human Rights Act 1998:

- ✓ Fairness**
- ✓ Respect**
- ✓ Equality**
- ✓ Dignity**
- ✓ Autonomy**

'You said, We did'

We have listened to staff who said that they wanted a blended approach towards training so that there was more face to face training as opposed to online only. So in response to that, all Fit2Practice annual mandatory training (MT) has been face to face from August 2019, delivered by myself. This completely replaces the annual MT training online. Staff complete an assessment booklet to evidence their Care Standards and this, in effect is the SSP Care Certificate (Skills for Care).

From time to time, I will send out emails to you providing learning and training opportunities and short on line bite size learning updates, so please do keep checking your personal emails as this is how I will contact you all.

So far, over forty staff have completed their Fit2Practice training and feedback has been wonderfully positive. Besides the MT, I also deliver bespoke training sessions on a wide range of relevant topics for each service.

Your Managers and I are busy planning what each service requires for staff knowledge, skills and support, so watch this space!

We are also launching our 'Improvement Partners' very shortly. This is for staff who have a particular strength and interest to shine by becoming our very own champion in key areas of support. We will be circulating the proposed areas where we want to recruit our gifted support workers into so in the meantime, please do have a think if this could be a role for you.

The idea of the role (endorsed by Care Quality Commission) is to have an Improvement Partner Champion in different services who our support staff can speak to, get support on single topic areas and grow in their own expertise resulting from this. This is but one way in which we journey to becoming 'Outstanding' as a social care provider.

Another exciting development for SSP is the launch of our 'Mentorship' role. This showcases those support staff who regularly mentor new and or existing staff and are aspiring managers of the future...

You'll all be aware, that we also now have a 'Digital Marketer and Social Media' apprentice called Luke Best, who is busy raising our profile and presence on social media and creating a calendar of relevant awareness and events to name but two areas of his work. Keep up the great work Luke! And do please read Luke's posts, share and like.

And lastly, a little bit about me – Prior to switching to leadership within the social care sector, my career has been in adult further education at colleges within the North West, which included teaching, managing Health & Social Care, managing college's teaching and learning strategies and being Assistant Principal at a grade 1 'outstanding' college in East Lancs. I also had responsibility for Safeguarding children and adults and leading inspections. I changed my career path and sector due to my late mother's health deterioration and it is a sector which I am utterly passionate about. The learners' experience and journey are my central passion and if you have any suggestions around learning and development that you would like to share feel free to contact me at Head Office or my email at:

carrie.parr@selectsupportpartnerships.com

And I do look forward to meeting with you all very soon

Happy Learning and Development within a special company, in a special sector...☺

Training calendar three months per site 2019 – 2020 for inclusion in the staff newsletter quarterly

November	Training	December	Training	January	Training
Liverpool	<ul style="list-style-type: none"> Bespoke support day. Managers to utilise day for staff training, including 121 reflective supervisions or workshops 	Liverpool	<ul style="list-style-type: none"> Epilepsy / Pressure Ulcers / bespoke 	Liverpool	<ul style="list-style-type: none"> Fit2Practice session
Manchester	<ul style="list-style-type: none"> Bespoke support day. Managers to utilise day for staff training, including 121 reflective supervisions or workshops 	Manchester	<ul style="list-style-type: none"> Epilepsy / Pressure Ulcers / bespoke. Fit2Practice session 	Manchester	<ul style="list-style-type: none"> Fit2Practice session. Root Cause Analysis Managers and Seniors
Blackburn	<ul style="list-style-type: none"> Bespoke support day Managers to utilise day for staff training, including 121 reflective supervisions or workshops 	Blackburn	<ul style="list-style-type: none"> Epilepsy / Down Syndrome / bespoke 	Blackburn	<ul style="list-style-type: none"> Fit2Practice session. Fit2Practice session. Fit2Practice session.

Congratulations & Best Wishes to:

Aysha Ali on her successful promotion to Acting Senior Support Worker

Victor Osadebe on his successful promotion to Senior Support Worker

Layla Sabourian-Fletcher on her successful promotion to Acting Senior Support Worker

Digital News

https://twitter.com/support_select

https://www.facebook.com/Select-Support-Partnerships-103688657706883/?view_public_for=103688657706883

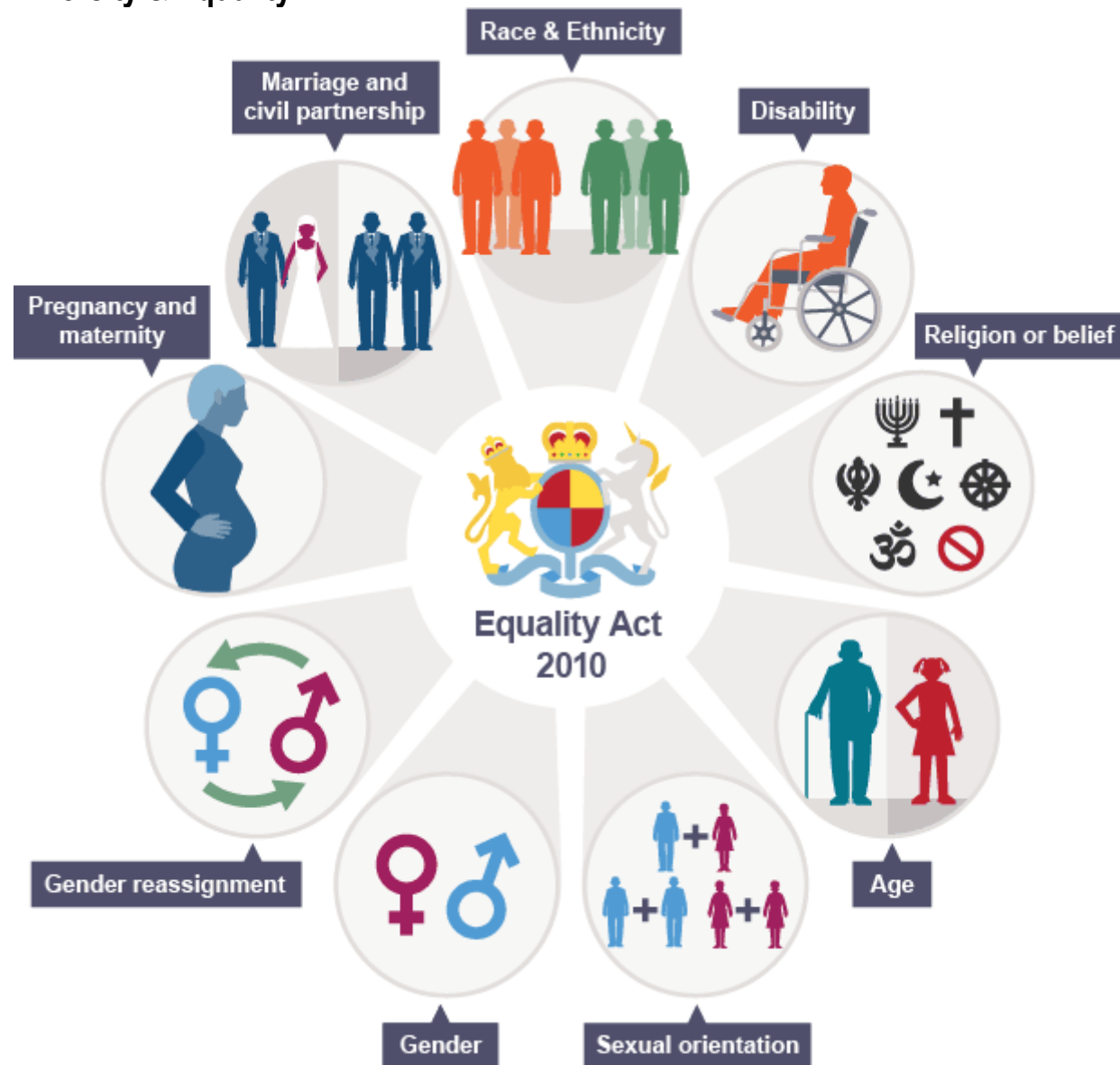
<https://www.instagram.com/selectsupportpartnerships/>

<https://www.linkedin.com/company/28569020/admin/>

The above links are what Luke has been working very hard on – come on in and take a look around! You will be happily surprised....!



Diversity & Equality



Notice to Staff

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DBS News Update

From last October (2018) The Company has been implementing the new way forward for DBSs for all staff. Every three years, the Company have been renewing and paying the costs of staff DBSs as normal, but now, once the DBS has come through, The Company has asked staff to register their renewed DBS online. All staff that have had their DBS renewed over the last 12 months are aware of this procedure and have registered their DBS online. It is quite straightforward and only takes a few minutes and costs £13 annually. Once you have registered it online it means that you have a portable DBS which you can take anywhere. But you must retain and keep safe the hard copy as this is a record of your historical data. All new staff coming on board are also required to do this.

Please be advised that this process will take at least another 2 years to complete, so please don't worry if this sounds unfamiliar to you, it just means we haven't got round to renewing yours yet. When your turn comes, I will update you at the time and go through everything with you.

For those of you who have already registered your DBS online, please be mindful that the registration lasts for 12 months, at the end of which the Update Service will email you to let you know it is due for renewal – you must maintain it annually or at least for as long as you work for Select Support Partnerships Ltd. This is now Company Policy.

If you are in any doubt or have any questions at all, please do not hesitate to contact me.

Kind Regards

Stephen
HR Administrator
01254 676565

Training

BIG congratulations & Good Luck to staff who are starting their NVQs in Health & Social Care

Updates & Vacancies (by area)

Liverpool – Bank Support Workers

Manchester, Rochdale & Malcolm House – Support Workers

Blackburn & Preston - Support Workers

(Please forward any enquiries directly to HR)

New Software System Update

Sanro is still a work in progress but we are much nearer to getting it fully operational...we want to thank everybody, especially the Senior Support Workers, for all their patience & endurance in trying to get to know & work with the new system

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Duty of Candour

Policy updates

Please make sure that you are up-to-date with all Company Policy & Procedure

Feedback from the Board

We have listened - Planned changes to Annual Mandatory Training with Board Approval

Annual Mandatory Training has now changed dramatically with the arrival of our new Head of Training & Development, Carrie Parr. She will be overseeing the Annual Mandatory Training Refresher from now on. When your MT is due to expire, you will be invited to a day of training at a group session which will be interactive and instructive (and fun!). Some staff have already been along to the early pilot events and the feedback has been very positive!

Annual Staff Recognition Awards

Blackburn & Preston News

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Liverpool News & Stories & Updates



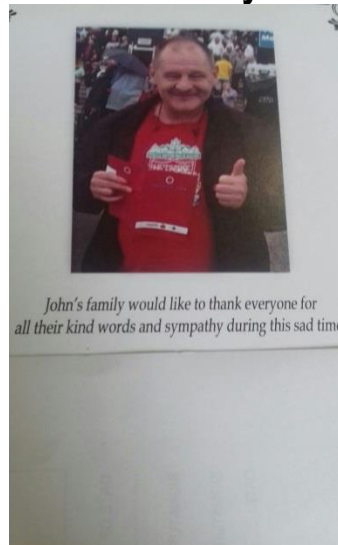


The photographs above were taken earlier this year, in late Spring ~ Early Summer. Paul at St Domingo Grove has undertaken a gardening project to improve the garden at service for everyone. Paul created borders for plants to be put in the garden, alongside hanging baskets that Paul designed and hung with support from Judy (staff). Paul enjoyed working in the garden, as it gave him a project to do, and he has been very happy to hear the comments from everyone on the great work that he has done. To celebrate Paul's achievement, we held a ribbon-cutting and BBQ (unfortunately getting caught on a day with downpours) to which Paul invited service users, staff, and his family to show the work he had done, which was enjoyed by all who attended.

But on a sadder note....

R.I.P JJ – 12th January 1957 ~ 4th September 2019

It is with great sadness that JJ passed away peacefully at his home surrounded by his family. JJ has been with SSP since 2010 when he lived at Osbourne road for several years then moved to Denman Drive. The service then moved to East Prescot Road in January 2016. JJ enjoyed going on his days out with staff and to the local bookies where he had many a good win (but didn't let staff know ha ha) JJ will be sadly missed by all staff and service users at East Prescot Road. I would like to thank all the staff at East Prescot Road for all the hard work and dedication through this sad time, always ensuring the day to day running of the service was smooth and reassuring service users and supporting each other. Thank you and well done. Dawn.



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