



Real People!

Last but by no means least. What's new for you at Home Choice Care?

Own part of the business

As a top class care worker you would expect great benefits and support in your job. But we want to go beyond that and create something different where we can all share the success of the organisation. We believe that all staff play an important role in building a successful organisation. So we've developed a share scheme where you are rewarded based on how much work you do. More details will be coming out in the next few months but this share scheme is designed to give you something back for your hard work and commitment to the organisation.

So what will being a shareholder mean to me?

It means that you really are part of the organisation and the team. You'll be awarded share options based on your contribution. The more work you do for us the more share options in the business you will receive. Over time, you will share in the success of the business that you have helped to grow!

What will my shares be worth?

The more hours you work in the future for Angels the more of these share options you will get. The whole management team will get a share in the business on the same lines as you so, if all goes to plan and the business does well, these will grow in value. So it's in all our interests to focus on the same thing - delivering as much top quality care as we can.

More details will be with you soon so watch this space!

£100 reward



We are re-launching our recommend a friend scheme. That means that you could get £100 for every care worker you recommend to Home Choice Care who is successfully employed and then works for us for 3 months. There are no limits to how many people you can recommend. It could be one, or it could be one a week. They just need to be the right kind of people to work in homecare. Please contact your local branch for further information.

And finally...

We've deliberately called this newsletter Open Door because our office really is your office. It's a place where you can come in and feel welcome, sit down, grab a cuppa and talk to other staff. Come in and see us soon.



Feedback: We want to hear from you with comments and anything to include in our next issue of Open Door. Please contact Patsy Daeche at Home Choice Care, The Lodge, 13 High Street, Ingatestone. Essex. CM4 9ED. Tel: 01277 354111 Fax: 01277 355811 / www.homechoicecare.co.uk



home choice

Open Door

Issue 1 - Jan 2007

Welcome...

Home Choice Care now provide over **8000** visits per week to clients and patients, delivering over **20,000** hours of care per month!

www.homechoicecare.co.uk



Welcome

to Open Door, the newsletter especially for Care Workers. It's our way of letting you know what's happening right now - the latest news and events where you are.

Home Choice Care Ltd is a new kind of home care provider. Owned and run by all the staff. Our vision is **"Supporting Your Freedom"** for our Service Users.



Angels Care Providers Ltd

Sharon, Robert and Brian have some very exciting news for you. The Directors of Angels have taken the decision to join forces with Home Choice

Care; the company has an excellent reputation in Essex and Cambridge and has the same ethos as Angels. Home Choice Care are offering support, training and above all to become the driving force to allow Angels to grow and develop the business which means opportunities for everyone. All senior management are in full support of this positive move forward which will allow us to continue to provide the excellent quality of care to all our clients.



Message from Sharon

Firstly, I would like to assure everyone that the decision was not taken lightly. I have met all the team from Home Choice Care and can assure you all they are a fantastic team. Justin, Jane, Sue and Patsy are very committed to carrying on the mantra of Angels, they have been very impressed with the service we provide, and congratulate you all on your team work. The most important issue for me was that they are supportive and to understand what we have achieved in the previous 7 years of trading. I know in my heart that this is a positive move for Angels and more importantly they can offer stability and growth to safeguard the future of Angels. I would like to thank you all for your continued loyalty to Angels and if you have any questions or any concern all the team are happy to chat.

We wanted to add that if you have any concerns you can come and have a chat with us, we're all positive about the changes that we are all about to take, and think this will be a very exciting time. We have met the team from Home Choice Care and have found them to be friendly and supportive and are encouraged by their vision. The office team are to remain the same, at the same desk, giving you the same extras!!!!

Message from Shelly and the team



Home Choice Care helps people live independently in their own homes by providing care workers with their daily needs


Working Together




Meet the Home Choice Team



Professor Justin Jewitt, Executive Chairman, Professor of Healthcare for the University of Glamorgan has been involved in home care for over 12 years. He is passionate about providing quality services that are great value for money and advises a variety of organisations on health and social care issues.



Jane Scott, National Care Director is a qualified nurse by background but has worked in Domiciliary Care for the last 11 years. Jane is a well respected operator in the Domiciliary Care market and is a regular contributor to UKHCA, as well as providing training under the UKHCA banner for other home care providers.



Sue Halsall, Finance Director has held a variety of senior roles leading finance, strategic and financial planning, and general management within large and small companies. Sue is also passionate about homecare having started out working life in voluntary nursing & care at the age of 13.



Patsy Daeche
Marketing &
Comms Manager



Trish Lewis-Smith
IT Systems
Manager



Hayley Turner
Care Director
Essex



Jane Furnival
Roving Care
Director



Jonathan Ludd
Care Director
Cambridge



Julie Green
Care Director
Ealing

A message from Jane Scott, National Care Director

I am delighted to be able to welcome you to Home Choice Care.

You will soon get to know that Homecare is my passion and has been since 1996. I first “fell” into homecare in Oxford as an “on-call” person for a large national company and have worked at just about every level in homecare since.

I am so excited about “coming here” and working with Oxfordshire Social Services again. I know Angels has a great future and that means a great future for you all as well.

Remember: Companies don't succeed PEOPLE do!

Jane

Your Questions Answered

We realise that it's often unsettling when things change. Rumours seem to fly and before you know it everyone fears the worst. So here are the honest answers to some of those questions you really want to ask.....

Will I see new faces?

No, but you will see more of the Home Choice Care team around the office from time to time.

Will there be any changes to my pay?

There will be no changes to current pay rate and the way you are paid.

Will my terms and conditions change?

There will be no change to your terms and conditions.

Will the name Angels change?

At present we will continue to be known as Angels but at some point in the future we will change the name to Home Choice Care - Oxford. When we do this we will issue you with new uniforms and badges.

Will I get more work if I want it?

Yes, if you want more. We all want to continue to grow Angels so that there is more work for those that want it.

So what does the change mean to me?

You will see no difference in your day to day work. No difference in your pay rates. No difference in your terms and conditions. What you will see is the business continue to grow. That means more work available and the chance to earn bonuses by introducing new staff to Angels.

You've probably got other questions that we haven't answered here. Don't worry. Don't fret about things. Come and talk to us in the office. I hope you're able to pop into our Open Day on Monday 15th January.

Tell us what's on your mind and we'll give you a straight answer.