

# WANTED!



## CARE WORKERS up to £200 Reward

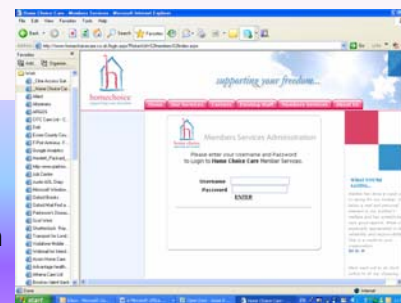
We are re-launching our "Recommend A Friend" scheme. That means that you could get from **£100** to **£200** for every Care Worker you recommend to Home Choice Care who is successfully employed and then works for us for 3 months. There are no limits to how many people you can recommend. It could be one, or it could be one a week. They just need to be the right kind of people to work in homecare. Please contact Jane Furnival on **07823 447187** for further information.

**So don't delay – Earn that extra money right away!**

Home Choice Care is an Equal Opportunities Employer

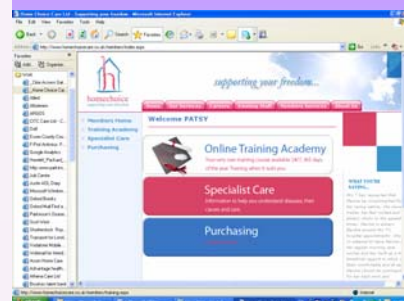
### Home Choice Care ON LINE

Our website [www.homechoicecare.co.uk](http://www.homechoicecare.co.uk) is currently under development with some fantastic additional features for you all to enjoy. You'll soon be able to train on line, gain certification and even view your very own training log. We will have information and training on various diseases, illnesses and conditions..



In the very near future we'll have our very own chat rooms and even shopping on line. If you have any other ideas of services, or use for our website please call me on 07920 752041 – I would like to hear from anyone who wants to be part of the development discussions on the our website.

**Don't delay, call me today.**



*Patsy Daeché  
Marketing / Communications Manager*



## Open Door

**Welcome** to your seventh issue of Open Door, the newsletter especially for Home Choice Care Workers. Thanks to everyone who gave feedback on the last issue, we need you, so keep your ideas coming in.

Home Choice Care now provide over **20,000** visits per week to clients and patients. We deliver over **30,000** hours of care per month. **Thank You** for helping us achieve this. By working together and covering all those extra shifts and sickness/absences you have helped maintain our hours. Well Done!

Dear Colleagues

I would like to take this opportunity to thank you all for your continued hard work over the past few months. HCC Oxford has undergone some major changes and I would like to thank you personally for your willingness to help during this time.



At last the evenings are becoming lighter and we can all start to think about the summer. Although the weather may be brighter, I would please urge you to still be vigilant whilst driving on duty...the ice and snow may be here for a while yet.

Supervisions and appraisals will be starting shortly; time slots will appear on your schedules and you will be paid for your time. It is a great opportunity to air any issues you may have or to discuss training and availability. Please bear it in mind and start to think of any topics you would like to discuss.

Lastly, a big thank you to all of you, including the office team. We have grown from delivering 394 hours per week to 463 hours per week in just a few short months. This is a phenomenal achievement and could not have been done without you.

*Laura Cambray. Care Director*



### Home Choice Care **HITS** on Radio

This year we decided to try radio advertising, starting with Q103 FM in Cambridge and Huntingdon. Our first radio advertising campaign began on 7<sup>th</sup> January with 2 ads running every day for 2 weeks. One ad was directed at existing care workers wanting a change and the other at local people wanting to become a care worker. The ad was so successful we decided to move it to Essex FM, from early February, for a 3 weeks advertising campaign. We had a staggering 134 enquiries in total from both ads.

If you haven't heard the ads then log on to our website at [www.homechoicecare.co.uk](http://www.homechoicecare.co.uk). Take a couple of minutes to listen to them – show them to your friends, remember if you recommend a friend you could earn up to £200 per person! See back cover for more details.

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

# Local Branch Update

## Employee of the Month

I am pleased to announce that HCC Oxford have now launched at 'Employee of the month' scheme. The care worker will be chosen every month by the office staff and will be for a variety of reasons. We will announce the winners in monthly memos however will include a re-cap each quarter in the newsletter.

Congratulations to our first winner, Della Whiter. We have chosen Della as employee of the month due to her willingness to comply with CM2000 remotes. This has not always been done by Della in previous months however recently she has stepped up to the mark and taken responsibility for her own. Well Done Della.

I would like to point out that there will be many, many reasons for employee of the month. You may find that someone is acknowledged for something you already do, this scheme is about personal progress and not companywide.

Once again, Well done and good luck to all of you for the future.

**Laura Cambray, Care Director**

## Welcome to our new members

Celia, Lenka, Aileen, Sona, Laura, Charis and Emma.

## Recommend A Friend Scheme - see back cover for more details.

Well done to both Rhona and Natalie, who received payments last month for their recommend a friend incentives. This is a great way of earning a few pounds extra (up to £200) it also ensures the high quality of care workers, YOUR colleagues!

Don't forget, refer someone with an NVQ and take a whopping £200! With all other recommendations you could earn £100 per recommendation.

**Recommend A Client** – This one is not so well know so I thought it was worth a mention. Again, if you recommend a client to us and on the 100<sup>th</sup> hour of service you will receive £50...it all adds up!

**CM2000** – This is by far the biggest achievement of the quarter. Our AURA call percentage has risen from 53% to 72%. This is fantastic and is heading in the right direction – only 10% to go and we will be perfect!

## See the Real Person

When you visit your service users do you ever see photos of them as young people? If you haven't then please try to look at them-person as they are the person that



Understanding helps provide their needs and better care to meet their needs and provides for a better quality of life. I know many of you know your service users well but perhaps this is a short cut for those colleagues new to care work — or with brand new service users when you are first introduced?

Easter is fast approaching so we need to make sure that all the rotas are correct and meet the holiday needs of our service users. Please work closely with your local office to make sure that Easter bank holiday passes smoothly for everyone concerned.

*Best wishes*

**STOP PRESS!**

**BECOME AN OWNER OF HOME CHOICE CARE**  
Share options due to be issued this coming month - details coming out from your branch during March



## Happy Birthday to members of the team

Gill, Della, Marilyn, Kath, and Charis

## Timesheets

A big thank you to all of you who are getting your timesheets in on time! Remember (You know who you are) – Timesheets must be in by no later than **Monday at Midday** – If the Branch has not received your timesheet by this time, we cannot calculate your mileage / wage payments accurately – meaning that payments can be affected! We don't want that for any of you... so ensure you meet the payroll deadline.



## Going on a Summer Holiday?

Remember – The branch needs a minimum of 4-weeks notice for all holiday requests... Please ensure that you complete the HCC Holiday Request Form – Submit the form to your Line Manager for approval.

Remember: Your holiday is not guaranteed – You Holiday is only approved at the point where you receive a signed photocopy in the post.

