

WINTER NEWSLETTER

January 2023

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CEO/DEPUTY DIRECTORS

As we ease ourselves into 2023, we would like to start by wishing everyone a Happy New Year.

This winter newsletter showcases many fabulous events held across the Trust over the Christmas period. We do not underestimate the amount of hard work and preparation that is needed for these activities and to ensure our residents, customers and tenants have the best time possible. So, a huge thank you to everyone who participated, it is very much appreciated.

NEW DIRECTOR

We are delighted to announce the appointment of Clare Silvester to our Senior Leadership Team. She brings a wealth of social care knowledge and experience and is very much looking forward to joining the Trust in mid-February.

When Mrs Silvester joins the Trust, Mrs Tennent will be taking the opportunity to make some small changes to job titles, roles, responsibilities and line the management arrangements for the Senior Leadership Team.

- Mrs Lavery's job title will change to Director of Operations and will continue to oversee Sheltered Housing whilst assuming responsibility for Policy and Procedures, Maintenance, Health & Safety and Digital, including the Caldicott Guardian role for the Trust.
- Mrs Silvester will be taking up the post of Director of Care Services and her role will be to line manage our CQC regulated services (FGL, Cheviot and Care at Home) whilst also assuming responsibility as the Trust's lead for Quality, Compliance and Safeguarding.

CLARE SILVESTER

With over 35 years of experience in the health and social care sector, I am absolutely thrilled to be joining the Balkerne Gardens Trust Senior Leadership Team in February 2023.

Beginning my career as a health care assistant, my passion and drive for good quality care has seen a natural and significant progression within adult and elderly care provision, where I have gained valuable hands-on knowledge and experience along the way, and in recent years becoming an expert in quality care provision and effective governance.

My work ethic and values have not changed over my career, my drive is always to provide the best quality of care to the people we have the privilege to serve. One of my greatest achievements was winning the Front-Line Leader award for the London Region – Great British Care Awards 2021. I am incredibly excited to be joining Balkerne Gardens Trust and being part of the leadership team and I am looking forward to the journey ahead.



2023 PAY INCREASE

As you know the Board of Trustees made a very generous decision to pay all staff the Real Living Wage (£10.90) as a minimum whilst also retaining the current differentials between different job roles. As a reminder, this increase will be effective from the January 2023 timesheet period which means you will be paid your new hourly rate from the February pay date onwards.

REMOVAL OF FACE MASKS

You will all be aware that government guidance changed on 22 December 2022 about the requirements for staff to wear a mask at all times. Please can we take this opportunity to remind you of the importance of continuing to adhere to the Trust's Infection, Prevention and Control safe working practices, and policy and procedure.

CHANGE IN TRUST POLICY

The Trust has been using the Infection Control Funding it received from the government to offset the cost of paying staff in full, for absences related to COVID-19. Unfortunately, this funding has now ceased and the Board have reviewed this policy. You will have received notification that effective from 9 January 2023 that the Trust will no longer pay full pay to staff for any COVID-19 related absence.

STAFF WELLBEING

As part of our wellbeing campaign, we have secured the services of a qualified specialist nurse to give two free talks about menopause for staff on 8 February at 2.30 pm and 22 February at 7 pm. Both talks will be held in the Ivan Hewitt Room at Parsley House and if you are interested in attending please let your manager know.

WELCOME

We would like to say a warm welcome to all the new staff, who have joined the Trust over the past few months. At Freda Gunton Lodge we welcome Alina Cuciureanu, Joel Green, Linda Mander, Erika Zsilinski and Sally Miller. At Cheviot, welcome to Emma Connery, Rosie Allen, Lulianna Carauleanu, Mariia Skrypnk, Joanna Merchant, Helena Izycki, Agne Valentaite-skardze, Chloe Sexton, Lifeng Wan, Sau In Chee, Helen Ngai and Nikki Hayward, and last but not least, we welcome Sonia Farrell to our Sheltered Housing team.

CONGRATULATIONS

A big thank you to Janice and Jo from our central admin office who were responsible for producing the wonderful hampers for the staff Christmas raffle and huge congratulations to the following staff who were successful in the draw: Stephanie Mitcham from Sheltered Housing, Jane Bass, Yvonne Bishop and Shannon Wright from FGL, Tracey Smith and JJ Fitch from CAH and Yvonne Frimpong, Jo Nyakurerwa, Angela O'Shea from Cheviot.



SERVICE NEWS

CHEVIOT

Staff for the 2nd year running, put on a fantastic Christmas pantomime show of 'Snow White'. The acting and singing would have given any West End show a run for their money and the residents all thoroughly enjoyed themselvesoh no they didn't!

Huge thanks to all the staff who worked so very hard rehearsing to make it a brilliant success. For prosperity, the performance has also been captured on film thanks to two of our staff Heidi and Chloe! You will be able to view it on our website from the end of January 2023



SHELTERED HOUSING AND CARE AT HOME.

Tenants and customers from CAH braved the elements in the garden of Balkerne Gardens to enjoy a wonderful musical experience courtesy of Colne Endeavour Band. A good supply of mince pies, mulled wine and coffee kept everyone in the Christmas spirit.



Tenants enjoyed two wonderful Cocktail and Canape evenings in December as part of their festivities. A great time was had by all with a special thank you to Jackie who surpassed herself with her wonderful homemade canapes!

FREDA GUNTON LODGE

Staff at FGL clearly have a passion for dressing up as they treated everyone to a staff Pyjama Day with Carl winning in his 'Wolf onesie' and, a wonderful Christmas fancy-dress competition. All the costumes were brilliant and it was difficult for residents to pick a winner, but in the end Amy and her 'Santa and his reindeer' costumer was a well-deserved winner!



The children from Stagecoach visited FGL to sing/perform 'The Snowman' which was an absolute delight. The musical entertainment continued with the Mercury Choir who visited FGL to sing Christmas songs for the residents and 'Voices in Harmony' an 18-piece choir who sung a wide selection of carols.



HAPPY NEW YEAR!