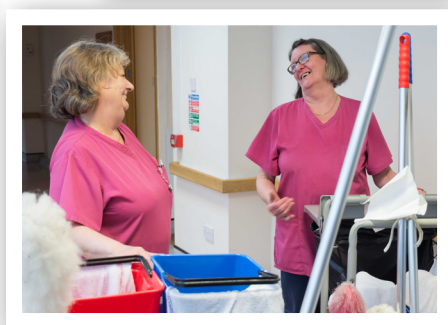
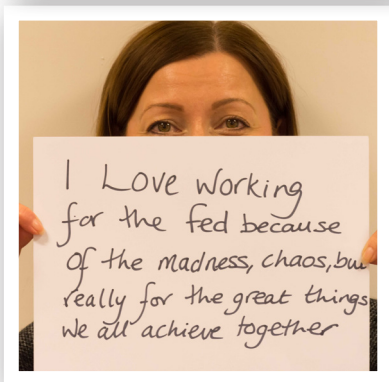




# What makes The Fed a GREAT employer?



The Queen's Award  
for Voluntary Service

**THE  
FED**

Caring for our  
Community

the **gold standards**  
**framework**™



INVESTORS  
IN PEOPLE

Accredited  
Until 2021

As a social care charity we look after people in need, but taking good care of our staff is also very important to us. Below some of our employees tell you why they are really happy working for The Fed and what perks they value most. A full list of our job benefits appears on the back page.



**"I'm Irene. I'm a housekeeper at Heathlands Village.** I've worked here for 36 years - not always doing this job. I used to work as a social care worker and I've also worked in the laundry.

I make the beds and keep the residents' rooms clean and tidy on the nursing unit. I enjoy the cleaning and chatting to the residents and building a relationship with them.

At The Fed you know your opinion counts. I'd always be confident in speaking to my manager.

It's a good job and the people here are nice to work for. We have good team work and there are loads of perks, including competitive pay and flexible work opportunities."

**"I'm Carol and I've worked for The Fed for around 14 years. I'm a Children's Centre Play Leader and do 'bank' work as a care assistant in Moorview, our Supported Independent Living facility.** I plan and run fun educational activities for children with special needs and others without disabilities. I support parents who attend Mums 'n' Tots sessions. At Moorview I give care and support to the tenants. I love being able to make a difference to someone's life and making every day special for them.

The Fed supports and values its staff members and treats everyone they help with dignity and respect. Training is offered and staff are encouraged to complete it and the car parking facilities are good."



**"I'm Dave and I am a porter and driver at The Fed. I have worked here for 3 years.** Every day is different for me. I set up meeting rooms; clean, maintain and keep the communal areas and grounds safe; I move furniture and items all over our site; I drive our mini buses taking residents shopping or on fun days out. During busy times, I help other teams meet their deadlines. We all help each other out. We're like one big family. I actually love working for The Fed.



I love working as a team and that no day is ever the same. The training opportunities are fantastic and they really help you build the confidence to do your job efficiently and effectively.

I'm a Communication Champion - I voice my team's opinions and questions at our staff forum. Management listen and where possible will action. The Healthcare scheme is great! It means you can claim money back for new glasses, dental work and physio. From day one you will feel valued and work with such a great friendly team."

**"I'm Kate and I work for The Fed as a Social Care Worker.** I've been at Heathlands Village for about 4 years.

The most important thing for me is helping people have a good life, helping with their personal care, visiting the doctor, getting to our activities and other things they need.

We have everything here - it's a little village with a shop, hairdressers, doctors' surgery, physiotherapy and more.

I have had a lot of training and The Fed supports us to do our NVQ/QCF and improve ourselves.

I feel important and listened to. We made some suggestions for more staff during busier times, for housekeeping support at weekend and for the catering team to deliver meals to residents' rooms. The Fed has sorted all of this.

It's great here; there's plenty of staff benefits such as holiday pay, free uniform and car parking. I've got nothing bad to say about this place."



**"I'm Ian. I have worked for The Fed for seven years. I am a charge nurse on 'Oakwood' - a small nursing household where we care for people with dementia and behavioural problems.**

I have fun with residents, their family and staff and iron out any problems by using our skills and engaging with outside professionals when needed. Above all we make the people we care for feel valued and needed. On any one day you may find me singing, dancing or joking with a resident or fine-tuning their care or risk plan to their individual needs.

I get huge job satisfaction when a new resident becomes confident, trusting and settled and their relatives say, 'I've got my mum (or dad) back!'

I get paid to do a job I really enjoy - so that's the best perk! I'd say the Health scheme is second to none. I binned my old, more expensive, private scheme when it was introduced and added just £4 a month so I can claim more. I claim for physio, osteopathy, dental care and glasses. The Fed offers good staffing ratios and a friendly, caring working environment."

**"I'm Karen. I've worked with the Catering and Hospitality Team for 7 years.** I organise the tea trolleys for our residents, and the lunch and refreshment trolleys for meetings and so on. I wait on in the main residents' restaurant and set up and serve at special functions.

I love the residents and meeting different people and making them smile, intentionally or not. This isn't a place where "it's just old people".

The residents and staff are friendly; you get treated fairly and the management are approachable, from your line manager to the CEO. It's great that there's a subsidised staff restaurant, a cafe and shop on the premises. And there's also an Employee Referral Scheme."



### **Competitive Pay**

We offer competitive rates of pay and higher rates for certain qualifications.

### **Health Benefit Scheme**

We provide a free healthcare scheme, saving you money at the dentist and optician or if you go into hospital (worth over £100 p.a.)

### **Monthly Staff Draw**

Automatic entry to monthly staff draw for £20 high street shopping voucher.

### **Flexible Work Opportunities**

We offer flexible hours and work opportunities wherever possible.

### **Sickness Pay**

We provide occupational sick pay after a qualifying period which increases with length of service.

### **Pension Scheme**

We have a staff pension scheme and contribute into this for every employee who chooses to join.

### **Free Uniform**

We provide free uniforms for most employees inc: those working in care and nursing, portering, house-keeping, catering, hospitality and maintenance.

### **The Central Cafe**

Our onsite Central Cafe offers a selection of hot and cold meals.

### **Employee of The Month**

'Employee of the Month' award with £100 high street shopping voucher for winner and entry for 'Employee of the Year'.

### **Festive Bonus**

All employees receive shopping vouchers in December as a festive bonus.

### **Employee Support**

We provide employees with free access to independent advice, support and counselling on a wide range of issues.

### **Generous Holidays**

All staff are entitled to paid annual holidays which increase with length of service.

### **Life Assurance**

Our life cover scheme means that should an employee die whilst employed by us, a payment equivalent to twice their annual salary will be paid to a named beneficiary.

### **Training & Development**

We offer many opportunities for employees to develop their careers and gain qualifications which are linked to pay increases.

### **Appraisal & Supervision**

Our staff are well supported through regular supervision and appraisal and we hold the Investors in People Award.

### **DBS paid**

We will cover the cost of your DBS (police check).

### **Long Service Awards**

Long service years is marked by a presentation and gift of shopping vouchers, increasing in value with years of service.

### **Public Transport**

We are close to bus routes numbered 92 to 95 and are 10 minutes walk from Bury New Road.

### **Retirement Gift**

Retiring employees receive gifts of money. The value depends on years of service, and are pro rata for part-time employees.

### **Special Bonuses**

We award shopping vouchers on completion of probationary period and for helping us recruit new members of staff.

To find out more about working for The Fed or to arrange to come and have a chat call **HR** on **0161 772 4800**.

For current job vacancies visit our website: **[www.thefed.org.uk](http://www.thefed.org.uk)**