

**As a social care charity we look after people in need, and looking after our staff really well is also very important to us. They can best tell you what makes us a great employer. Below six of members of our diverse workforce tell you about working for The Fed. (A full list of all of our job benefits appears on the back page.)**



**"I'm Irene. I'm a housekeeper at Heathlands Village.** I've worked here for 33 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 Jacqueline. I've worked at The Fed for 5 years as a Family Support Worker in Project Smile** - a respite service for families of children with special needs. I look after children and young people with difficulties such as Autism, ADHD, learning and behavioural issues. I bring them to our Children's Centre to give their parents a break and we do all sorts of activities, depending on what they want to do. I help them learn new things. I love that.

The job needs patience and listening skills and an awareness of safety. You have to help the children understand what is needed from them and to know their boundaries. We give them choice and involve them in planning their activities. The best thing is seeing them grow and develop as individuals.

The managers here are excellent - approachable and supportive and I have regular contact with them."



**"I'm Luke. I'm one of the porters and drivers.** I've been here 12 years. I used to be a forklift driver but it was really repetitive. I love the variety of this job and the interaction with people.

Our team does a whole range of jobs. It could be anything from helping a person in a wheelchair move from place to place, to moving furniture about; taking people shopping in our minibus or setting up rooms for functions.

My job involves a lot of customer facing work, interacting with residents, visitors and other staff. I like that.



We have regular one-to-one meetings where you can discuss things with your manager and there's a staff forum where you can speak up. There's a long term job here if you want it and if you do your job they'll look after you. There's

**"I'm Kate I'm 28 and I work for The Fed as a Social Care Worker.** I've been at Heathlands Village for about 20 months.

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 Zarah. I've been working for Care at Home since November 2014.** I support people who live in their own homes. They all need different things: help with showering and dressing, taking medication, companionship, reassurance, monitoring how they are coping and so on.

I love getting to know people, hearing stories about their lives, and making a difference to their day.

We set ourselves very high standards, work well as a team and I have a wonderful, supportive manager. The job can be challenging, but it is also very rewarding and you receive the training and support that you need. There is good staff supervision and appraisal. I am happy in my job and I know I can make others happy.

**"I'm Karen. I've worked with the Catering and Hospitality Team for 4 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, and a cafe and shop on the premises. And there's also an Employee Referral Scheme."



**All of the employees above would be happy to show you round and tell you more about working for The Fed.**

# The Benefits

## 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.)

## 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.

## Restaurant & Cafe

Our Staff Restaurant and Central Cafe offer a wide range of hot and cold meals at generously subsidised prices.

## Nursery Vouchers

Employees can purchase nursery vouchers as a tax-efficient way of paying for child-care.

## 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, ranging from 30 days (33 for nurses) to a maximum of 39 for all staff.

## 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 Repaid

We will repay the cost of your DBS (police check) after you have completed your probationary period.

## 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.

# What makes The Fed a great employer?



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

For current job vacancies visit our website: **www.thefed.org.uk**

**THE  
LOOKING AFTER EACH OTHER  
FED**