



March 2019

Issue 15



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This issue is packed with articles, from information about Brexit to understanding quality of life as well as the potential for the company with new and exciting challenges, we hope that it provides you with the latest Premier Care news and also provides some interesting reading.

We're also focusing on improving recognition of the amazing work that our employees do every single day which you can read more about in the final article (STAR Scheme).

As always, if you have anything you'd like us to talk about (or if you have an article you'd like to submit yourself) then please get in touch via mail@premiercareplymouth.co.uk or call on (01752) 547252.

Newsflash

Did you know we're on Facebook? Check our page out here:

<https://www.facebook.com/premiercareplymouth/>

Birthday Greetings



Happy Birthday to the following who have celebrated a birthday in January, February and March 2019

Felton A, Tyler Banks, Mindy Birchall, Emma Birkett, Tony Blank, Hannah B, Katharine Clarke, David Cook, Sandy Eastwood, Jean Edeogu, Jade Ellis, Shirley Emberson, Gemma Evely, Mark Foster, Robert Gall, Rory Hanlon, Jane Harris, Carley Hawkrigde, Shawnie Heasman, Rosemary H, Sarah James, Samantha Kemp, Sandra Knight, Michelle Knight, Ben Lavis, Janet Maddison, Leonie Mayston, Alison Mills, Kerrylee Milne, Andrew Moore, Mollie Neale, Conor Newcombe, Heather N, Maria Obogeanu, Emma Pilkington, Lawrence P, Georgiana Radu, Billie-Jo Randolph, Dawn Rice, Ian Rogers, Diane R, Janette Rudd, Ashley Saunders, Katie Shipping, Cheryl S, Rhys Taylor, Marc Thomas, Gelu Vrabie & Lorraine Walton

New Starters



A warm welcome to the following people who have recently joined Premier Care (from 1st January 2019 to 18th March 2019!)

Abigail Mullarkey, Claire Curtis, Gelu Vrabie, Samantha Kemp, Kimberley Fanstone, Sophie Kirk, Hannah Richards, Carla Bailey, Katie Westcott, Sean Bailey, Clive Sleeman, Kelly Brandon, Robert Allison, Mindy Birchall, Luke Kane, Jennifer Massey, Peter Trimble, Katie Shipping, Courtney Weston, Connor Thomson, Lorraine Walton & Gary Brown

Planning Group



The next Service User Planning Group is going to be setup soon and I'm looking for feedback from the people we support to find out what you'd like to talk about or do. You can call, email or speak to me in person and if you could do this by 29th March 2019 it would be really helpful.



01752 547252



mmalloch@premiercareplymouth.co.uk



Or pop in to talk face to face

Brexit News



You may have seen the Russell Howard sketch where he describes Brexit as achieving the impossible, it is both scary *and* boring.... like hang-gliding with Gary Barlow.

There are a lot of rumours going around, (mostly by tabloid papers) not helped by the recent parliamentary issues which means we are likely to be leaving Europe without a deal and for many people this is causing a lot of worry because there are some people saying we are doomed and others who are saying that we will do much better without Europe.

It was way back on the 1st January 1973 when we first joined the Europe (along with Denmark and Ireland). In 1975 there was a referendum to decide if we would stick with Europe or not and 67.2% voted to stay but since this time there has been a growing voice calling to leave Europe (65% opposed European membership under Margaret Thatcher in 1980), most of this driven by issues around money and having to follow European laws (especially around human rights) but this is simplifying it quite a lot. I did warn you this was a little boring... So the question is, where do we stand at this moment in time?

In terms of European workers in the UK, we have provided a lot of information on the Premier Care website. To give a quick summary, European workers need to apply for a settlement scheme but the cut off date for this won't be until December 2020 which gives more than enough time to prepare.

<http://premiercareplymouth.co.uk/page37.htm>

The government website <https://www.gov.uk/> posts up regular updates and it seems that we will be no worse off if Brexit goes ahead without a deal. We (as a country) are prepared in terms of trade, so medication, food and all of those kind of things shouldn't be affected in any way, despite all the scaremongering that this will be the end of the UK (there's also a high chance of Brexit being delayed following recent events).

There's no need to stockpile or panic, if there are any significant updates then we will make sure to let you know!

Activity Ideas



The **'World Autism Awareness Week'** is approaching (1st—7th April 2019) and there are lots of ways for you to take part. You can find out more information on the NAS website:

<https://www.autism.org.uk/get-involved/world-autism-awareness-week/what-is-waaw.aspx>



Adapt Dance Classes

Free

Every Friday (during term time)

For 12 - 25 year olds

16:30 - 18:30

Travel can be provided

Contact: emma@eximdance.org.uk



Plymouth Ability Counts (Football) Club

Wednesday

19:30 - 20:30

Manadon Sports & Community Hub

Male & Female Teams

Contact: Ashley Harris, 01626 323560

ashley.harris@devonfa.com



Baton Beatz

Free

Monday at Plymouth Music Zone, Raglan Road

18:30 - 20:00

18+ Years Old

01752 213690

We're Moving



We've been at Eclipse House since February 2014 but as we've expanded (including starting a domiciliary care service a year ago) we've outgrown the space so we're excited to announce that we've put in an offer on a new office based near Roborough Village (near the Lopes Arms). We'll keep you posted via our Facebook page with any developments but in the meantime, below are some photos.



Mencap Appeal

In October 2016, the government issued guidance stating that time spent asleep while at work qualified for National Minimum Wage (NMW) payment and not only this, there would need to be back-payments made (going back 6 years) which it's estimated would have cost 400 million across the sector. As you can imagine, with no rise in the amount care providers were being paid, this has caused a significant impact on care businesses across the UK, putting vulnerable people at risk. In July 2018 Mencap managed to reverse this decision, the back payments for sleep in's don't apply for staff when asleep, however, we continue to pay a supplement to ensure that staff are paid at NMW throughout the night (whether awake or not). Unison have appealed against this and there will be another court case in the latter part of 2019.

ASD Takeover



What is quality of life?

It's something that has been debated for a long time and most people would say things like 'being happy & content', 'being safe' and 'being understood'.

It's true that quality of life includes these things but I'd argue that it's more than this. If you think about times you've been the happiest or most content, this has usually been *after* difficult times in your life, for instance, you may have been in a bad relationship and then after this fall in love with someone else and that feeling is all the better for knowing how it feels to unloved and unappreciated.

So quality of life isn't just the good, it's the opportunity to experience life to its fullest, to be able to take risks and make mistakes (maybe many mistakes) and then when you succeed you become the best version of yourself because failure only truly happens when you give up.

What does this mean to an autistic person?

Imagine that your life was controlled by someone else. That you couldn't do the things you wanted to do because people tell you it's too risky (or don't explain at all). That people do everything for you even though you want to do things for yourself and that no-one believes in your capabilities or talents. Sadly, this can be quite common and because of this people lose skills and their talents go to waste but importantly, at least 20% of autistic people will also suffer with depression and 40% with anxiety related issues

What can you do?

You can believe in people and provide them with all the tools they need to succeed. To celebrate with their achievements and to encourage and motivate them when things don't go to plan. It will sometimes mean putting your own beliefs and values to the side because the person's choices and decision, are just that... their choices and decisions.

ASD Takeover



Interview with Caleb

You can always rely on a child to speak their mind... but this is especially the case for Caleb, an autistic twelve year old, who will tell you *exactly* what he's thinking. So with that in mind, we decided to risk asking him some questions about what it's like to be autistic and how he'd expect to be supported by people.

PC: *Hi Caleb, how are you?*

Caleb: Hiiiiiyaaa.... I'm fine... nervous to be honest with you

PC: *What do you know about autism?*

Caleb: I know that some autistic people... I'm autistic myself.... some autism can make it difficult for people to speak and they have social problems. My autism... I can speak but I ask people if they're okay every second and ask if I'm in trouble most of time. People get annoyed at me for asking that and it's hard to make friends. Now I'm in a good school I feel more welcome as I'm around more autistic people. I see things other people don't - like if I see a tree I can see upside down legs.

PC: *What things do other people do that make you scared or sad?*

Caleb: People making loud noises, people saying things about me (I get worried about that), people being bossy, some people's tone of voice scare me.

PC: *What things do other people do that make you happy?*

Caleb: Buying me computer games, taking me out places, tucking me in bed (Mum & Dad), people telling jokes and playing games

PC: *So thinking about when you're an adult (and we'll pretend that you need staff to come in to help you each day) what would want them to do?*

Caleb: I'd tell them they need to work harder (laughs). Help me reach my goals, help me work, social therapy.

PC: *Do you think other people understand autism?*

Caleb: There's different types of autism and some people stare. (like they do to me). They're no different bur they're brains work differently and they should be treat like everyone else

STAR Scheme



Staff Tri-Monthly Award & Recognition

I imagine right now, you're still in awe of the amazing acronym used for this scheme but we're going to put that aside (I know it's difficult but focus!) and look at what the scheme is about.

The scheme will run every 3 months and we're looking to reward and recognise the achievements of our amazing employees whether they are a support worker, team leader, or office worker (I'm not going to put myself forward as that would just be unfair on everyone else - *add your own emoticon here*).

To make it as simple as possible this is the way it will run:

What will be taken into account?

In the interests of fairness, a criteria form will be put together which will probably include areas such as absence / lateness levels, noteworthy achievements, feedback from staff, service users and relatives. If you'd like anything specific to be part of the criteria, please contact me by mmalloch@premiercareplymouth.co.uk

Support Workers / Home Care Assistants

Team Leaders & Senior Care Assistants will be responsible for speaking to their staff teams, service users and relatives (where possible) every 3 months and then complete the criteria form and put forward the staff member who scores highest (from each team).

Team Leaders

Coordinators will each put forward a Team Leader using the same process as described for support workers and home care assistants.

Office Workers

Registered Manager will select one member of office staff every 3 months based on criteria form.

Reward & Recognition

The nominees from each area will all feature on Premier Care's website and Facebook page as well as this newsletter. Nominees from all areas will be put into a draw for a prize (we will confirm what prize this will be closer to the time).

When does it begin?

It begins now... the first nominations will be received on 1st July 2019.

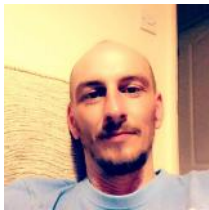


Premier Care
(Plymouth) Limited

Premier Care (Plymouth) Limited provides support and care services for individuals who have learning disabilities, individuals who have physical disabilities, older people with learning disabilities, people with sensory loss, and individuals who may have related mental health problems and behaviours that challenge.

We strive to provide effective, quality services to individuals who by means of illness, injury, disability or vulnerability, needs support to live fulfilled lives.

If you have any compliments, comments or suggestions to make with regards to this newsletter please get in touch with Martin Malloch (Training & Transitions Manager) by any of the ways shown below.



Martin Malloch (Training & Transitions Manager)



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