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Hi everyone

Just wanting to drop you all a quick line about some updates for your radar.

Extension of mandatory vaccinations

You will be aware, from previous communications from me, that from today (11th November) we are no longer legally able to deploy staff in our respite and crisis units unless they have been fully vaccinated or have a medical exemption in place. You may have also seen in the press that the government have now concluded their consultation on whether to extend mandatory vaccinations to wider parts of the health and social care workforce. The government have indicated that they do intend to extend this same principle to all regulated care settings. For us this would then apply to our supported living services, but not our day services as these are not regulated by the Care Quality Commission (CQC). We are awaiting details of how and when the roll out of this extension to the regulations will take place and I will be back in contact with you once we have further detail about this. The government press release on the issue can be found here: [Government to introduce COVID-19 vaccination as a condition of deployment for all frontline health and social care workers - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/government-to-introduce-covid-19-vaccination-as-a-condition-of-deployment-for-all-frontline-health-and-social-care-workers).

As ever, I would encourage anyone who has not been vaccinated to do so, as this is the best defence against any serious effects of contracting Covid-19 – as well as encouraging booster jabs and flu jabs, which will help keep ourselves, family, friends, colleagues and the people we support as safe as possible through the winter months.

Changes in management structure

As you may recall from my email following the October board meeting, approval at the meeting was given to recruit to a new post of Deputy Chief Executive. This post has been approved in order to provide additional resilience and stability to the senior management team as I continue to reduce my working days per week and due to the ongoing impact that Long Covid is having on my health and my ability to fully undertake my role when I am in work.

I am pleased to let you know that Neil Morrisroe has been appointed to the role of Deputy Chief Executive and Vanessa Butcher has been appointed to the role of Operations Director. Both these posts are temporary until April 2023 when I fully retire, by which time a new Chief Executive will be in post.

Following these appointments, the Senior Area Manager responsibilities will be aligned as follows:

Day Services and Respite & Emergency Services – Marie Simpson

East North East Supported Living and Specialised Services – Don O'Connor

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West North West and South South East Support Living Services – Victoria Kay

These changes will take place on 1st December and I hope that they will provide stability and continuity over the coming months.

Additionally, three of our longest serving Area Managers, John Barr, Lynne Saunders and Alison Barr are all due to retire in the first 3 months of 2022. Whilst their experience and expertise will be greatly missed, it does provide opportunities for career development within our structure. In order to ensure that we can have as smooth a transition as possible, we have already interviewed for a number of posts at Area Manager, Service Manager and Support Leader levels. We are in the process of finalising who will go where in this 3D jigsaw and I will let you know the planned arrangements once these have been finalised. This set of moves will happen over a staggered period between November 2021 and March 2022.

I sincerely hope that all these changes can be introduced as sensitively as possible and that the changes do not have an adverse impact on the good work that you do day, in day out to support the people in our care.

Refer a Friend scheme

On the theme of recruitment, I just wanted to remind you all that we are continuing to operate our Refer a Friend scheme which has now helped us recruit over 50 new staff since we launched the scheme 18 months ago, directly through that scheme. You can find details of the scheme here: <https://www.aspirecbs.org.uk/wp-content/uploads/2021/11/External-Refer-a-Friend-Poster.pdf> – but in short, we will give you a £75 voucher for anyone who you refer for a job, if they are subsequently appointed, pass their probationary period and identify you as the person who referred them on their application form.

Thank you again for everything that you do each day.

Keep well and stay safe



Andy Rawnsley
Chief Executive

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