



Induction & Probation

The beginning of the journey



Our Steering Group

Working together to
reach a common goal



Staff & People We Support

Focus Groups



Stop!
Put on the breaks
and reverse



No Flow!

Spaghetti Junction



Blue Sky Thinking

Lightbulb Moment



HR Tool Box





"It feels good when you have interviewed someone and then they come to work with you."

"Sometimes we practice interviewing people so we can feel relaxed when interviewing people."

"We asked the questions to make sure the person can do the job. Once we've interviewed everyone we use pictures to remember everyone and pick who we think was best for the job."

Caroline Hill



"I can talk about how I like to make sure things are done right"



"I talk with Gemma about how staff support me and Gemma feeds this back to staff in their probationary reviews and at their appraisals."

"When I am feeling anxious about how things are being done, when they are not done properly, we can talk about it so the staff know how to do it the next time"

Margaret Callaghan

"Gemma talks to me about how staff are supporting me"

"We talk about the different ways staff support me"

"I would speak to my keyworker if I wasn't happy"

"All of my staff are a good help and I am happy with that"



Margaret Davis



Thanks for watching

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