

carefree



Inside this issue...

Page 3

Care industry stalwart recognised for 40 years of service

Page 5

Czajka Care Group - through the years

Page 8

Celebrating 40 years in style across our homes

Page 11

A Coronation to remember at Czajka Care Group

Catch up with all the latest news, events and activities from across Czajka Care Group's homes.



40Years
of Care



Letter from the managing director

Welcome to our 2023 newsletter,
which is a special year, as this is the 40-year anniversary
for Czajka Care Group. Forty years of caring for so many
people and how the years have passed so quickly!

We opened our first home, Staveley Oaks, in May 1983 and members of our original team, who included Irene Jest and John Carrington, still visit the homes regularly to this day. We will never forget the first residents, Mrs Lambert, who cooked cauliflower cheese at night time or Elsie Stokes, Miss Garnham and Mary Mann to name a few.

My Mum, Dad and wife, Jasia were all involved helping out in the home and we quickly expanded the family company, opening The Old Gables Residential Home in 1984, Birkleas Nursing Home in 1985, Fairmount Nursing Home in 1989 and Brookfield Care Home in 1992.

We of course built Fairmount Park retirement houses and

apartments and the Fairmount Park Clubhouse during the early 1990's, as well as developing Czajka Community Services across Leeds, Kirklees and Bradford.

In 2003 we acquired Currergate Nursing Home and Beanlands Nursing Home and built the 14 houses at Currergate Mews.

There are many stories I could tell about life at Czajka Care Group and about some of the extraordinary residents and staff it has been our privilege to meet. The dedication, loyalty and commitment shown by many key people over the last 40 years is nothing short of being miraculous.

You can see in the newsletter

that life goes on. In August we had a wonderful garden fete at Currergate Nursing Home where our colleagues presented Jasia and I with an engraved award, a Czajka Rose and a framed picture of both of us outside Buckingham Palace.

Czajka Care Group goes on with further building projects which will be completed in 2023 and 2024. Long may our hard work and success continue, especially during these exceptionally difficult times.

Thank you once again to every colleague working at Czajka Care Group in making this year so special, for all our residents and the Czajka Family.

Konrad Czajka 2023

Care industry stalwart recognised for 40 years of service

Our owner and managing director of Czajka Care Group, which is a family-run business that was established in Saltaire, West Yorkshire, in 1983 has been recognised for his outstanding commitment to the care industry over the last 40 years, attending a special Garden Party at Buckingham Palace.

Konrad and Jasia Czajka attended the Garden Party to celebrate the Coronation at Buckingham Palace in May. The Prince and Princess of Wales, William and Kate, were both present at the Garden Party, as were Princess Anne, Prince Edward and Sophie, Duchess of Edinburgh.

Konrad and Jasia were invited due to their many years of work for the Registered Nursing Home Association (RNHA), where Konrad is the Yorkshire Chair. Konrad said: "It was a great honour to be invited and watch Prince William and Kate spend a

wonderful afternoon talking to, and having photos taken with numerous young adults with physical disabilities and their families.

"We spent the afternoon walking around the fantastic Buckingham Palace gardens, along with many dignitaries and enjoyed the sandwiches, cakes, tea and ice cream! We were lucky with the weather, with sunshine most of the afternoon."

Konrad and Jasia stayed at the Rubens at the Palace Hotel, which was the headquarters of Prime Minister General W. Sikorski, Commander in Chief of the Polish

Forces in the Second World War, until his tragic death at Gibraltar in 1943. Konrad added: "With my Polish heritage, it was amazing to stay in the Palace Hotel. This was a wonderful experience for both Jasia and I, and we will never forget it!"

Garden Parties are an important way for members of the Royal Family to speak to a broad range of people from all walks of life, all of whom have made a positive impact in their community and also reward public service.



Czajka Care Group celebrates 40 years of care



This summer we celebrated our 40th anniversary! We now own and operate Brookfield Care Home and Staveley Birkleas Nursing Home, which are both in Nab Wood near Shipley, and Currergate Nursing Home in Steeton. We also offer a range of purpose-built retirement houses and apartments at Currergate Mews in Steeton and Fairmount Park in Nab Wood as well as The Clubhouse at Fairmount Park.

Last month we announced plans to make a multi-million-pound investment in our flagship Fairmount Park development. As part of the plans, Brookfield Care Home will also benefit from a major extension and improvements programme and merge with Fairmount Nursing Home, which is being demolished to make way for eight stunning new purpose-built retirement houses and apartments.

We are also extending Currergate Nursing Home, investing £1.5m in the development and refurbishment

of the popular home. Currergate Nursing Home currently has 34 fully occupied rooms, and the development will create 15 new en-suite bedrooms.

Konrad said: "As we celebrate our 40th anniversary, we are proud to be investing in our homes and our people. Both my sons, Daniel and Dominic, work in the business and many of our dedicated and very loyal team members have been with the group for decades.

"I started out in the industry in the early 1980's in the social services department at

Leeds City Council, advising on nutrition, hygiene and health and safety across the council's residential homes, children's homes and day centres before opening my first care home. To see Czajka Care Group today is testimony to those that work with and live with us at our wonderful homes. Our homes are safe places, where people are assured of being looked after well medically, where they can thrive, make friends and be part of a flourishing community."





Czajka Care Group - through the years

How it all began:

Whilst working in Leeds Konrad Czajka built up a property portfolio and decided that opening a care home of his own was a much better way to provide quality care for older, frail and disabled people, than working for a local authority.

In 1983 he opened Staveley Oaks Residential Home, then in 1984, Birkleas Nursing Home for young adults with physical disabilities, before opening The Old Gables Residential Home in 1985. In 1989, after a period of consolidation, the company acquired land at Nab Wood in Shipley, where over the next four years Fairmount Nursing Home, Brookfield Care Home and 37 retirement houses and apartments were developed.

This development included The

Clubhouse at Fairmount Park, which is a members' only club with a bar, restaurant, swimming pool, steam room, snooker table, library and boardroom area. A crown bowling green, a putting green and croquet area were also included in the development. Konrad said: "Convincing the planning department about the benefits of the ahead of its time 'care village' concept was extremely difficult, but thankfully we were successful in obtaining the planning permission and now we are extending Fairmount Park due to demand for purpose-built retirement homes."

In the 1980s, demand for care at Birkleas Nursing Home was such that an annexe was built and Staveley Oaks and Birkleas merged to become a 60 bed

nursing home for young adults with physical disabilities. The home was clustered to comply with the environmental standards at that time and each cluster had its own lounge and dining room. One cluster became a rehabilitation floor where a physiotherapist and aide worked, and a kitchen with adjustable unit heights, where the residents could practise their cooking skills, was built. A sensory room, hairdressing suite and a games room were added on at the request of the residents living in the home. Now, Staveley Birkleas is one of the North of England's leading specialist nursing homes caring for 60 young adults with physical disabilities.

Further growth at Czajka Care Group:

In 2001 Czajka Community Care Services was launched offering home care and domiciliary care to people in their own homes. Home support services including dressing, bathing, medication administration, domestic duties, health monitoring, night care and emergency cover, were provided across West Yorkshire.

In 2003, the company acquired Currergate Nursing Home at Steeton and Beanlands Nursing Home at Cross Hills in Craven. Beanlands Nursing Home has recently been sold to another independent family run provider.

At Currergate Nursing Home planning permission was granted for 14 retirement houses. Sold on

full equity or a 50% shared equity basis, with rentals on the other half, or rented on an assured shorthold tenancy agreement to people over 55 years of age, the homes were soon snapped up and remain just as popular today with a waiting list for new residents.

Konrad said: "It's been extraordinary to see the changes

over the years. Now people wanting to live in retirement communities are generally 75 years or older and people needing care are now around 85 years or older. The first 'older' person that came to live at Fairmount Park was 58 years old in 1991!"

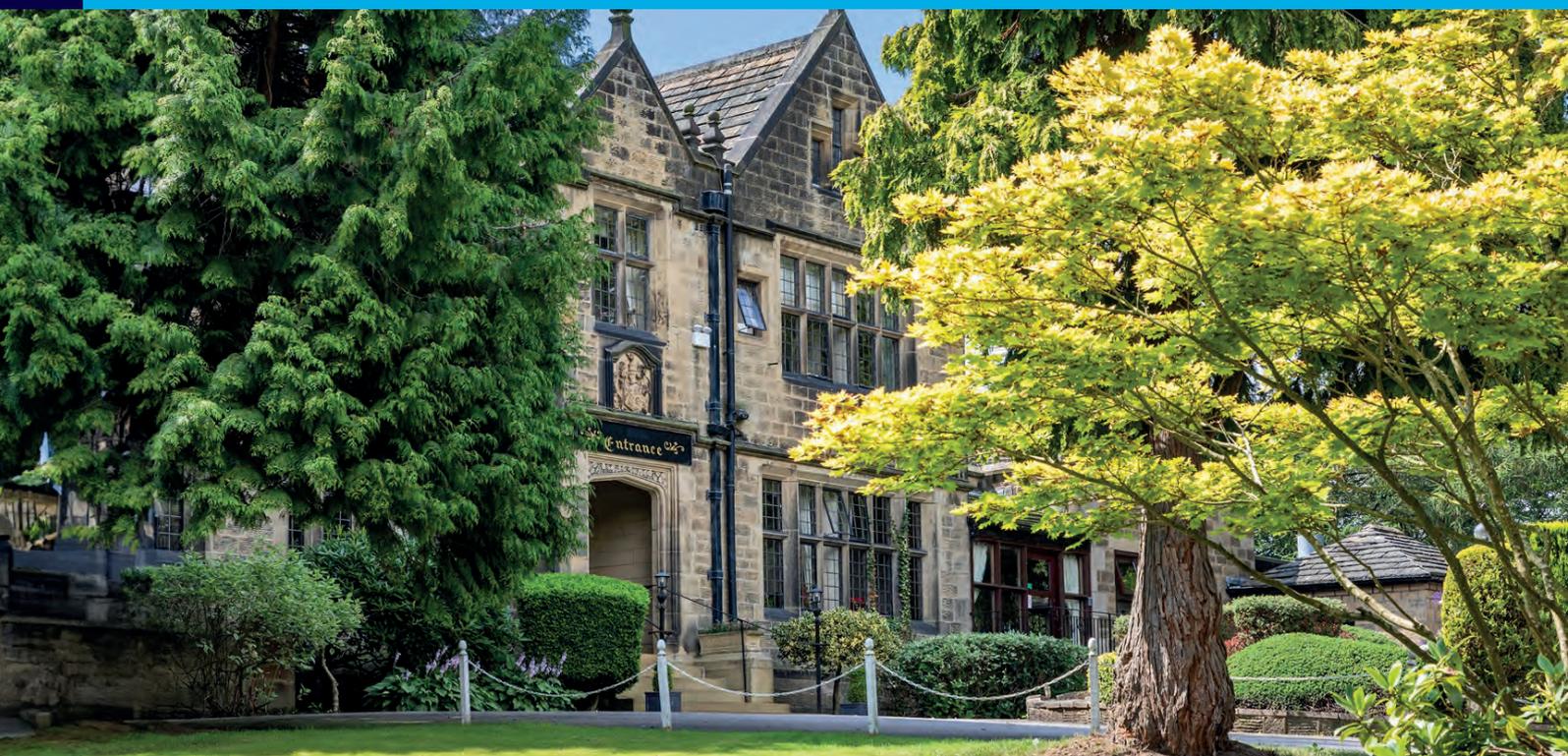
Changes at Czajka Care Group:

Around six years ago, Czajka Care Group exited the homecare/ domiciliary care market after developing a quality workforce of 200 carers working from offices in Bradford, Kirklees and Leeds. Czajka Community Care Services was unable to provide the quality care needed on local authority

rates at the time. Konrad said: "There has been little improvement in rates since our exit and this is still causing a national crisis. People are in hospital beds, who cannot be discharged, as no homecare is available."

Another area of care the company exited was the residential

special school for young boys with emotional, behavioural difficulties – The Old Gables. Konrad said: "This required highly qualified and experienced teachers, and, in my experience, these were not forthcoming at the time."





What does the future hold for Czajka Care Group?

The next generation will be focussing on the 'fit for purpose' agenda. Being 'fit for purpose' is vitally important and that is why Czajka Care Group has driven forward expansion plans at Fairmount Park and Currergate Nursing Home. Konrad added: "We are also reopening the Czajka Training Centre, where a newly appointed training manager will focus on tackling the recruitment and retention issues the industry is facing, as well as providing dedicated training. Our in-house induction, to become a staff member, takes three or four days and although mandatory training is essential, it is important that all new staff understand our core values and our philosophy of care."

"The bonding that takes place when we have up to 30 staff members together in the training centre is immeasurable. Retention is improved and anyone there who doesn't appear to be dedicated, committed or caring is weaned out at this very early stage."

What role does Czajka Care Group have in the Bradford Care Association?

Konrad Czajka is Chair of the Bradford Care Association (BCA). The organisation focuses on the needs and outcomes of

care recipients and has strong relationships with the local authority and wider partners. Konrad said: "I feel we have managed to contend with the changing guidance over the last few years, as well as the Covid-19 pandemic well, whilst supporting and serving our members."

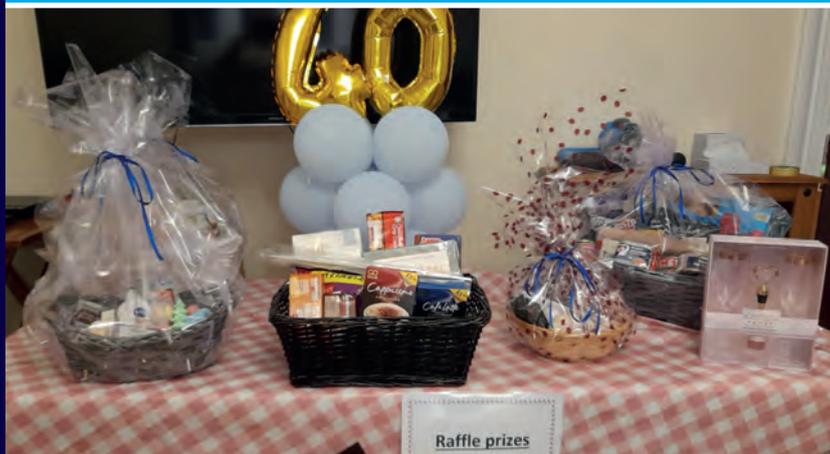
The BCA is also part of the Care Association Alliance. As a member, it gives the BCA a strong influential representation at a national level. Konrad said: "Nationally we are committed to a long-term workforce strategy for adult social care, which aligns pay and benefits with the NHS and local authority run services."

A word of thanks:

Over the last 40 years Konrad has seen many changes in the industry but the one thing that never changes is the amazing people who work in it. Konrad said: "I am always grateful to those colleagues who have shown true loyalty to our residents, as well as commitment and love to Czajka Care Group. Both my mother and father were cared for in their later years at Fairmount Nursing Home and Brookfield Care Home and I can say without hesitation that the care was outstanding and that is what everyone deserves."

Celebrating 40 years in style across our homes

We hosted a number of fun parties across our homes, retirement developments and at The Clubhouse at Fairmount Park to celebrate our anniversary with the people that matter – our team and our residents. We created some wonderful memories and feel very grateful to everyone who made the celebrations so special.



Currergate Nursing Home expands to meet demand

Work to extend our popular Steeton Nursing Home has started, after planning approval was granted for the first phase of development, which will create dozens of new full-time jobs.

Currergate Nursing Home currently has 34 fully occupied rooms, and £1.5m is now being invested in the development and refurbishment of the popular home.

Rated 'Good' by the Care Quality Commission (CQC), Currergate Nursing Home opened in 1982 and has been owned and run by Czajka Care Group for 20 years. The home and its talented team of 53 provide day care, respite care, full-time care and end of life care from the attractive home, located at the south of Skipton Road.

Built originally in 1912, the Grade II listed building was originally built for Norman Dixon Walker and his wife Edith Maude. He was the wealthy owner of Dixon & Sons; a firm of bobbin manufacturers and timber merchant that was based in Steeton at Bobbin Mill.

The new development will see extensions and alterations to the building's existing west wing, and the partial demolition and

rebuilding of an east extension, to provide additional accommodation and improved facilities for residents.

The design includes a first floor and side extension to the existing single storey west wing, which will be attached to the historic building via a first-floor glazed link. The existing two-storey extension to the east of the building will be demolished and replaced with a larger three storey extension. All the rooms will be state-of-the-art and include disabled friendly ensuite bathrooms.

Konrad said: "The main aim of our exciting development is to increase the capacity of our nursing home and ensure its long-term viability. We believe these carefully thought through plans will also improve the appearance of the west wing by replacing the existing pink coloured artificial stone with a more complementary natural stone, amongst several other benefits.

"Our designs are sympathetic to the appearance and special

interest of Currergate and have been carefully considered at every stage. By removing the inappropriate artificial stone, we will be making the building right again and we are delighted to have started work on the project.

"This development will give our wonderful nursing home a secure and sustainable financial future as part of a significant investment into this historic building that we have owned and loved for 20 years. We believe we will create at least 25 full-time jobs and help address the chronic shortage of beds for both private and local authority funded residents."

Currergate Nursing Home is run by a dedicated team of experienced nurses and professional carers and is one of the few homes in the region to have been awarded the Gold Standard Framework accreditation, in recognition of its exceptionally high standards of end-of-life care. It also has an excellent infection control rating.



Building on our retirement offering in Shipley

Our plans to make a multi-million-pound investment in our flagship Fairmount Park development in Nab Wood near Saltaire are now underway. As part of the plans, Brookfield Care Home will also benefit from a major extension and improvements programme to merge with Fairmount Nursing Home, which will be demolished to make way for eight stunning new purpose-built retirement houses and apartments.

Our plans to make a multi-million-pound investment in our flagship Fairmount Park development in Nab Wood near Saltaire are now underway. As part of the plans, Brookfield Care Home will also benefit from a major extension and improvements programme to merge with Fairmount Nursing Home, which will be demolished to make way for eight stunning new purpose-built retirement houses and apartments.

We were granted planning permission for the development in 2021 and have been liaising with the residents and families at Fairmount Park and Fairmount Nursing Home to plan for the expansion.

Konrad said: “As always, we have put the needs of our residents first and had regular meetings with our residents and their families to detail our plans, discuss how they would like to move forward and involve them in shaping our timescales. As part of the development, we will create an additional eight new and modern rooms with first

class facilities and can't wait to welcome people here.

“All the team at Fairmount Nursing Home have also been offered roles within Czajka Care Group at our other care and nursing homes. In fact, as part of this investment, we will also be creating at least a dozen new jobs, which is welcome news for the local economy.

“These exciting plans will help us meet the huge demand for purpose built, high quality, assisted living retirement homes in the area, whilst also providing invaluable residential care for 48 residents at our extended Brookfield Care Home.

“Currently there is some availability at our existing purpose-built retirement homes at Fairmount Park, which has 37 houses and apartments and no availability at Currergate Mews which has 14 houses. The two retirement developments both have long waiting lists, with some people reserving a property years in advance of their planned move date.”

Konrad added: “We have long waiting lists for our retirement houses and apartments because people love their locations, property styles, leisure facilities and the support available. By delivering eight new homes for people over 55 at Fairmount Park, we hope to meet some of this demand and provide people with an individual home that gives them privacy and independence, but with all the benefits of being part of a wider community with assisted support as and when they need it. At Fairmount Park, another really popular pull is the crown green bowling and putting greens, and many of our residents are also members of our wonderful Clubhouse, where they enjoy a host of services.”

The Clubhouse at Fairmount Park is home to a bar, restaurant, private function suite, swimming pool and gym, and is the focal point of the development, which sits in a leafy area, within four acres of private gardens.



A Coronation to remember at Czajka Care Group

We pulled out all the stops to celebrate the Coronation of King Charles III. Residents from our homes and retirement communities, their families and friends all enjoyed fabulous parties to celebrate the memorable occasion.

Konrad said: "Many of our residents remember Queen Elizabeth II's Coronation 79 years ago and we wanted to make sure they enjoyed every moment of this Coronation.

"With delicious spreads courtesy of our talented chefs, we had a wonderful afternoon

tea and were very lucky with the weather. Everyone was able to watch the Coronation and our residents really enjoyed seeing the Gold State Coach, the ceremony at Westminster Abbey, the procession back to Buckingham Palace and the impressive fly past.

"I would like to thank each and

every one of our hardworking team, from the chefs who produced such tasty food, to our carers, nurses and support staff, some of whom offered to come in on their day off, to help set up and run the celebrations."



A warm Czajka welcome to our new team members

We have recently welcomed Vicky Stainburn as the new registered manager at Currergate Nursing Home, Vicky lives locally in Otley and grew up in Bingley. She qualified as a nurse in 2007, then she went on to manage a group home, before joining Czajka Care Group.

At Staveley Birkleas, we have welcomed Solmaz Bahadori-Ridge as our registered manager. Solmaz is a qualified Registered Nurse Learning Difficulties (RNLD) nurse and has worked in the care sector for 21 years. Experienced as both a deputy manager and manager, as well as training provider, Solmaz is a highly knowledgeable and skilled manager and a welcome addition to the team of 112 at Staveley Birkleas. Congratulations to nurses Imogen Tempest-Mitchell and Deborah Holgate who have all been promoted to unit managers at the home, and a

warm welcome to our five new recruits from abroad.

Congratulations to Nicola Parker on her promotion to senior manager. Her new role will see her take on more responsibility across all three homes and give greater input into bringing about positive changes across the group. Nicola has been with Czajka Care Group almost three years and is a much-valued member of the team.

At Brookfield Care Home, we welcome Julieann Fitton as our new registered manager and congratulate two of our dedicated team members, who have become joint deputy managers at the home - Helen Larkin and Ada Przykaza. They have worked for us for a combined total of more than 10 years.

Ada started her career in care as a care assistant and progressed through the ranks

over the last six years, whilst gaining valuable support and training from Czajka Care Group. Ada said: "I started working in childcare at my son's school but moved across to adult care which I have found much more rewarding.

"I love supporting our residents and their families and helping in any way that I can. From the everyday personal care aspect of my role, to administering medications and helping with activities and organising events, each day is different. I really enjoy chatting to our residents about their past and understanding what makes them feel comfortable and at home. I feel proud to play a part in our residents' lives and am looking forward to my new role, which will see me supporting our team's development whilst continuing to care for our residents."

Helen said: "I started working

A fond farewell to Lynne Taylor after nine years



Imogen Tempest-Mitchell



Solmaz Bahadori-Ridge



Deborah Holgate



Vicky Stainburn



Adelajda Przykaza and Helen Larkin



Nicola Parker



in care when I was 16 whilst studying for a BTEC in social care at sixth form college. Over time I have gained more responsibilities, and alongside my daily care and medication roles, I have worked hard to progress in my career.

“I help welcome and settle in new residents when they move to Brookfield Care Home,

support team training, look after the care plans and supervise newer team members, but my most admirable skill is my tea making abilities! Every situation is made better with a good Yorkshire cup of tea and I like nothing more than catching up with our residents and their families over a brew!

“The people I work with are like one big extended family and to see so many smiling faces and contented residents makes this job worthwhile. My new role will see me continue to make sure all our residents are safe, secure and well cared for, whilst also taking on more managerial responsibilities.”

We wish group governance and safeguarding lead, Lynne Taylor a fond farewell after nine years with Czapka Care Group. During her time at Czapka Care Group, Lynne spent five years as registered manager at Fairmount Nursing Home and prior to that she worked at the Yorkshire Clinic as a senior ward sister for 13 years.

She has also assisted with providing specialist safeguarding adults training, together with Bradford Safeguarding Adults Board, to a wide range of organisations across Bradford including the NHS, social workers and other care homes.

Lynne has worked hard to ensure that all CQC compliance requirements are met and exceeded, along with guidelines produced by the National Institute

for Health and Care Excellence (NICE), across the company's homes. She has also been invaluable by evaluating all the reports that the homes produce and identifying and reacting to trends within them.

Lynne said: “I have thoroughly enjoyed the different roles I have held at Czapka. As a registered manager, trainer and a nurse, and most recently as group governance and safeguarding lead, all have

been hugely rewarding. I have most enjoyed working closely with the teams to further enhance how our homes operate and I will miss everyone greatly.”

Konrad said: “Lynne is so knowledgeable, and she has had a very positive impact on everyone she has worked with. We will miss her valuable guidance and advice, but Lynne will however continue keeping our policies and procedures up to date.”

A blooming great time at Czajka's homes

We aim to make every day interesting and engaging across our homes, but always go the extra mile to celebrate special occasions. At Easter we organised several 'egg-citing' activities and there have been plenty of fun events hosted throughout spring and summer too.

Konrad said: "The Easter bunny definitely put in the hours across our care and nursing homes! With fabulous craft activities, ingenious Easter egg hunts and tasty treats prepared by our wonderful residents and chefs – there was enough chocolate to sink a ship!

"Our older residents who live with us at our Fairmount Nursing Home and Brookfield Care Home in Nab Wood and our Currergate Nursing Home in Steeton enjoyed our Easter craft sessions and made brilliant Easter bonnets.

"Our younger residents, who live with us at our specialist home, Staveley Birkleas, which is also in Nab Wood had a great time taking part in the Easter egg hunt and they also baked delicious Easter cakes and buns.

"As we moved into summer, we have spent plenty of time outside in the gardens and grounds of our wonderful homes. With accessible raised flower beds, many of our residents enjoy helping to plant up flowers and vegetables and we have loved seeing them grow.

"We have taken advantage of the warmer days with trips out into our local communities, with residents from Fairmount Nursing Home and Brookfield Care Home in Nab Wood all having a great day out at Tong Garden Centre. After indulging in lots of retail therapy, they all enjoyed a lovely lunch in the acclaimed café.

"Our older residents particularly enjoy trips to the local garden centres and our younger residents, who live with us at our specialist home, Staveley Birkleas, had a great meal out at the Aagrah, as well as regular theatre, cinema, bowling and trips to the seaside.

"As well as our outings, our wonderful activities coordinators organise and run a huge range of interesting and fun activities on a daily basis for all of our residents. With regular afternoons full of fun and games, giant floor quiz games, Connect 4 and dominoes are always popular, and usually followed by a nice cup of tea after all the competition! Our residents also enjoy the many live music performers and entertainers that we book to come into our homes, as well as the exercise classes that keep everyone fighting fit.

"As always, we marked Mother's Day by making wonderful cards, floral decorations and enjoyed a lovely lunch across all five of our homes, which was prepared by our talented team of chefs, and we celebrated Father's Day with a special lunch and gifts too. Flower arranging is another popular activity that we organise at our homes and of course, we celebrate everyone's birthdays with cakes, parties and balloons."





The perfect recipe for a tasty career

This year we launched a recruitment drive to grow our team of qualified chefs. Karl Minott is the latest chef to join us after previously working as head chef in city centre kitchens for one of Europe's largest craft brewers and serving up BBQ style food for a well-known restaurant chain.



He now works at our Brookfield Care Home in Nab Wood near Shipley, in a catering team that prepares breakfast, lunch and dinner for its residents, as well as any of their guests.

Karl said: "Until recently I was regularly working from 11am until 11pm every Friday, Saturday and Sunday, as well as doing shifts during the week. I had no work-life balance and was fed up, but when a former colleague mentioned their experience working in the care sector, it got me thinking that there must be a better alternative.

"Now, I don't work late into the evening and I couldn't ask for better working hours. We serve breakfast every morning and then offer a four-week rolling menu

with various options for lunch and dinner, as well as cooking with seasonal produce that's mostly sourced from local suppliers, which is also very satisfying.

"Generally, our residents love our traditional dishes the most, with roast dinners, tasty pies, creamy mash and gravy always popular, as well as our summer menu offering lots of light and flavourful alternatives. However, the star of the show is fish Friday, when we serve up a traditional fish supper, and that stays on the menu regardless of the season!"

Konrad added: "Mealtimes are vitally important for our residents and often a real focal point of the day, as well as an opportunity to socialise, so we take pride in

always making them thoroughly enjoyable. Our catering team and chefs are fundamental to this, and we're keen to expand our team further.

"Karl is a great addition to Brookfield Care Home. He's led fast paced kitchen environments in city centres, but he recognised the additional benefits that we could offer. This means typically working a 40-hour week, between 8am and 5pm, with no late evenings, and overtime paid at time and a half. We'd urge any other chefs who are looking for a vastly improved work-life balance who have a passion for serving up quality dishes to contact us now."

For more details about career opportunities for chefs at Czajka Care Group call Amy Bland on 01274 586437, email careers@czajka.co.uk or visit www.czajka.co.uk.



Retirement living at its best

Fairmount Park, Nab Wood near Saltaire

Forty five purpose-built retirement houses and apartments in total, all set within four acres of meticulously kept, private grounds.



Eight new purpose-built, high quality, assisted retirement homes with limited availability for people aged over 55, following a multi-million pound investment.



With fabulous facilities at The Clubhouse at Fairmount Park including a swimming pool, gym, bar, restaurant, crown green bowling and putting greens.



If you want to find out more about starting a new chapter in your life at Fairmount Park, please call 01274 599564 or email info@czejka.co.uk and we'll gladly arrange for you to visit and experience the development for yourself.

Fairmount Park Retirement Houses, off Nab Wood Drive, Nab Wood, Shipley, BD18 4EJ

