

**Nick Dellar, 37, is a catering assistant at Sodexho at Lympstone Commando Training Centre Royal Marines (CTCRM). His main duties are keeping the mess halls clean and tidy. He has now also mastered stock rotation and the servery. Nick was referred to Pluss in 2006 to undertake work preparation as he had not worked for a long time and was suffering from depression.**

Previously Nick had undertaken voluntary work but was very unconfident and quiet. He was also concerned about losing his benefits and this was a major barrier to finding work. Nick and Pluss calculated he would be better off financially if he had a job of 25 hours or more a week.

Nick started at Lympstone on a work trial and was offered a job as a Kitchen Porter. An adjustment was made so that Nick could work around the bus times. Pluss also provided extensive job coaching to help increase his confidence and stamina.



Nick is now a valued and hard working team member. He is well liked by all colleagues and is considered the life and soul of the party.

Last year he was awarded CTCRM Lympstone Employee of the month. His confidence continues to increase and he has now taken on a range of extra duties that are his complete responsibility.

Nick has a learning disability and lives in sheltered accommodation in Exmouth.

### **Nick's words**

“Before this, I had looked for everything jobs wise. Then this cropped up.

I've got a good bunch here - all the banter that goes on around me. I enjoy getting the vending machines stocked up.

If I get the job done and please the supervisors, that's it and it makes me feel good. I don't feel down anymore as I'm doing something useful.

I did a work trial at first and had job coaching. Next thing I know, I am still here, I have been here ever since. I did in-house training with Mick (Supervisor), and Pluss helped me get my benefits and tax credits sorted.

I feel a lot more confident. Now I have got money I can go out places and I bought myself a laptop. I couldn't do that on benefits, things used to be very tight.

## Mick Phillimore

Senior Supervisor and Nick's Line Manager

"Nick came to us on a work trial for eight weeks initially. He has the responsibility for keeping stock tip top. He does a top job in keeping it all up to date.

Nick is never late, always clean and tidy and always does over and above what he's asked. You can't ask for better than that. He always has a smile on his face and has a good laugh with people around him. The one liners he comes out with are hysterical.

He's a real team player and fits in around all of us. He gets on well with everyone and also comes out with us on social occasions. The military love him as well. He is a lovely character.

The good thing is he can also work by himself, unsupervised, quite happily.

Pluss come in and see how he's getting on. We discuss what he would like to do in the future, and set targets and goals. It's also good to know we can call Pluss with any bits and pieces we need to sort out.

Nick has done really well. Sodexo has a culture that we develop people to bring out the best in them – in return we get performance and loyalty, and we believe Nick has a lot he can offer.

## Jeff Thorpe

Catering Manager

It gives us a lot of satisfaction to see Nick doing so well. When he first came, he was a lot more in his shell. He's blossomed, become more confident and goes about his job

It's also given him a real sense of achievement. It's a massive place and he does a great job. By employing Nick, we've reaped the rewards as a company and I believe Nick feels he has too. If the opportunity arose, we would definitely do it again.