

Our Journey to Employee Ownership

Like many of our management team, Holly Englefield has worked her way up from starting as a carer in 2013. She is now the Operations Manager.

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Our journey to Employee Ownership started in 2014 when Nightingales' owners realised it created only winners.

In June 2014, Nightingales' founders, Nick and Sarah Bruce, embarked on a revolutionary journey, transforming their business model into a beacon of employee empowerment and collective success. Their decision to share ownership with their colleagues wasn't just a noble gesture, but a strategic move to elevate Nightingales to new heights.

Recognising the uniqueness of Nightingales' values-driven care, they shunned the traditional exit strategy of selling to a third party, which could jeopardise the company's ethos. Instead, they sought to preserve and nurture this unique culture by entrusting it to those who helped build it – the employees.






To make this transition equitable and meaningful, they innovated a unique employee ownership scheme. Rather than simply gifting shares, which might not be fully appreciated, employees earned their stake by meeting specific targets, fostering a culture of 'working harder and smarter'. This led to employees being entitled to a significant portion of the company's profits and having a say in its future.

This dynamic approach evolved, allowing individual employees to purchase Partner Shares at a substantial discount, deepening their investment in Nightingales' success. This not only democratises ownership but aligns everyone's interests, leading to a continuously increasing stake for employees in the company.

Nightingales operates with unprecedented transparency, embracing an open-book policy where all financial details, except individual salaries, are accessible to every employee. Furthermore, employee representatives participate in Management Board Meetings, ensuring their voices are heard in crucial decision-making processes.

At Nightingales, employee ownership is more than a policy; it's a culture where everyone's contribution is valued and rewarded. This model doesn't just benefit the staff; it resonates through the entire company, enhancing the happiness and satisfaction of our clients. Nightingales stands as a testament to the power of shared ownership, where every employee plays a vital role in weaving the fabric of a compassionate, thriving community.

Employee-Ownership Benefits

-  More Satisfied Clients
-  Happier, Healthier & Wealthier Staff
-  Greater Resilience & Performance
-  Smoother Leadership Transition
-  Improved Recruitment & Retention