



Spotlight on...

equality, diversity and inclusion

CONSIDERATE
CONSTRUCTORS
SCHEME

Case Study: Lovell Ivy Jankowska

I joined Lovell in January 2018 after completing my master's degree in International Human Resources Management at Middlesex University London and seeking my first opportunity in HR.

I had previously worked in a recruitment company which I enjoyed but was very sales-oriented; what I was really looking for was a people-oriented role.

In the hunt for my first junior HR role, I decided to apply for a HR, Training and Operations Administrator position at Lovell. The role was very broad and had many hats which I truly enjoyed. I was not too keen about working in Construction to beginning with as I had little to no knowledge of the industry but that changed very quickly.

From the start, my days would vary and I would always find myself doing different things which I found very exciting. The operations side of my role helped me get a better understanding of the construction industry and although the HR and Training aspects of the role were mainly administrative to beginning with, it made me realised the importance of recording data correctly.

Just over a year later, I identified the need of training new starters on Project Plus which is our central filing system used for auditable purposes to ensure compliance and quality system. I had also taken on more responsibilities and was therefore promoted to HR & Training Administrator.

I have also embarked on the LSDP 2, which was interrupted by my maternity leave, but I am keen to complete this in 2021/22.

Before going on maternity leave, I was introduced to the Lovell Enhanced Maternity Scheme which anyone who has been employed for a continuous period of at least 26 weeks ending with the 15th week before the expected week of childbirth (and has not been on adoption leave or maternity leave during the previous 6 months) is eligible for.



This is paid at:

- **100% of normal basic salary for the first 13 weeks period of maternity leave**
- **50% of normal basic salary for the next 13 weeks period of maternity leave**
- **The remaining 13 weeks (or less if the employee returns to work sooner) of ordinary and then additional maternity leave is paid at the flat SMP rate or 90% of average weekly earnings whichever is the lower**
- **The remaining 13 weeks additional maternity leave, if taken, remains unpaid.**

For an organisation in a male-dominated industry, the Enhanced Maternity Scheme is applaudable in comparison with the statutory maternity pay which is paid at 90% of the employee's average weekly earnings for the first six weeks. The standard rate of SMP is then paid for the remaining 33 weeks (or less if the employee returns to work sooner).

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On my return, my manager Liz Scott identified a potential for me to take on more responsibilities and promoted me to HR & Training Co-ordinator.

I now oversee the Training department for the London and Southern region and have broadened my role with many more HR functions including shadowing my manager in employee relations cases.

In just three years, my role has evolved to a level I had not anticipated. This is the first company I have worked for that offers so many opportunities for career development.

Lovell has also been very flexible in giving me the chance to readapt my work-life balance with my change of circumstances (i.e. becoming a mother); I now work four days a week which gives me a chance to enjoy my new role as mother as well as developing an exciting career with Lovell.

Motherhood has reinforced many transferable skills such as multitasking, time management and working for a company that is so supportive is a real positive. I feel included, respected and valued.

It has always been vital for me to find a role that I enjoy and where I can grow and I found it with Lovell. I truly am proud to work at Lovell.