Royal Star & Garter

Care with courage





Registered Nurse (Days) - Surbiton

Candidate information pack



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Care with courage

Welcome to Royal Star & Garter

Thank you for your interest in Royal Star & Garter.

Since I joined this fabulous charity in Summer 2019 I have been amazed and humbled by the passion and dedication of every member of staff. Our teams in our three Homes are nothing short of exceptional in the care they deliver, while our teams in Central Services provide unrivalled support.

I am looking for someone really special to join our Registered Nursing Team. My ideal candidate will be someone confident in providing high quality nursing care to the amazing veterans that we support. It is a role that will suit a Registered Nurse who is driven and motivated, with the courage to go the extra mile for the residents.

More importantly it matters to me who you really are. We strive to live our values in everything we do and we want the people who join us to do the same. Having the right person join us matters and key members of the Nursing Team will support the recruitment process. We are committed to investing in our staff – in skills, behaviours and well-being. We have a comprehensive training offer for our staff and your continued professional development is important to us. We are looking for people who share our values, people with passion and dedication who want to work as part of a team, and people who want to make a difference to others.
If this is you then I look forward to receiving your application.

Helena Maher
Home Manager

The role at a glance

Title: Registered Nurse
(equivalent to NHS Band 6)

Location: Royal Star & Garter, Upper Brighton Road, Surbiton, KT6 6JY

Reports to: Home Manager

Hours: 37.5 per week

Salary: £38,854.20

Contract: Permanent

More information:
Helena.Maher@starandgarter.org

Job description

Purpose

Provision of the highest quality of care and service to residents in accordance with our Care Strategy, chosen model of care and values. Deliver effective leadership of staff on shift.
Support the Lead Nurses in the planning, implementing, monitoring and auditing of care.

Key responsibilities

- Provide effective nursing care and clinical interventions to promote and maintain the health and well-being of residents at all times
- Effectively manage the shift, ensuring all residents receive the highest standards of physical and emotional care and that this is documented in accordance with their care plan, our policies and relevant legislation
- Create and manage person-centred care plans and risk assessments
- Act as a role model by working alongside Health Care Assistants and promoting best practice
- Manage assigned care staff ensuring all processes and practices are carried out to a high standard, including but not limited to, supervision, appraisal, absence management
- Oversee the administration of medication, mentoring care staff to ensure competence at all levels
- Champion a professional, open, values-based culture that empowers staff to deliver high quality care
- Effectively engage with visiting professionals, advocating for our residents when required
- Proactively engage in the wider management of the Home, for example ensuring residents are able to engage in any and all activities as they wish, driving a culture of cost consciousness and stock management
- Undertake audits as identified within the clinical governance agenda and implement action plans to drive best practice
- Reporting incidents via the electronic system, ensuring a proactive approach to managing the incident and sharing the learning from this
- Work in partnership with residents and their families to ensure effective clinical treatment and well-being approaches are delivered
- Adherence to all legislation, professional codes and policies including, but not limited to, The NMC 'The Code', Health & Safety legislation, GDPR and all charity policies
- Maintain a high degree of confidentiality at all times
- Any other duties that may be reasonably required in line with your role as requested

To apply

Send your CV and a covering letter (no more than 2 sides) outlining how you meet the person specification and what you will bring to our team

to Lindsay Campbell

Surbiton.Jobs@starandgarter.org

by 6 October 2021

Person specification

Essential behaviours / characteristics

- Excellent at building positive relationships with colleagues
- Demonstrate warmth, compassion and understanding of older people with disabilities and physical care needs and those living with dementia
- Flexible, positive and proactive with a 'can-do' attitude
- Adaptable and innovative with drive, energy and passion to introduce new ideas and inspire colleagues
- A commitment to personal and professional development
- Committed to our mission, values and to enabling outstanding care for the veteran community

Essential experience

- A Registered General Nurse (RGN) or a Registered Nurse – Learning Disability (RN-LD) or a Registered Mental Health Nurse (RMN)
- Confident in using IT systems and supporting others to do the same

Desirable experience

- Experience of and genuine desire to work in nursing and care of older people / dementia care
- Previous experience of managing teams of Health Care Assistants



Mandatory requirement

In line with the amendment to the Care Act the successful candidate must be Covid-19 double vaccinated

Our values

With love

We carry out our work with love, care and compassion.

Living positively

We are optimistic in everything we do, supporting veterans and their partners in leading happy, fulfilled lives.

As a family

We work and live as one team, one family, one community.

Standing in their shoes

We show admiration and respect for people and never forget what they have done.

Take courage

We are not afraid to do what is right and what is needed.

Offer

Although we are a charity we offer a generous package

- Salary of £38,854.20
- 37.5 hours per week worked as three 12.5-hour shifts
- 2-week fixed rota
- Over time paid at time-and-a-quarter
- Equivalent of 25 days holiday per annum plus bank holidays (pro-rata for part-time)
- Employer Pension Contribution of 7.5% with matching Employee contribution of 5%
- Life insurance of 3 x salary (until age 70)
- 2 months full occupational sick pay, 1 month half pay before statutory sick pay
- Access to appropriate professional bodies and payment of membership fees after 6 months of employment
- Learning and Development – fully funded opportunities to support you in your role

About us

Our mission

Royal Star & Garter was founded in 1916 to care for the severely injured young men returning from the battlegrounds of the First World War. Today, our mission is to provide an outstanding range of quality care and therapies to veterans and their partners living with disability or dementia.

Our care

We provide loving care for veterans and their partners who live with disability or dementia in three state-of-the-art Homes, ensuring they are respected as individuals. We meet their needs in an appropriate, personalised and compassionate way and this is supported by highly skilled and motivated staff. We constantly evolve our services and innovate our care to meet present and future need and this now includes younger veterans, a day care service and plans for an outreach project later this year.

About us

Our future

Today, we run three Homes where we deliver an unparalleled level of specialist nursing care for veterans and their partners, including award-winning dementia care. We are developing our services to provide day care across all three Homes, an outreach service and care for younger veterans.

Our knowledge

We have over 100 years' experience in providing pioneering nursing and therapeutic care to veterans living with disability and dementia. We are committed to sharing our knowledge and skills with other organisations to promote better care for all veterans and older people. We partner with health care, military and academic organisations for the benefit of our local communities.

Sharing our experience

We are passionate about innovation in our care to improve the lives of veterans and their partners and we are ideally placed to provide training. Our Homes offer military nursing student training and placements to Nursing Associate Trainees as part of an NHS pilot scheme.

Surbiton

With its stunning foyer and relaxed, spacious lounges, our Surbiton Home offers a warm, friendly welcome. Highly trained staff provide specialist nursing and dementia care in comfortable surroundings, where the focus is always on the individual.



High Wycombe

Our High Wycombe Home is our newest and has been designed for the comfort and well-being of our residents. Specialist nursing and dementia care is offered in a relaxed, homely environment, where residents can enjoy the many activities, share their day with friends or enjoy time in the spacious lounges and landscaped gardens.



Solihull

Our Solihull Home offers a warm welcome to residents and their families. The Home is rated 'Outstanding' by the Care Quality Commission in all five areas and staff provide specialist dementia and nursing care tailored to the needs and wishes of each individual. Every aspect of the Home has been designed with our residents' well-being in mind.

