

Care for Veterans

a Royal Star & Garter Home



Registered Nurse - Worthing
Candidate information pack



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Welcome

We are a charity that provides loving, compassionate care and support to veterans and their families, both in our Homes and through services that reach into the wider community. Following our recent merger with the Armed Forces charity Care for Veterans in Worthing, I'm delighted to share details of an exciting opportunity at this Home.

We are looking for a Registered Nurse who is passionate about our values, someone with positive energy and who wants to work as part of a fabulous team to make a real difference. If this is you, then we look forward to receiving your application.

We are committed to investing in our staff - in both their professional development and personal wellbeing. We offer a comprehensive induction supported by training and an informal learning approach. Our range of benefits are also designed to support our staff.

Thank you for your interest in joining Care for Veterans, a Royal Star & Garter Home.

Vicky Strange
Home Manager

The role at a glance

Title: Registered Nurse (Full time Days)

Location: Gifford House, Worthing.

Hours: Days 37.5 hours 3 x 12.5 hour shifts. Monday to Sunday rota

Salary: £45,649.50 (£23.41 per hour) per annum for Days

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 staff leadership of staff on shift
- Support the Lead Nurses in the planning, implementing, monitoring and auditing of care

Key responsibilities

1. Provide effective nursing care and clinical interventions to promote and maintain the health and well-being of residents at all times
2. 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
3. Create and manage person centred care plans and risk assessments
4. Act as a role model by working alongside Health Care Assistants and promoting best practice
5. 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
6. Oversee the administration of medication mentoring care staff to ensure competence at all levels
7. Champion a professional, open, values-based culture that empowers staff to deliver high quality care
8. Effectively engage with visiting professionals advocating for our residents when required

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

Worthing.Jobs@starandgarter.org

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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 staff leadership of staff on shift
- Support the Lead Nurses in the planning, implementing, monitoring and auditing of care

9. 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

10. Undertake audits as identified within the clinical governance agenda and implement action plans to drive best practice

11. Reporting incidents via the electronic system, ensuring a proactive approach to managing the incident and sharing the learning from this

12. Work in partnership with residents and their families to ensure effective clinical treatment and well-being approaches are delivered

13. 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

Key responsibilities



Person specification



- 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 in a way that takes colleagues with you
- 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



Conditions of employment

Any offer of employment made will be subject to the following conditions:

- Satisfactory references from two referees covering the last 5 years including one from your current or most recent employer
- A pre-employment medical screening
- Enhanced DBS Disclosure
- Proof of the Right to Work in the UK

We reserve the right to update and amend your job description to ensure it accurately reflects the role.

Offer



Although we are a charity, we offer a generous package

- Salary of £45,649.50 (£23.41 per hour) per annum for Days
- Full time: 37.5 hours per week 3 x 12.5 hour shifts
- Over time paid at time-and-a-quarter
- Paid break
- 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)
- Ten weeks full occupational sick 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
- Access to mental health, financial and legal support
- Additional leave for Armed Forces Reserves and Cadet Forces Adult Volunteers

Values



As two charities currently merging, we expect you to role model the Royal Star & Garter values, while also demonstrating understanding of the values held by Care for Veterans.

Royal Star & Garter

- With love
- Living positively
- As a family
- Standing in their shoes
- Take courage

Care for Veterans

- Privacy
- Dignity
- Rights
- Independence
- Choice
- Fulfilment

About us



Care for Veterans

For over 100 years, Care for Veterans has provided long-term nursing care and rehabilitation for disabled veterans and their families from all over the UK.

Today, our 60-bed home in Worthing offers nursing and rehabilitation care with a specialism in disability. We provide loving, compassionate care and rehabilitation to approximately 100 beneficiaries each year, often for veterans who are facing the toughest battle of their lives.

We recognise that each individual and their needs are unique and we share the Royal Star & Garter approach to delivering quality care, also providing a range of therapies designed to provide comprehensive support.

About us



Royal Star & Garter

We provide care, support and friendship for veterans and their families to live well. We do this in our Homes and through a range of services reaching into the community.

Our specialist nursing and dementia care focus on wellbeing, independence and living life to the full. The Wellbeing Teams offer meaningful activities, supporting skills and wishes, while in-house physiotherapy builds their strength and mobility.

We are here to guide and support our residents and their families through this new life phase so that they can enjoy quality time together. Day Care and Lunch Clubs offer a lifeline for veterans and their partners who may be struggling with isolation or loneliness. We also support people in their own homes, providing companionship through our Telephone Friendship Service.

Our range of services means that we support veterans and their families as their care needs change. We will never stop trying to do more to help improve their lives.

Surbiton

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



And rated **'Outstanding'**
in the care category.



Worthing

Our Worthing Home places each person at the heart of their care, with personalised rehabilitation plans that promote independence, confidence and wellbeing. The dedicated team includes in-house physiotherapists and occupational therapists who offer hands-on support with warmth and encouragement.



High Wycombe

Our High Wycombe Home (rated Outstanding by the CQC) has been designed with comfort and wellbeing in mind. There are plenty of activities to enjoy, opportunities to socialise with friends, or simply relax in the spacious lounges and landscaped garden.



Solihull

Our Solihull Home is rated Outstanding in all five areas by the Care Quality Commission. Loving, compassionate care is tailored to each individual and every detail designed for comfort and wellbeing, it's a place where residents and their families can truly feel at home.

