Care for Veterans

a Royal Star & Garter Home





Shift Leader (Nights) - Worthing

Candidate information pack



Care for Veterans
a Royal Star & Garter Home

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 Shift Leader 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: Shift Leader

Location: Gifford House**,** Worthing.

Hours: Full time – 37.5hrs

Salary: £32,175.00 pa

Job description

Purpose

- To ensure that, at all times, residents are treated with respect and dignity and that individuals' rights to privacy, independence and choice are met with kindness and compassion.
- To manage the day to day provision of care as an integrated member of a multi-disciplinary care team, leading the floor when the nurse is engaged elsewhere and providing high quality personal care to all residents according to their needs and expectations.
- Successfully complete and practice the Royal Star & Garter HCA Competency Framework.

Key responsibilities

- To work in accordance with the issued Code of Conduct
- Fully participate in the Key Worker Scheme, supporting the role of the keyworker
- Support all individual aspects of resident care and wellbeing in line with care plans, promoting independence, decision making and respect
- Complete clinical activities, following training, including, but not limited to, administering medication, tissue viability and oral care
- Maintain accurate records and documentation of residents' holistic care needs across all platforms and in compliance with organisational policy and data protection practice
- Actively participate in and promote the wellbeing activities and outings of the Home's programme and enable residents to safely take part in the activities of their choice
- Communicate effectively with all colleagues, visiting health professionals and residents, ensuring that any information exchanged is accurate, relevant and appropriate
- Strive to continuously improve resident safety, care and well-being: sharing areas for improvement with your care team or line manager; and raising concerns in a timely manner.
- Be flexible in working with our residents across any House in the Home: establishing rapport, acting professionally and demonstrating an understanding of their personal circumstances to ensure the provision of high-quality, person-centred care.
- As a member of a multi-disciplinary team, provide tailored care and clinical support to residents with dementia.
- Support the provision of enhanced clinical competencies across the home including, but not limited to, venipuncture and cannulation, ECG recording and insulin administration.

To apply

Send your CV and a covering letter outlining how you meet the person specification to:

Lindsay.Campbell@starandgarter.org

Job description continued

Key responsibilities

Upon completion of Royal Star & Garter dementia competencies

•As a member of a multi-disciplinary team, provide tailored care and clinical support to residents with dementia.

Upon completion of Royal Star & Garter enhanced clinical competencies

•Support the provision of enhanced clinical competencies across the home including, but not limited to, venipuncture and cannulation, ECG recording and insulin administration.

Team Leader tasks and responsibilities

•Provide effective performance management, support and guidance to your team as described in the Royal Star & Garter Performance Management Policy.

•Supervise the floor, ensuring that HCA activity reflects organisational policies, values and behaviours

•Conduct preliminary investigations into incidents with residents, grievance and disciplinary cases

• Organise the work roster for your team, coordinating with other shift leaders and nurses to ensure the appropriate number of staff are on duty with the appropriate skills mix

General

•Undertake such other duties as may be required and which are consistent with the nature of this post as determined by (post title/your manager)

•Comply with all Royal Star & Garter policies and procedures

•Promote the interests and reputation of Royal Star & Garter at all times and ensure that the culture and ethos of the organisation is maintained, nurtured and supported

•Promote and maintain a safe environment by complying with the requirements set out in the Home's Health & Safety Policy, security procedures and guidelines for moving and handling.

•Actively promote equality of opportunity in all day-to-day activities

•The post requires a high degree of confidentiality. You will be required to meet these exacting standards at all times, whether in or outside work

•Take responsibility for your own continuous professional development, fully engaging with training and assessment and promoting a learning culture where mutual and professional respect is afforded to all colleagues

To apply

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Lindsay.Campbell@starandgarter.org

Person specification

Essential behaviours:

- You will be a proactive member of a dynamic, high-performing team, treating others with respect, kindness and understanding
- You have a strong commitment to nursing the elderly and providing the highest standards of care to enable residents to live their lives as fully and independently as possible. It is about recognising that each person is an individual and adapting one's own approach accordingly.
- You will work collaboratively with people from different backgrounds and with different perspectives than your own, building positive and effective relationships.
- You recognise the strengths of people in your team, sharing your knowledge and skills to support and develop their abilities. Challenging poor attitudes and performance issues in a timely and constructive manner.
- You model professional conduct, showing determination, drive and commitment at all times, particularly when faced with challenges and setbacks.
- You reflect on your practice: identifying your own strengths and limitations; being receptive to feedback; and, actively seeking and making use of opportunities for development and wellbeing.
- You manage your time effectively, ensuring that you understand the roles and responsibilities of colleagues and are comfortable discussing your wellbeing.

Essential experience:

- Is willing to work towards an appropriate competency based qualification
- Is physically fit and able to carry out the duties of the role
- Good written and verbal English language and communication skills
- Resident focussed
- Computer literate

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

- 37.5hrs pw
- 25 days holiday per annum plus bank holidays
- Employer pension contribution of 7.5% with matching employee contribution of 5%
- Life insurance of three times your 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
- Additional annual leave for Military 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.