



**Royal Star  
& Garter**

Care with courage



# Registered Nurse – 6-month FTC- Surbiton

Candidate information pack





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# Welcome to Royal Star & Garter

Thank you for your interest in Royal Star & Garter.

Since I joined this fabulous charity, 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 us as a Shift Leader. It is a role that will suit someone who is collaborative, engaged and professional. You don't have to have management experience - if you think this role sounds right for you then please apply. I'm looking for someone with experience of delivering exceptional, high-quality care that demonstrates strong commitment to nursing the elderly along with the desire for personal growth.

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 our team is important.

We are committed to investing in our staff – in skills, behaviours and wellbeing. We have a comprehensive training offer for our team members 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. 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 (Nights)

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

Reports to: Home Manager

Hours: 42 per week, 12-hour shifts  
worked as part of a rota

Salary: £51,848 per year

Contract: 6 months approx. FTC

More information:  
[Lindsay.Campbell@starandgarter.org](mailto:Lindsay.Campbell@starandgarter.org)

# The role



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.

- Provide effective nursing care and clinical interventions to promote and maintain the health and wellbeing 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 wellbeing 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.



# 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 a 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

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## 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

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## 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



# Our offer



## *We offer a generous package*

- Salary £51,848 per annum full time (£23.74 per hour)
- Full time: 42 hours per week, 12 hour shifts worked over a 6 week rolling rota
- Part time roles considered
- Equivalent of 25 days holiday per annum plus bank holidays (pro-rata for part-time)
- Modern working environment
- 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
- Access to mental health, financial and legal support
- Additional leave for Armed Forces Reserves and Cadet Forces Adult Volunteers
- Overtime paid at time and a quarter

# How to apply



Send your CV and a covering letter of no more than 2 sides explaining how you meet the 'Essential Behaviours' for this role. You should include the values and behaviours you would bring to the role and the team.

The interview will be based on behaviour and potential. This means that, as well as ensuring you have the skills to be a good fit for the role, you also fit with behaviours and values of the team and charity.

There is more detail about the job in the Job Description on our website but remember, it is your behaviours that are important for your application.

Your CV and covering letter should be sent to [Surbiton.jobs@starandgarter.org](mailto:Surbiton.jobs@starandgarter.org) for the attention of Lindsay Campbell.

## **Mandatory requirements**

All offers are subject to:

- Enhanced DBS check
- Right to Work in the UK and satisfactory reference checks

# Our Vision and Mission



## Our Vision and Mission

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We are committed to our vision of a future where all veterans can live life to the full.

Our mission is to provide outstanding care, for veterans and their partners who live with disability or dementia, together with a varied and engaging programme of activities that enables residents to remain independent and enjoy life.

## Our Care

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Our Surbiton Home offers a warm welcome to residents and their families. The Home is rated 'Good' by the Care Quality Commission and "Outstanding" in Care 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.

Our staff are highly skilled and motivated and are constantly evolving services and innovating our care to meet present and future needs. This includes younger veterans, a day care service, and an outreach project planned for later this year.

# Essential behaviours for our staff



1. You will be a proactive member of a dynamic, high-performing team, treating others with respect, kindness and understanding
2. 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.
3. You will work collaboratively with people from different backgrounds and with different perspectives than your own, building positive and effective relationships.
4. 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.
5. You model professional conduct, showing determination, drive and commitment at all times, particularly when faced with challenges and setbacks.
6. 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.
7. You manage your time effectively, ensuring that you understand the roles and responsibilities of colleagues and are comfortable discussing your wellbeing.



# 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.



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

# High Wycombe

Our High Wycombe Home is our newest and has been designed for the comfort and wellbeing 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' wellbeing in mind.

