



**Royal Star
& Garter**

Care with courage



Registered Nurse (Days) – Solihull

Candidate information pack





**Royal Star
& Garter**

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 2024 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. Has the courage to go the extra mile for the residents.

We strive to live our values in everything we do and we want the people who join us to do the same. 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.

Katie McCauley
Home Manager

The role at a glance

Title: Registered Nurse

Location: Royal Star & Garter,
Tudor Coppice, Monkspath Hall Road,
Solihull, B91 3DE

Reports to: Home Manager

Hours: 37.5 per week

Salary: £43,465.50

Contract: Permanent

More information:

Solihull.jobs@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 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

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



Person specification - continued



Person Specification

Essential behaviours / characteristics:

- An 'engaged', visible, hands-on leader and professional role model, leading by example, sharing the vision and passion
- 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
- Willing to travel to undertake assessments and to the other Homes to share experience

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

This will be agreed in consultation with the job holder.



Conditions of employment

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

- Satisfactory references covering the last five years including one from your current or most recent employer
- A pre-employment medical questionnaire
- Enhanced DBS Disclosure
- Proof of the Right to Work in the UK.
- NMC Check

Our values



With love



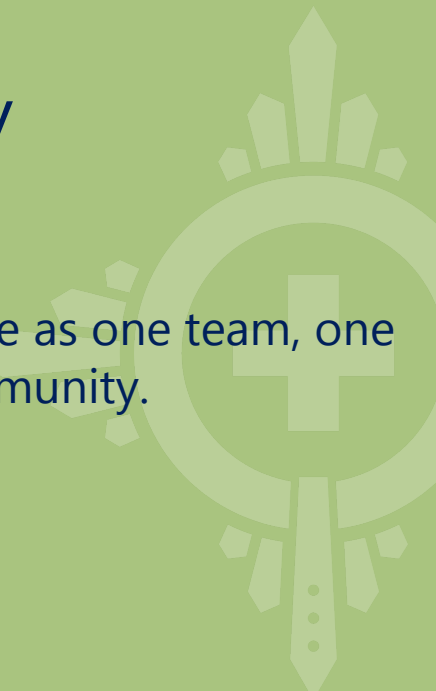
We carry out our work with love, care and compassion.

Living positively



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

As a family



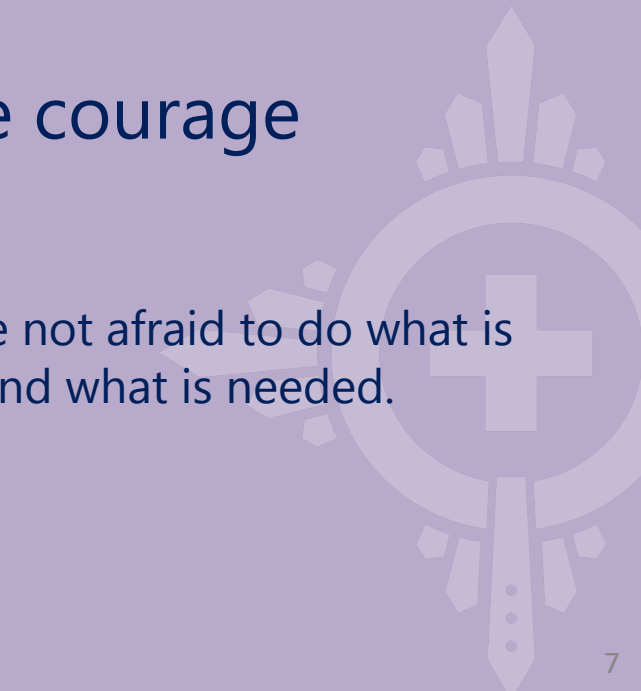
We work and live as one team, one family, one community.

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 £43,465.50
- 37.5 hours per week
- Employer Pension Contribution of 7.5% with matching Employee contribution of 5%
- Life insurance of 3 x salary (until age 70)
- Ten weeks occupational sick pay before statutory sick pay
- Access to appropriate professional bodies and payment of relevant membership fees after six months of employment
- Learning and development – opportunities to support you in your role

About us



Our vision and mission

Vision: A future where all veterans can live life to the full.

Mission: 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, compassionate care to veterans and their partners who live with disability or dementia. Our Homes in Solihull, Surbiton and High Wycombe offer specialist residential long and short break care. In addition we are developing a range of services to help us reach the wider military community including Lunch Clubs, Day Care and a Telephone Friendship Service.