

Care for Veterans

a Royal Star & Garter Home



**Healthcare Assistants
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 Healthcare Assistants who are passionate about our values, people with positive energy who want 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: Healthcare Assistants
(Days or Nights)**

Location: Gifford House, Worthing.

Hours: 37.5 hours 3 x 12.5 hour shifts covering a 7 day rota and including alternate weekends
Part time 25 hours 2 x 12.5 hour shifts

Salary: £23,809.50 to £24,765 pa plus weekend enhancements

Pro rata if part time

Job description

Purpose

As part of the nursing team and under the direct supervision of Healthcare Assistant Supervisors and Registered Nurses, the Health Care Assistant provides direct high-quality care to residents.

- Key responsibilities
- Assist registered nurses and fellow HCAs in the delivery of direct care to residents.
 - Promote communication within the multidisciplinary team.
 - Assist residents to participate in activities of daily living in accordance with care plans.
 - Assist residents to articulate their personal needs and respond to these effectively, bearing in mind communication difficulties or barriers.
 - Facilitate and participate in residents' social and recreational activities.
 - Accompany residents on outings when required.
 - Follow agreed care plans kept in residents' rooms and complete all documentation as required.
 - Act as key worker to residents as agreed with line manager.
 - Respond to calls quickly and efficiently.
 - Maintain routine stock replenishment and care of equipment.
 - Comply with all Care for Veterans policies and procedures and keep mandatory training and professional knowledge up to date.

To apply

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

Worthing.jobs@careforveterans.org.uk

Person specification

Essential

- NVQ/QCF Level 2/Level 3 Diploma in Health and Social Care or Care Certificate
- First-class communication skills with a wide variety of residents, relatives and professional colleagues
- Empathetic towards the needs of others; promotes a positive approach to the care of people with a neuro/physical-disability
- Professional – must remain calm under pressure; preserve resident and organisation confidentiality; display a positive view of individuals' unique needs and abilities.
- Proactive – able to predict the needs of residents and colleagues and respond effectively to these
- Resilient – able to cope well with a variety of clinical scenarios and conditions
- Reliable – must show high levels of personal commitment to the role, to residents, and to team members
- Accountability – must display awareness for own actions and accountability for them
- Procedural – must display knowledge and commitment to Care for Veterans policies and procedures
- Flexible – to respond positively to the operational needs of Care for Veterans by accepting deployment on a variety of wards as and when required.

Desirable

Ideally hold NVQ/QCF Level 3 Diploma in Health and Social Care and be willing to work towards higher levels of vocational qualifications if required.

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
- 6 months probationary period

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 £23,809 to 24,765 pa plus weekend enhancements
- 37.5 hours per week (or 25 hours pw for part time)
- 25 days holiday per annum plus bank holidays
- Learning and development – opportunities to support you in your role

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.