



**Royal Star  
& Garter**

Care with courage



# Nursing Associate - 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 in Summer 2019 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 Nursing Associate who is driven and motivated, with the courage to go the extra mile for the residents.

More importantly 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 us matters and key members of the Nursing Team will support the recruitment process. 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.

Helena Maher  
Home Manager

## The role at a glance

Title: Nursing Associate  
(equivalent to NHS Band 4)

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

Reports to: Lead Nurse

Hours: 37.5 per week F/T 25  
hours per week P/T

Salary: £34,204 per annum  
(FTE)

Contract: Permanent  
More information:

[Helena.Maher@starandgarter.org](mailto:Helena.Maher@starandgarter.org)



# Job description

- **Provide safe, personalised and effective care and support to residents and their families.**
- **Support the Registered Nurses, contributing to the ongoing assessment and care planning of our residents.**
- **Monitor the health needs of the residents on a continual basis in partnership with the wider Registered Nurse team.**

## Key Responsibilities

- Adhere to the Nursing and Midwifery Council (NMC) Code for Nurses, Midwives and Nursing Associates and work within own scope of practice
- Act as a role model for the team by representing the values and beliefs of the nursing profession and of the Royal Star and Garter

## Care Delivery

- Actively engage with residents, relatives and carers to contribute to care planning
- Deliver holistic person centred care
- Safely administer medication in accordance with local and national guidance
- Deliver planned interventions following delegation from Registered Nurses
- Safeguard and protect vulnerable adults and escalate any concerns as per RSG policy
- Work within own sphere of competence at all times

## Communication

- Communicate sensitive information effectively and confidentially
- Ensure Code of Candour is maintained at all times
- Handle information and data in accordance with RSG policy and procedure

## 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

[Surbiton.Jobs@starandgarter.org](mailto:Surbiton.Jobs@starandgarter.org)

# Job description (contd)

## **Professional**

- Act as a role model for others, demonstrating a personal integrity in all aspects of practice
- Act in accordance with the NMC Code at all times
- Maintain active status on the NMC Register, including proactive engagement with the revalidation process.

## **Teamwork and Leadership**

- To safely lead a shift as and when required
- Work effectively within a team to develop service delivery
- Share knowledge and skills with all members of the team and support a learning environment

## **Research and Development**

- Apply critical analytical skills in research/audit/service development concepts
- Contribute effectively to the audit process, using this to enhance evidence based practice
- Pro-actively manage any incidents, accurately record on the Datix system and share any learning noted with the team

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# 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 dementia
- Flexible, positive and proactive with a 'can-do' attitude
- Adaptable and innovative with drive, energy and passion to introduce new ideas and inspire colleagues
- A commitment to personal and professional development
- Committed to our mission, values and to enabling outstanding care for the veteran community

## Essential Experience:

- A Nurse Associate PIN
- Proven ability to work to high standards and lead others to do the same
- Experience of and genuine desire to work in nursing and care of older people/dementia care
- Confident in using IT systems and supporting others to do the same

## Desirable Experience:

- Previous experience of managing teams of Health Care Assistants



## Mandatory requirement

In line with the amendment to the Care Act the successful candidate must be Covid-19 double vaccinated

## 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

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- Salary of £34,204
- 37.5 hours per week worked as three 12.5-hour shifts or 25 hours per week part time as two 12.5 hour shifts
- 2-week fixed rota
- Over time paid at time-and-a-quarter
- 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)
- 2 months full occupational sick pay, 1 month half pay before statutory sick pay
- Access to appropriate professional bodies and payment of membership fees
- Learning and Development – fully funded opportunities to support you in your role

# About us



## Our mission

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Royal Star & Garter was founded in 1916 to care for the severely injured young men returning from the battlegrounds of the First World War. Today, our mission is to provide an outstanding range of quality care and therapies to veterans and their partners living with disability or dementia.

## Our care

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We provide loving care for veterans and their partners who live with disability or dementia in three state-of-the-art Homes, ensuring they are respected as individuals. We meet their needs in an appropriate, personalised and compassionate way and this is supported by highly skilled and motivated staff. We constantly evolve our services and innovate our care to meet present and future need and this now includes younger veterans, a day care service and plans for an outreach project later this year.



# About us



## Our future

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Today, we run three Homes where we deliver an unparalleled level of specialist nursing care for veterans and their partners, including award-winning dementia care. We are developing our services to provide day care across all three Homes, an outreach service and care for younger veterans.

## Our knowledge

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We have over 100 years' experience in providing pioneering nursing and therapeutic care to veterans living with disability and dementia. We are committed to sharing our knowledge and skills with other organisations to promote better care for all veterans and older people. We partner with health care, military and academic organisations for the benefit of our local communities.

## Sharing our experience

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We are passionate about innovation in our care to improve the lives of veterans and their partners and we are ideally placed to provide training. Our Homes offer military nursing student training and placements to Nursing Associate Trainees as part of an NHS pilot scheme.

# 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.



# High Wycombe

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

