



**Royal Star
& Garter**

Care with courage



Registered Nurse - 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 Registered Nurse who is driven and motivated. Has 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 wellbeing. 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. 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
(equivalent to NHS Band 6)

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

Reports to: Home Manager

Hours: 37.5 per week full time
25 hours per week part time

Salary: £43,992 pa plus £3,000 welcome
bonus

Contract: Permanent

More information:
Helena.Maher@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.

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

Lindsay.Campbell@starandgarter.org

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



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 £43,992 per annum (£22.56 p/h)
- 37.5 hours per week worked as three 12.5 hour shifts or 25 hours worked as two 12.5 hour shifts
- £3,000 welcome bonus
- 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 after 6 months of employment
- Learning and Development – fully funded opportunities to support you in your role

Conditions of employment



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

- Satisfactory references covering the last 5 years including one from your current or most recent employer
- A pre-employment medical screening
- Evidence that you have been vaccinated against Covid-19 or commitment to be fully vaccinated within the first three months of employment
- Enhanced DBS Disclosure
- Proof of the Right to Work in the UK
- NMC Registration

Confirmation in post will be subject to:

- A satisfactory 3-month probationary period.

About Us



Our mission

Royal Star & Garter provides award-winning care for veterans and their partners who live with disability or dementia, in state-of-the-art Homes. The Charity was founded in 1916 to care for the severely injured young men returning from the battlegrounds of the First World War. Today, we provide specialist nursing, dementia and therapeutic care, together with a varied and engaging programme of activities, which enable residents to remain independent and enjoy life.

Our care

We provide care for ex-Service people and their partners who live with disability or dementia in three state-of-the-art Homes. We work to ensure that ex-Service people and their partners who need our care are looked after and respected as individuals. Their nursing, disability and dementia care needs are met in an appropriate, personalised and compassionate way, by highly skilled, motivated staff. We've been providing care for veterans for over a century. We constantly evolve our services and innovate in our care to meet the present and future needs of our Armed Forces, just as we have for more than 100 years.

About us



Our future

Today, we run three Homes where we deliver an unparalleled level of specialist nursing care for veterans, including award-winning dementia care.

We are developing our services to provide day care, home care and care for younger veterans. Whichever way we offer our care, friendship, respect and compassion are always at the heart of what we do.

Our knowledge

The Charity has over 100 years' experience in providing pioneering nursing and therapeutic care to disabled veterans. We are committed to sharing our knowledge, skills and experience with other organisations to promote better care for all veterans and older people. We partner with health care, military and academic organisations to share and develop our knowledge for the benefit of our communities.

Sharing our experience

We are passionate about innovation in our care to improve the lives of veterans and we are ideally placed to provide training. The Homes offer nursing and 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 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.

