



**Royal Star
& Garter**

Care with courage



Shift Leader – High Wycombe

Candidate information pack





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Welcome to Royal Star & Garter

Thank you for your interest.

Since I joined this fabulous charity in August 2009, 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.

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 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, and people who want to make a difference to others.

If this is you then I look forward to receiving your application.

Reggie Ballos
Home Manager

The role at a glance

Title: Shift Leader (Days)

Location: Royal Star & Garter,
Hughenden Avenue, High
Wycombe, Buckinghamshire,
HP13 5GG

Reports to: Care Manager/Dementia
Manager

Hours: 37.5 per week, x3 12.5 hour shifts
worked on a two week rolling pattern

Annual salary: £30,108.00

More information:
usha.nair@starandgarter.org

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.

The role



To ensure that, at all times, residents are treated with respect and dignity and that individuals' rights to privacy, independence and choice are met with kindness and compassion.

To manage the day-to-day supervision of care as an integrated member of a multi-disciplinary care team, leading the floor when the nurse is engaged elsewhere.

Provide high quality personal care to all residents according to their needs and expectations.

Enable residents to fully participate in all activities of their choosing, individually and in groups, to support their wellbeing, help build relationships and ensure they enjoy their time with us.

Successfully complete and practice the Royal Star & Garter HCA Competency Framework.

How to apply



Send your CV and a covering letter (no more than 2 sides) explaining how you meet the 'Essential Behaviours' in the person specification, by outlining the values and behaviors you would bring to the role.

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

Please refer to this pack and the Shift Leader job description and person specification before submitting your application.

Your CV and covering letter should be sent to usha.nair@starandgarter.org for the attention of Usha Nair.

Mandatory requirements

All offers are subject to:

- **Clear DBS check**
- **Satisfactory Right to Work checks**
- **Evidence of Covid vaccination (at least 2)**

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.

Our offer



We offer a generous package

- Salary £30,108.00
- Full Time: 37.5 hours per week, three 12.5 hour shifts worked on a rota covering 7 days
- 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)
- Two 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
- Access to mental health, financial and legal support
- Learning and Development – fully funded opportunities to support you in your role

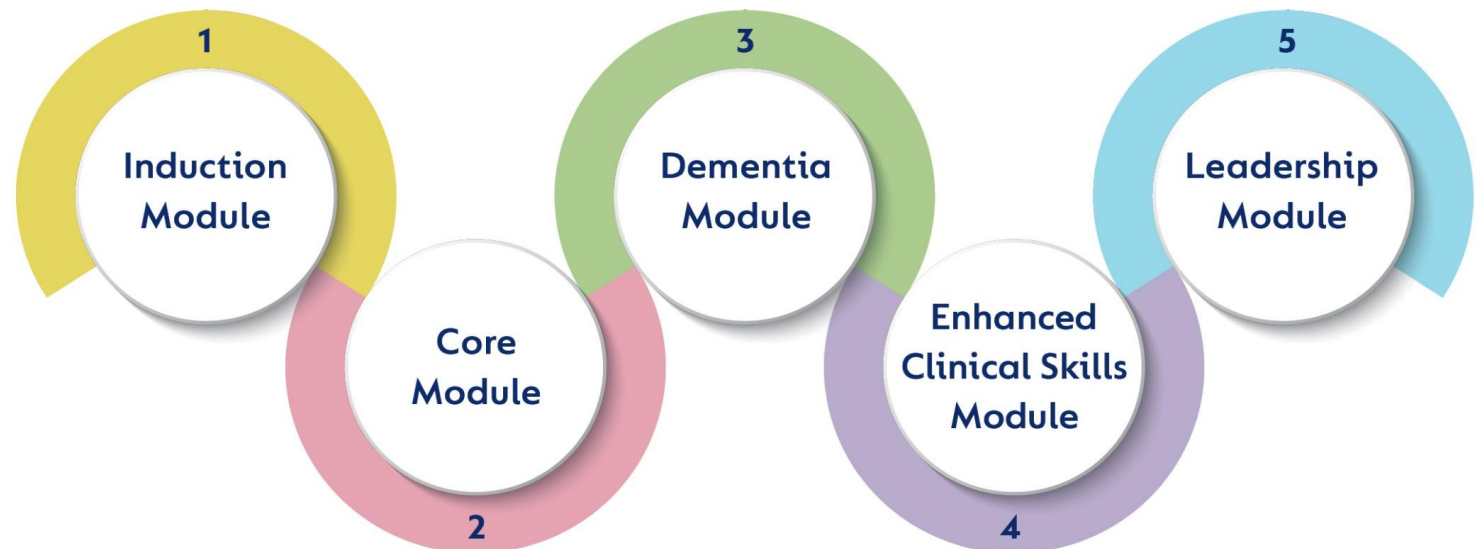
Your future



We will ensure that you have the professional support and development to provide safe, high-quality care to our residents through our Development Framework, a series of modules that build clinical care competencies and knowledge.

The focus of the training is on practice, with hands on mentoring, guidance and clinical supervision from experienced practitioners and nurses. On completion of the Core Module, you will be eligible for a Level 3 Diploma in Care.

For staff wishing to follow a long-term career in care, our Development Framework also offers the opportunity to acquire specialist clinical care competencies through additional training, ending in leadership training to prepare staff for a management or specialist care role. Progression through the Development Framework is rewarded through enhanced pay.





About us

Our future

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

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

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.

Our Vision and Mission



Our mission

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

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. 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.