

## Clinical Deputy Manager at Hollybush

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Company: Shaw Healthcare

Location: United Kingdom

Category: other-general

Shaw healthcare is recruiting for a Clinical Deputy Manager at our **Hollybush House Specialist Care Home in Stourbridge**

**Hollybush House Specialist Care Home** is a 24 bedded service situated on an exclusive residential development specializing in Nursing, Dementia and disability care.

You will report into the Registered Manager, playing an important part of the onsite clinical coordination of the service.

You will support the manager in leading and supervising a large staff team to deliver the highest standards of care. This role is central in maintaining and further developing our care principles, which centre on 'wellness, happiness, and kindness'. You will work with the local community, GP's and professionals to deliver care that truly enables residents to continue to lead as full a life as possible.

**Salary £41,844.75**

**Hours: 37.5 hours per week (100% supernumerary\* )**

\*You might be asked to cover shifts as a nurse in an emergency

Benefits:

35 days annual leave

Employee Ownership Trust\*

Company Maternity Pay (after a qualifying period)

Bank holiday enhancements

Individual Training Voucher allowance of £350 for your PDP

Regular Clinical Supervision

Regional Nurse Forums and online Groups

NMC registration paid for you

Support with NMC Revalidation

Individualised professional development programmes

Refer a Friend Scheme of up to £1,000

Retail/Leisure/Holiday and travel discounts

Paid DBS check

Shaw Healthcare is one of the UK's leading Health and Social care providers who deliver a wide spectrum of care in a variety of purpose-built care environments; care homes for the elderly, specialist dementia units, mental health units and low secure psychiatric hospitals.

We highly value the wonderful contribution of our employees and it is our ethos to put people first by involving our people in key decision-making. We are the largest employee ownership trust within the healthcare sector.

This means that Shaw is 76% owned by its staff

### **Main Responsibilities**

To assist the Service Manager in providing leadership to staff in order to deliver the highest possible quality of care within a safe working and living environment.

To co-ordinate and lead the nursing team to provide high quality, person centred care and support in way which promotes: dignity; privacy; safety and independence and which promotes equality & diversity for everyone living and working in the Service.

To comply with all regulatory and legislative requirements at all times.

To ensure the smooth and effective running of the Nursing units within the home and liaise with external health professionals.

To provide Clinical Leadership and supervision within the Service

Will have full accountability for Infection Control implementation and audit throughout the service.

### Leadership

To be a good role model for all employees, being approachable and providing a regular presence and visibility with all levels of employees.

To monitor and maintain standards of nursing and care provision within the Service in line with Shaw healthcare's Vision "To provide the quality of care we would want for our loved ones"; policies and procedures.

To effectively manage the nursing unit and ensure that the admissions and discharges are as per the contract and liaise with external Health professionals.

To support the Service Manager with recruitment activities and to support new employees to be 'onboarded' fully and comprehensively

To conduct regular reviews with new employees during their probationary period.

To ensure all employees are effectively supervised as per policy and annually appraised and that the required standards of performance are being achieved using the approved tools provided.

To ensure that all employees are mentored effectively to succeed in their roles and that mentors are appropriately briefed, trained and directed.

To ensure complaints and suggestions are positively actioned and dealt with correctly, within the prescribed timescales.

To support the Service Manager to achieve culture change and build and sustain employee engagement.

In the absence of the Service Manager, to provide robust leadership within the Service and to escalate, without delay, issues which require more Senior support.

### **The Ideal Candidate**

Nurse Qualified with a valid NMC Pin

Previous experience as a Deputy Manager, Clinical Lead or Senior Nurse

Experience of supporting the elderly

A strong knowledge of person-centred care

Working closely with each resident, assessing their needs and delivering a care plan that helps each person to live a fuller life

You'll provide the very best levels of care, make sure that all procedures are carried out to the highest of standards and optimising the wellbeing of every resident

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