



**Royal Star  
& Garter**

Care with courage



# Physiotherapist - 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 us as a Physiotherapist. My ideal candidate will be someone confident in supporting our amazing veterans. It is a role that will suit a Physiotherapist who is driven, motivated and has the ability to lead by example.

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.

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: Physiotherapist

Location: Royal Star & Garter,  
Upper Brighton Road, Surbiton,  
KT6 6JY (with occasional travel to our other sites)

Reports to: Home Manager

Hours: 37.5 per week

Salary: £37,128-£39,292 depending  
on experience

Contract: Permanent

More information:

[Lindsay.Campbell@starandgarter.org](mailto:Lindsay.Campbell@starandgarter.org)

# Job description

## Purpose

1. To deliver a person-centred approach which enables and promotes independence and supports positive quality of life
2. To provide direct physiotherapy input to residents.

## Key responsibilities

- To provide comprehensive assessment of residents, using an individualised goal setting and holistic approach to demonstrate outcomes
- Train and empower the staff team to deliver physiotherapy interventions identified in the individualised care plan
- Enable and support residents to maximise their physical potential through rehabilitation and enablement
- Share knowledge, experience and best practice throughout the team, including but not limited to moving and handling training
- To be a Falls Champion for the allocated Home and support the Home Manager with Root Cause Analysis investigations as required
- Oversee the management and servicing of mobility equipment
- To be proactive in risk assessing residents for moving and handling and hoisting procedures.
- Support regulatory compliance, in accordance with Royal Star & Garter policies, appropriate legislation and guidance stipulated by regulatory bodies
- To ensure within the scope of your role that you promote health and safety and comply with the requirements set out in the Home's Health & Safety Policy and comply with guidelines for moving and handling residents
- Provide cross-site cover for the other Homes when required
- To undertake such other duties as may be required and which are consistent with the nature of this post

## 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 at

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

by 17 September 2021

# Person specification



## Essential behaviours / characteristics

- Committed to delivering the highest standards of person-centred care
- Able to demonstrate good judgement, problem solving and decision making
- Proactive and able to use initiative
- Able to motivate others
- Effective organisational skills
- Good Communication skills (written and verbal)
- Team player
- Committed to Continued Professional Development
- IT literate

## Essential experience

- Diploma in Physiotherapy or BSc (Hons)
- Registration with HCPC
- Assessment and treatment skills for working with older people and those living with dementia

## Desirable experience

- Experience of providing treatment to older people and or those with dementia
- Experience of working within a multi-disciplinary team environment



## 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 £37,128-£39,292 per annum depending on experience
- Employer Pension Contribution of 7.5% with matching Employee contribution of 5%
- 25 days holiday per annum plus bank holidays (pro-rata for part-time)
- 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

# 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.

