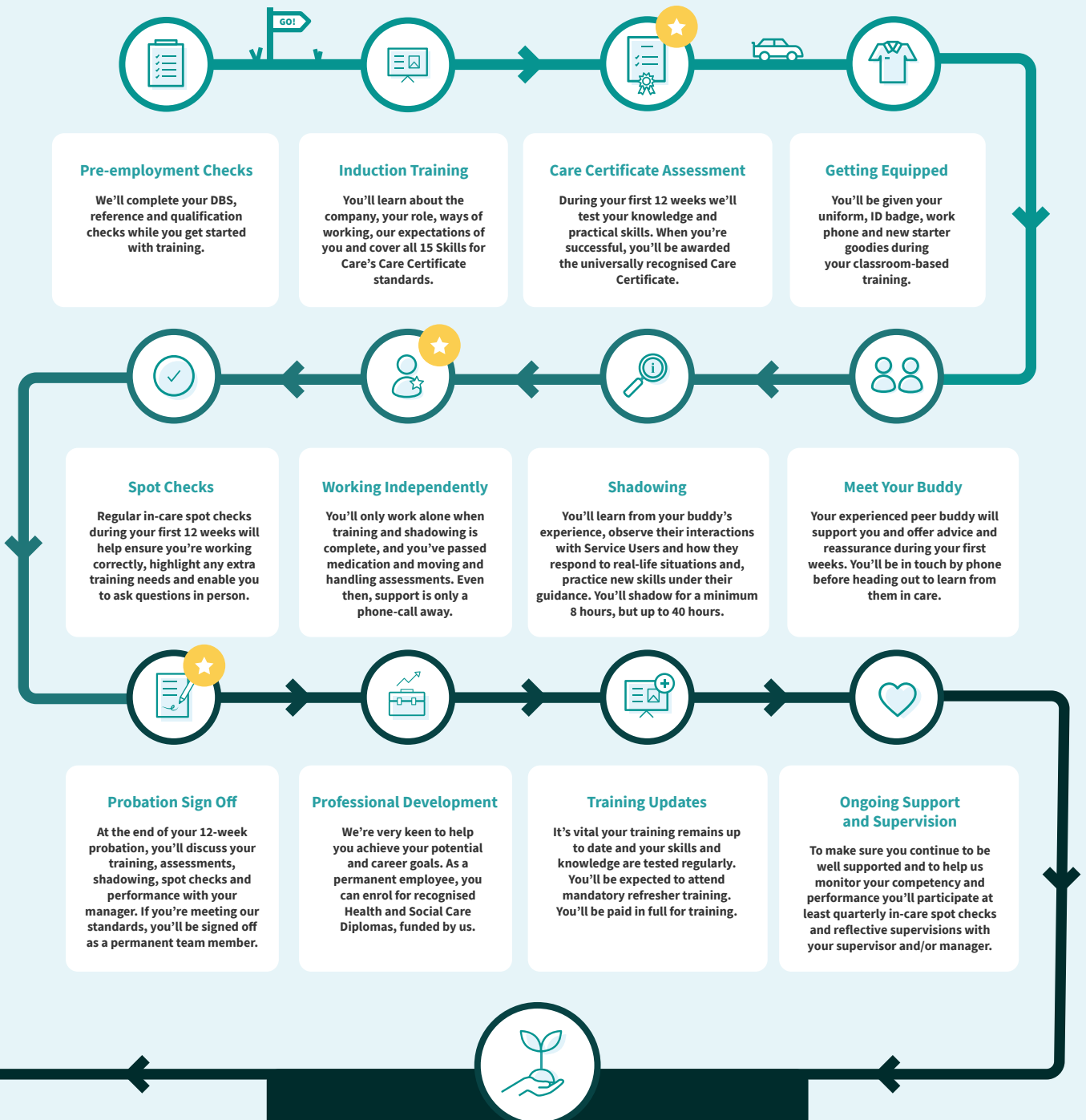


New Employee Journey

‘The only impossible journey is the one you never begin.’

- Tony Robbins



Pre-employment Checks

We'll complete your DBS, reference and qualification checks while you get started with training.

Induction Training

You'll learn about the company, your role, ways of working, our expectations of you and cover all 15 Skills for Care's Care Certificate standards.

Care Certificate Assessment

During your first 12 weeks we'll test your knowledge and practical skills. When you're successful, you'll be awarded the universally recognised Care Certificate.

Getting Equipped

You'll be given your uniform, ID badge, work phone and new starter goodies during your classroom-based training.

Spot Checks

Regular in-care spot checks during your first 12 weeks will help ensure you're working correctly, highlight any extra training needs and enable you to ask questions in person.

Working Independently

You'll only work alone when training and shadowing is complete, and you've passed medication and moving and handling assessments. Even then, support is only a phone-call away.

Shadowing

You'll learn from your buddy's experience, observe their interactions with Service Users and how they respond to real-life situations and, practice new skills under their guidance. You'll shadow for a minimum 8 hours, but up to 40 hours.

Meet Your Buddy

Your experienced peer buddy will support you and offer advice and reassurance during your first weeks. You'll be in touch by phone before heading out to learn from them in care.

Probation Sign Off

At the end of your 12-week probation, you'll discuss your training, assessments, shadowing, spot checks and performance with your manager. If you're meeting our standards, you'll be signed off as a permanent team member.

Professional Development

We're very keen to help you achieve your potential and career goals. As a permanent employee, you can enrol for recognised Health and Social Care Diplomas, funded by us.

Training Updates

It's vital your training remains up to date and your skills and knowledge are tested regularly. You'll be expected to attend mandatory refresher training. You'll be paid in full for training.

Ongoing Support and Supervision

To make sure you continue to be well supported and to help us monitor your competency and performance you'll participate at least quarterly in-care spot checks and reflective supervisions with your supervisor and/or manager.

Career Development

We value talent, and we're keen to promote those wishing to progress as they develop. Opportunities are always advertised internally, be on the lookout!

Care
Santé