

## Build a rewarding nursing career at Randolph Hill



### Why choose a career with us?

As a nurse at Randolph Hill we will provide a structure in which you can make a real difference, providing care to the residents in our nursing homes over an extended period of time. We are large enough to be able to provide the support to our team that is required – like a good supportive management structure, detailed policies and procedures, regular and comprehensive training; while still small enough to avoid being overly bureaucratic and to be able to make the right decisions to fit every circumstance.

We have created a career structure that allows our nurses to progress their career as far as they'd like, with incremental steps so that you can move on at each stage allowing you to progress from day-to-day nursing to management in bite-sized chunks.

### Our career plan for nurses is:

- Staff Nurse
- Senior Staff Nurse
- Charge Nurse
- Deputy Home Manager
- Home Manager
- Group Nurse Manager
- Director of Nursing Homes Operations/  
Director of Care Standards

We offer a rate of pay that is competitive with both the care home sector and the NHS. Our starting rate for nurses is £18.00 an hour, equating to around £37,440 salary for a full-time role along with £1,500 joining bonus when you start working with us as a nurse. We provide all statutory training and our own in-house training programme and encourage and support other training. We offer a fully-funded stakeholder pension scheme, long service holidays, enhanced sick pay scheme, free uniforms, overtime rate, death in service scheme, subsidised food from the kitchen, long service awards and other gifts.

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### Who are we?

Randolph Hill Nursing Homes Group was founded in 1985 to provide high quality nursing care. We now own and run 7 nursing homes in east central Scotland. We operate Randolph Hill in Dunblane, Stirlingshire; Holmesview in Broxburn, West Lothian; Kirk Lane in Livingston Village, West Lothian; Blenham House in West Edinburgh; Ashley Court in Morningside, Edinburgh; Muirfield in Gullane, East Lothian; and Fidra House in North Berwick, East Lothian. We ensure all our homes are modern and offer the latest accommodation.

Our homes have single ensuite accommodation, with wet floor shower facilities providing level entry access. Each room has nurse call, telephone, TV with Sky TV & WiFi. Our homes are amply provided with lounge accommodation, with full Sky TV, cinema screen available for major events and film viewings, WiFi throughout and access to computer and iPad.

We are a well-funded and profitable organisation allowing us to ensure that our buildings are maintained to the highest standards, with improvements made to keep them up to date with market advances.

We are able to provide a substantial management base to support all the staff in the building, consisting of our head office staff along with the Director of Nursing Homes Operations, Director of Care Standards, Group Nurse Manager, a fully supernumerary Manager and Deputy Manager, plus Charge Nurses with supernumerary time to assist in managing the home and help their career development.

We consider keeping active important for our residents, and all of our homes excel with a dedicated activity team providing a full and varied schedule of activities for residents to enjoy. We employ activity staff for a total of 120 hours each week in addition to the care staff, therefore allowing care staff more time to concentrate on their primary role.

Our catering team provide a number of delicious meals and a variety of dishes at each sitting of breakfast, lunch and dinner. Snack menus and lighter meals are always available and special events are provided regularly with themed dining and birthdays and other special events covered.