

Build a rewarding career in care at Randolph Hill



Why choose a career with us?

As a care assistant 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 care assistants to progress their career as far as they'd like, with incremental steps and the opportunity to progress from Care Assistant to Senior Care Assistant, Principal Care Assistant and Team Leader.

Company Benefits

- Great rates of pay from £10.82 per hour for new Care Assistants and reaches £15.02 per hour for Team Leaders (with annual review in April 2022)
- Free uniform
- Overtime rate paid at time and a third
- Fully-funded stakeholder pension scheme
- Enhanced sick pay scheme covering up to week 26
- Statutory training and in-house training
- Long service holidays and awards
- Death in service scheme
- Subsidised food from the kitchen
- Low staff turnover against industry average
- Senior Management support – including a Group Nurse Manager, Director of Nursing Homes Operations and Director of Care Standards.

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Who are we?

Randolph Hill Nursing Homes Group was founded in Scotland in 1985 to provide high quality nursing care. We now own and run 7 nursing homes in east central Scotland with positive Care Inspectorate grades and good staffing levels. 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 highest quality accommodation and facilities.

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. This consists 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.

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 per home 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.