

Milton Grange Intermediate Care beds

Applicant Information



Please read the following information carefully before your interview and bring along any questions you wish to ask on the day.

At you interview you will be asked to sign to confirm you have read and understood this information.

**About the Service**

Milton Grange is an East Sussex County Council’s Adult Social Care facility located in Eastbourne. It provides a short-term rehabilitation service for people with a range of physical health needs.

The aim of the service is to:

* facilitate timely discharges from hospital
* maximise people’s independence to enable them to return home
* prevent unnecessary admissions to hospital.

The service is supported by a multidisciplinary team that consists of nurses, therapy assistants, physiotherapists, occupational therapists, and a visiting GP practice. However, it does not have access to a 24-hour medical support.

The service has 10 dementia beds and 27 generic rehabilitation beds.

For this role you would be classed as a “key worker” in a frontline service during pandemic or outbreaks (Covid-19, SARS, Norovirus, Flu) and would be expected to support clients who may have the virus or are recovering from the virus. All safety measures to protect staff are in place including the provision of full PPE, deep cleaning of rooms and general areas, provision of hand sanitisers, zoning of the building. Risk assessments are carried out for all staff.

Protecting against measles - measles is highly infectious and there is a risk of importing the measles virus in the UK following increases across Europe – the health security agency is encouraging everyone who has not had the MMR to come forward.

Milton Grange is part of DPS services in Adult Social Care (and so often a provider of last resort). Adult Social Care has responsibilities under the care act to ensure the safety of all vulnerable people. Therefore, you may be required to support other services in emergency situations. For example, an independent care home in crisis, or a struggling domiciliary care agency as well as other services within Directly Provided Services, JCR, Learning disabilities etc.

**References**

If successful, 2 references are required. One must be from present/last employer and the second from a previous employer. Character references are not accepted, a full employment history is required. You will be asked at interview to provide any information about gaps in your employment history.

**Training**

If a level 2 in Maths and English (or GCSE) is required for this post, you will be asked to provide evidence of this qualification, if not available, you will be asked to come in to complete an assessment as part of the pre-employment checks.

If successful, all staff will be required to undertake mandatory training applicable to their role. Inductions are carried out in group settings and held at Milton Grange. New staff would need to attend for a 4-week period, Monday – Friday 9.30-4.30 with some variation to these hours on a shadow day. Any travelling expenses incurred travelling to an alternative location other than your nominated base will be refunded one month in arrears.

For Care roles, if you do not already hold a level 2 or 3 in health and social care, you will be required to undertake the Care certificate, which you would be supported with during your employment.

Additional continuous development opportunities are available including apprenticeships, please bring any questions regarding training opportunities along to your interview.

**Working pattern**

The working pattern for this post is on a 4-week rolling rota. Shifts are 7.15 – 19.45 and you will be required to work 1x full weekend and 1x half weekend every 4 weeks.

You are required to work bank holidays for this role.

Annual leave can be requested over the Christmas period but may not be agreed due to the needs of the service.

For relief staff, shifts will be a combination of longer and shorter shifts.

Shorter shifts are either the early shift (7.15 – 14.45) or a late shift (12.15 – 19.45) Night shifts are 19.15 – 7.45.

**Probationary period**

All new or newly promoted employees must complete a 12-month probationary period or appointment support period. This allows managers to assess their suitability for the post and gives the new member of staff time to demonstrate their abilities.

Formal reviews are held at set intervals throughout this time to assess the employee’s progress. There is no entitlement to sickness pay during the probationary year.

**Mileage**

There is a mileage allowance of 45 pence per mile should you be required to travel for the role. You would need to provide copies of your driving licence, MOT certificate and insurance to include use for business.

**Uniform**

You will be provided with 2 tunics and will be required to provide your own black trousers and black shoes/ trainers. There is the option to purchase additional tunics.

**Annual leave**

The basic annual leave entitlement is 23 days, plus concessionary days and bank holidays.

Annual leave must be booked a minimum of 2 weeks in advance, and you should ensure you have your line managers approval before booking any holidays.

**Sponsorship**

We are unable to provide sponsorship for candidates applying for posts that the minimum salary is below £29,000 in line with the government sponsorship criteria. This role is therefore not eligible for sponsorship.