

# Your Nursing Career At HICA



**HICA**

[www.hica-uk.com](http://www.hica-uk.com)

*A Not For Profit Company*

# Wondering what its like to be a nurse in care home environment?

**Working as a nurse in a residential care home environment is a fulfilling and rewarding career path that offers a range of benefits. As a care home nurse, you will be responsible for providing high-quality nursing care to residents with a variety of complex needs, such as dementia or mobility issues.**

Care homes often provide a more supportive and collaborative work environment, with a strong emphasis on teamwork and communication. You will be part of a multidisciplinary team that includes other healthcare professionals, such as doctors, therapists, and social workers, all working together to deliver the best possible care to residents.

As a nurse in a care home, your duties will include providing high-quality nursing care to residents with a variety of complex needs, such as medication administration, wound care, and monitoring vital signs. You will also be responsible for creating and updating care plans for residents, ensuring that their individual needs are met. Additionally, you will work closely with other healthcare professionals, such as doctors, therapists, and social workers, to provide a multidisciplinary approach to care.



## **Creating Lasting Bonds**

Working as a nurse in a residential care home can be a rewarding and fulfilling experience. One of the unique aspects of working in this environment is the opportunity to build deep and meaningful bonds with the residents you care for. Unlike in a hospital setting, where patients are often discharged after a few days, in a residential care home, nurses have the opportunity to work with residents for an extended period, sometimes for years. This extended time period creates a strong bond between the nurse and patient, which is incredibly valuable for both parties.

The bonds between nurse and patient in a residential care home are strengthened by the length of time they spend together. As nurses work with residents day in and day out, they get to know them on a personal level. They learn about their likes, dislikes, interests, and hobbies. They become familiar with their medical history and understand their individual needs and preferences. This



level of familiarity allows nurses to provide personalised care that is tailored to each resident's unique situation.

Over time, nurses in a residential care home become more than just healthcare providers. They become trusted friends and confidants. Residents often turn to their nurses for emotional support and comfort, especially during difficult times. For example, if a resident is feeling lonely or depressed, they may turn to their nurse for a sympathetic ear. Nurses in residential care homes are often a constant source of comfort and stability in the lives of their patients.



The strong bonds between nurse and patient in a residential care home can also lead to better health outcomes. When residents feel connected to their nurses, they are more likely to follow their care plans and take their medications as prescribed. This can lead to better management of chronic conditions and a higher quality of life for residents, and a deep sense of satisfaction and purpose for nurses in carrying out their work. They are able to make a real difference in the lives of their patients and see the positive impact of their work on a daily basis.

## The Buddy System

Starting a new job at HICA can be both exciting and daunting, especially when you are transitioning to a new environment. For nurses moving to HICA from a different setting, the change can be overwhelming. We understand the importance of supporting our new nurses to ensure they feel confident and comfortable in their new roles at HICA. That's why we have implemented a buddy system for all nurses new to HICA.

The buddy system is a mentoring program where a nurse new to HICA is paired with an experienced nurse at HICA for the duration of their initial training. The experienced nurse will guide and support the new nurse, answer any questions they may have, and provide valuable insights into HICA's care home environment.

- The buddy system helps new nurses to build relationships with their colleagues and provides them with a sense of belonging within the team at HICA.
- The buddy system provides a safe space for nurses new to HICA to ask questions and learn from someone who has been there before.



- The system helps nurses new to HICA to build confidence. Moving from a different environment to HICA can be challenging, but having an experienced mentor to lean on can make all the difference.
- In addition to building confidence, the buddy system also helps to improve the quality of care we provide to our residents at HICA. With a mentor to guide them, nurses new to HICA can learn our care processes quickly and effectively, which helps them to provide the highest level of care to our residents.
- It is also a great way to promote teamwork and collaboration at HICA. When nurses new to HICA join our team, they bring fresh perspectives and ideas. By pairing them with an experienced mentor at HICA, we encourage collaboration and the sharing of knowledge, which benefits everyone on the team.
- Overall, the buddy system is a vital part of our onboarding process for nurses new to HICA. It helps them to feel supported, build confidence, and quickly integrate into our team and culture at HICA. The system ensures our residents receive the best possible care and helps us to build a positive work environment where teamwork and collaboration are at the forefront.

At HICA, we are committed to providing our nurses with the resources and support they need to grow and develop in their careers. The buddy system is just one example of how we put this commitment into practice. We believe that by investing in our nurses new to HICA, we are investing in the future of our care homes, and ultimately, the well-being of our residents.

## *Our Nursing Homes*

### The Lodge



The Lodge is a specialist Nursing with Care home designed to support people living with a dementia and the challenges they face. It is located within Buckshaw Retirement Village which is near Chorley.

Careful research and close liaison with the nationally renowned Dementia Services Development Centre has ensured we have five unique communities that embrace best practice in dementia care. We are very proud to have received their first ever Gold Standard accreditation for dementia design. Each community offers something a little different. From early-stage dementia care through to 24-hour nursing care for people with dementia and further health and social needs. The Lodge covers every stage of the dementia journey.

### Wolds Care Centre



The Wolds Care Centre is a 66 bed Care Home situated in Louth, Lincolnshire. The home provides a home for life within its specialist dementia, nursing and residential care communities. All bedrooms are spacious, boasting their own en-suite with wet room and each room is furnished to a high standard. Residents and their families are invited to personalise their rooms, creating their own unique environment, reflecting the individuality of the occupier.

We are proud to be able to say that The Wolds Care Centre won the Gold Standards Framework for the second time. This award recognises health and



## Tracy's Story

Tracy's story is a testament to the benefits of working in a care home environment. After 25 years of working for the NHS, Tracy was searching for a change in her career, and the positive feedback she received from a friend who had recently started working as a nurse in a care home caught her attention. She applied for a position at a HICA nursing home and has been happy with her decision ever since.

Tracy says, "Working as a care home nurse has been a much more manageable and fulfilling experience for me than my previous frontline work in the NHS. The intimate and home-like atmosphere of the care home has enabled me to create bonds with my patients, which has given me a better insight into their unique needs and preferences."



In addition to the supportive working environment, Tracy values the emphasis that HICA places on continuous professional development. The bespoke nursing portfolio provided by HICA has been an invaluable resource for her, enabling her to enhance her skills and knowledge, and deliver better care to her patients.

Tracy continued, "Knowing that HICA is committed to the safety and well-being of both staff and residents has been a great comfort to me. Being partnered with a 'buddy' for the first few months really helped with building confidence. And the daily handover and 'Safety Huddle' meetings are brilliant as they offer an opportunity for all staff to come together, discuss important issues, and collaborate to provide the best possible care for our patients. It's reassuring to know that everyone is on the same page and working together towards a common goal."

social care providers who deliver quality care in the final year of life. The Wolds Care Centre is one of only 42 care homes, primary care, domiciliary care agency and hospitals across the county which will receive the prestigious quality hallmark. To win the award a service must show that it met strict criteria in 20 different areas, ranging from leadership and support to dignity and respect, as well as submit a portfolio of evidence.

## Raleigh Court



Raleigh Court is a nursing care home accommodating 56 bedrooms spread over two floors. The home is well-equipped to accommodate a range of needs and preferences. In addition, a lift to the second floor ensures easy accessibility for all residents.

At Raleigh Court, quality of life is of paramount importance. The team is dedicated to ensuring that residents receive the best possible care and support, in comfortable surroundings that are conducive to wellbeing. The home's philosophy is centered around ensuring that residents can live their lives with dignity and choice, and this is reflected in the care that is provided.

Raleigh Court's nursing team is well-trained and experienced, and provides a range of services that are tailored to the individual needs of each resident. This includes assistance with medication management, wound care, and other medical needs.

## Continual Professional Development

At HICA, we recognise the importance of continuous professional development (CPD) in ensuring that our nursing staff provide the highest quality of care to our residents. We are committed to providing our staff with opportunities to enhance their skills and knowledge, and to support their ongoing professional development.

One way in which we do this is through our bespoke nursing portfolio. This portfolio is designed to support our nursing staff in developing the skills and knowledge they need to provide exceptional care to our residents. The portfolio includes a range of modules, covering topics such as wound care, dementia care, and infection prevention and control. Each module is designed to be completed in a flexible and convenient way, allowing our staff to learn at their own pace.

In addition to our nursing portfolio, we also offer a range of other CPD opportunities. These include training sessions on a range of topics, such as medication management, palliative care, and communication skills. We also offer mentoring and coaching programs, which provide our staff with one-to-one support and guidance from experienced mentors. Our nursing teams will also enjoy opportunities to undertaking external training accredited through universities to help towards CPD and revalidation. Courses can include advanced clinical skills, wound care, NEWS 2, palliative care and end of life. Joining mentorship training programmes is also an option for those who are interested in coaching new nurses through their learning journey.

We believe that providing our staff with opportunities for CPD is essential to maintaining high standards of care, and to supporting our staff in their professional development. By investing in the development of our staff, we are able to provide the highest quality of care to our residents, and to ensure that our staff feel valued and supported in their roles.

We also understand that CPD can be a challenge for many nurses, particularly those who are working full-time and have other commitments outside of work. This is why we have designed our CPD programs to be flexible and convenient, so that our staff can fit their learning around their other commitments. We are committed to supporting our staff in their professional development, and to ensuring that they have the skills and knowledge they need to provide exceptional care to our residents.





## Benefits

Working for HICA comes with a range of benefits that make it an attractive option for nurses seeking to further their career. Firstly, we offer highly competitive pay rates, with enhanced rates for Bank Holidays. In addition, we pay NMC registration fees, providing further financial support to our clinical staff.

At HICA we recognise the importance of a healthy work-life balance, which is why we offer 30 days of bank holiday, inclusive of bank holidays, as well as paid breaks and handovers. We understand that flexibility is key when it comes to work, which is why we offer flexible working patterns and contracted hours that suit, so our staff can balance work with their personal lives.

Our retention rewards are another key benefit of working for our company. We offer a total of £1500 paid over 12 months, as well as unlimited “Refer a Nurse” payments of £2,000 per successful referral. These rewards demonstrate our commitment to supporting our staff and retaining the best talent in the industry.



Furthermore, we provide access to a benefits platform that includes discounts on the high street, gyms, life insurance, and other benefits through salary sacrifice arrangements such as our Cycle to Work Scheme. Our staff also have access to a suite of wellbeing-related support mechanisms, including free counselling. We are committed to supporting our staff and providing a positive working environment.

## HICA REWARDS AND BENEFITS

*More than just your wage!*

Access  
HICA REWARDS  
from your  
computer or  
mobile device



**hica**  
rewards

The HICA Group is a 'Not for Profit' organisation, established in 1992 that specialises in care and support solutions for older people and people with a learning disability.

Our services are provided within an established portfolio of a range of residential care homes for older people and for people with a learning disability. We also have a well established domiciliary care service providing over 11,500 hours of varied levels of support and cares.

Alongside this we also provide care and support in a number of extra care housing schemes in partnership with social landlords and local authorities. and operate two housing based retirement villages.

### **Our Nursing Care Homes**

The Lodge  
Buckshaw Retirement Village  
Oakbridge Drive  
Buckshaw Village  
PR7 7EP

Tel 01772 625000

Raleigh Court Care Centre  
Cambridge Street  
Hull  
HU3 2EP

Tel 01482 224964

The Wolds Care Centre  
North Holme Road  
Louth  
LN11 0JF

Tel 01507 602360

### **Head Office**

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HU13 0LH

Tel 01482 581000

Our nursing vacancies can be viewed  
on our website at:

*[www.hica-uk.com](http://www.hica-uk.com)*

Alternatively you can send enquiries  
and/or your CV to:

*[recruitment@hica-uk.com](mailto:recruitment@hica-uk.com)*

**HICA**