

CARE IS AT THE HEART OF
EVERYTHING WE DO...



Why do we love what we do?

In a sector as sensitive as Care provision we have a moral obligation to ensure our service is honest, trustworthy, reliable and is delivered by people who understand and care about the sector.

It is important to remember that High standards of Care can only be delivered if suitable people are employed.

We believe that as recruiters we have a moral obligation to ensure we are delivering the right service. Just because we are a step removed from the actual operation of delivering care does not mean that we should not take that obligation any less seriously.



My inspiration

This is a story about my Aunt who suffered appalling abuse in a Nursing Home and the reason I enjoy my job and work hard to find the right people for the Care Sector.

Christine lived at home for most of her life with my Grandma and Granddad. When you visited the first thing she did was make everyone a cup of tea, she loved being useful.

When she was in her teens she had a nervous breakdown and was taken to Stanley Royd in Leeds. I do also know that she was subjected to Electric shock treatments. She was classed as "Backwards" in those days.

When my grandparents got older they decided it was time to ensure that Christine was cared for when they had gone, that is when Christine entered the Care System. She was in a Residential Home in Leeds for a while and we did see her change a lot, she would be half asleep half of the time. She wasn't her usual fun self and became withdrawn and unhappy. We then were informed this home was closing and she was to be moved to Bradford 16 Miles away from where we lived. We did not seem to have a say in this and I decided to get involved.

Myself and my mum attended a meeting with every care professional involved in her well-being – there must have been 10 people in that room and do you know what... None of them knew anything about her! It angered me. The doctor read out a list of medication she was currently taking and when I asked why she was taking a certain medication I got a blank face. We were informed that she would be moving to Bradford because she needed a Nursing Home and as she was under 55 it was hard to find a home that would take her. The decision had already been made!

My aunt went to live at the Home in Bradford, during her time there she had her cigarette allowance reduced to 3 a day. This caused her distress and she was reduced to going into the local Supermarket Cafe to take cigarette butts from ashtrays. The Home knew about this and did nothing. She then broke her hip

(We still don't know why) and we were called to the Hospital. I went with my mum on that first visit to find her in the middle of a small ward of six. Her hair was stuck to her head, she smelled so badly of urine the whole ward smelt. Worst of all the care home had put her in an ambulance with her belongings in a bin liner! No one accompanied her in the ambulance from the home. It was whilst she was in here that we received the sad news that she had terminal lung cancer. Christine returned to the home and never walked again and more incidents happened – her bed was moved away from her buzzer as she was constantly in pain. The final straw was whilst she was being drag lifted, she cried out in pain and was slapped across the face with a slipper!

Safeguarding became involved and I called the local CQC Inspector and started an official complaint. To this day, I do not know what happened to that Care Assistant. The results we got from the CQC inspection were a list of complaints and whether they had been upheld or not upheld it was all a bit lame to be honest! We did also discover that there were discrepancies with her monies. But no real answers!

She moved from this home to a home in Leeds where the staff were amazing... She spent her final months being Nursed by some fantastic carers which I am glad of and I was by her side when she died. Sadly I cannot change what happened to her and the sad life she lived. Knowing what I know now, I honestly think my Aunt had a Learning Disability or Autism. I feel sad that her life was like this and that she didn't receive the best care and support she deserved. In my opinion, she should have been living independently not in a Care Home or Nursing Home and had she been born today she may have been treated differently. RIP my darling and I think about you every day!

Victoria Marsden Managing Director

Specialists in Attracting Candidates



National & Local Presence

Health & Social Care Jobs takes pride in our ability to attract the best quality applications to our vacancies. We ensure that all our online adverts are well written and tailored individually to our client's needs, targeting the desired skills and experience that you require.

We advertise using online job boards that we have carefully chosen based on their performance and have proven that they have the largest network coverage throughout the UK. This ensures we continually have access to high quality, relevant candidates, alongside this we also utilize Social networking sites and access to CV Libraries that the jobsites have to offer giving us instant access to candidates CV's.

Health and Social Care Jobs have developed and are committed to continually growing our own in-house database comprising of thousands of care professionals throughout the UK. Our database is sector specific and only includes candidates who are experienced within the care sector.

A woman with blonde hair, wearing a white top, is holding a large, solid orange heart. The background is a soft, warm-toned image of her face and hands. In the top left corner, there are four overlapping hearts in shades of blue, grey, pink, and white.

Providing Recruitment Expertly.....

We only put forward the very best!

We work with many of the leading UK care providers and know there's nothing more important than finding you your ideal candidate.

As you know there is a lot to consider for example someone that will immediately add value, can manage and motivate people, can cope under pressure, can develop a service or turn it around. Whatever your service needs it's our job to find that person and we only do that by really getting to know you!

We are determined to stand out and each of our consultants has expert knowledge; they are people not sales people and are kept up to date with changes within the sector on a daily basis. We have a saying in the offices and that's "We work for the care sector not the recruitment Sector" and that is something we are all very proud of.

"I have found Vicky and Health and social care jobs to be truly wonderful. Vicky has a huge passion for finding me the right candidates for my positions. Vicky will complete a full pre-screening interview and produce a real in-depth report and I trust Vicky's judgement. I only get sent relevant CV's. Customer satisfaction is at the centre of everything Vicky does. I consider Vicky to be part of our recruitment team and would recommend Vicky and her team 100%."



Full Recruitment Service

- Where possible we would meet in person to discuss your vacancy and learn more about your organisation's culture and values. We will then take a detailed brief about your vacancy.
- We would go away and write a bespoke Advert for your vacancy.
- We will advertise your vacancy on all the best performing online job boards.
- We will search our database for candidates that meet your criteria and send out a very targeted email of your vacancy to those candidates.
- Search our own and other CV Sites to source suitable candidates.
- Use social media to attract candidates.
- Once we receive applications we will view applications, filter and arrange to interview potential candidates.
- We will carry out an in-depth telephone interview usually lasting between 40-60 minutes sometimes longer.
- We will provide you with un-rivalled interview notes about the shortlisted candidate. These notes are usually a full A4 Page if not more. Throughout our interview notes we will give you a valuable insight into that person. This will include lots of things, for example their personality, what motivates them, how they like to be managed, how they lead a team... We also go into the technical side of the job they are applying for and the running of that service. We ask questions about all aspects of that role.
- We will only send you candidates that meet your criteria and can transfer easily into the position they have applied. We also look for Passion!
- Arrange interviews on your behalf.
- Provide candidates with feedback following their interview.
- Manage any offers of employment.
- Obtain 2 professional references, identification, copies of relevant certificates and professional registrations.

We only put forward the very best!

"I have known Vicky for over six years now, and in that time she is someone who I found to be capable of great compassion and has real commitment to the care sector, she is someone I very quickly learned to trust without question with regard to the recruitment needs of St. Clements Care Services."



Attraction & Pre-Screen Specialists

Attraction Pre-Screen Services Benefits

- Providing Advertising, Candidate Attraction and a Pre-screen service rolled into one.
- We give your vacancy more exposure and reach a bigger target audience.
- Our job is to attract candidates to apply.
- We can take away some of the work that can eat into your day.
- Filtering out candidates that are not suitable saves you valuable time and money

Process

- We will write a bespoke professional advert* to attract candidates to your vacancy.
- We will ensure the advert* is optimised to be picked up by all the major search engines such as google, bing, yahoo...
- The vacancy is advertised* on the top performing UK online job boards** based on their performance and ability to attract.
- We will utilise Social Media locally for you to attract applications.
- We will look at the demographics of your area in terms of where candidates may be located.
- We will monitor the advert and make any changes needed throughout the campaign to continue to attract candidates.
- We will manage the applications and filter out any unsuitable candidates according to your criteria. **We can filter on:**
 - Postcode/Area**
 - Travelling distance**
 - Do you drive and have access to your own car?**
 - Are you over the age of 18?****We can add up to three filter questions.**
- Any candidates that are suitable will be put forward to you for you to follow up accordingly.
- We can also give you an added option to sponsor your advert – **Please ask for details.**

* All adverts are branded as Health & Social Care Jobs.

** The Job boards we use are closely monitored for performance and are subject to change.

Consultation Service

We also offer a consultation service where we will visit your office to discuss your recruitment process and look at areas where mistakes are happening or improvement can be made. Looking at your full process, we will also look at the resources you are using and look at what other resources you could use. We can also carry out an online assessment to see where you are placed locally in the job market. We will look at the demographics of an area to determine where your candidates may come from.



Outsourced Recruitment Specialists

Outsourced Recruitment Service

- Advertise your vacancy using all the best performing UK online job boards.
- Receive all applications on your behalf and filter the applications according to your requirements.
- Telephone pre-screen candidates according to your criteria.
- Submit applications and a copy of our pre-screen information.
- Arrange any interviews for you.
- Provide candidates with details of the job vacancy and job description if applicable.
- Give candidates details of where to attend and what to take with them.
- Call candidates prior to their interview to confirm attendance.
- Let the candidates know if they have been successful/unsuccessful.
- Agree induction start dates.
- Track all applications in terms of their progress.

Benefits

- Free up valuable resources within your own organisation.
- Your recruitment gets the attention and focus it needs.
- Enhanced candidate attraction due to our online job board coverage.
- We only charge for successful candidates that start employment.
- We become an extension of your own team and you will have one point of contact with Health & Social Care Jobs that will look after all your applicants.
- Fantastic knowledge of the best ways to attract candidates.

"Paul and Vicky bring a refreshingly measured approach to H&SC recruitment. They take the time to learn about your needs from an individual point of view rather than pre-conceived ideas about the kind of candidate(s) you are looking for. This personal touch runs through the whole process of the tailored recruitment that they provide. On top of which their own personalities make the sometimes stressful and serious nature of the process of recruitment an enjoyable and dare I say it a pleasurable experience."

'We decided to recruit CareGivers with Health and Social Care Jobs after meeting them in person last year. Their personalities and approachability were key to us making our decision. We are very impressed with their commitment to not only getting the best candidates for our needs, but also to provide help and advice with recruitment. We have been very impressed with the volume and quality of applicants so far and their filtering process works well saving us valuable time.'

Please visit our website www.hscjobs.co.uk to view all of our testimonials.



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