

Employment Services



Health and Social Care

Version 1.0

Issued 03/12/2011

Document Control

Document Title: Employment Services – Health and Social Care

Document Number: HB002

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Change Authority: Steven Wingate

Change History

Version	Date	Reason for change	Change by
0.1	2/12/11	First draft	Steven Wingate
1.0	3/12/11	Final Release	Steven Wingate

Change Mechanism

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Contents

About Wingate Blackpool Ltd Health and Social Care Services _____	4
What are the benefits of using Wingate Blackpool Ltd? _____	4
Personal Recruitment Specialist: _____	4
Quality Guarantee: _____	4
24/7 Support: _____	4
Independence and Flexibility: _____	4
Simple English Pricing: _____	5
Cost Control: _____	5
The Wingate difference _____	5
The recruitment process _____	6

About Wingate Blackpool Ltd Health and Social Care Services

We provide temporary care workers to Registered Care Homes in the North West. We aim to provide the best service possible by recruiting skilled, appropriately trained care workers at the most competitive rates. We believe that no other agency goes to the lengths we do to provide a high quality service and training for our staff.

Our register of temporary care workers is, we believe, one of the best, as we care a great deal about the service we provide. We are a principled organisation and feel a responsibility towards the people at the end of our service, i.e. your service users.

As we are a small business, we are able to provide an excellent personal service to both our care workers and clients. Many of our clients have attested to the fact that our experienced internal staff team is always friendly, supportive and professional; ready to rise to the challenge of tailoring our service to suit your needs and provide you with the right person for your service users.

Let Wingate Blackpool Ltd remove the pressure and reduce your costs of covering your staff shortages.

What are the benefits of using Wingate Blackpool Ltd?

Personal Recruitment Specialist: Upon becoming a client of Wingate Blackpool Ltd, you will be assigned a Personal Recruitment Specialist with occupational competence in your sector. When talking to them you will be speaking to someone who knows what you are talking about.

Quality Guarantee: If you are not satisfied with the worker we send you, he or she will be removed or replaced and as long as you notify us within 4 hours of he or she starting with you will not be charged for a penny. We have developed a system for checking performance against a set of key performance indicators. These key performance indicators will be tailored to meet your own needs by your Personal Recruitment Specialist and yourself to ensure they meet your specific needs. Measuring the performance of temporary workers will give you the tools to help them improve.

24/7 Support: We can be contacted 24 hours a day 7 days a week. After hours we have duty staff on call to help you.

Independence and Flexibility: We will look after your business better than many of our competitors can because we are a small, independently run family business. Your custom is important to us and to our success. That's a good enough reason to get it right the first time.



Simple English Pricing: With simple pricing plans, you know exactly what we will pay the worker and what we will charge you for their work, day and week. This will put you in control of your costs and budgets.

Cost Control: We charge by the hour or part thereof. With the need to keep a tight control of costs you can rest in the knowledge that at Wingate Blackpool Ltd you are only charged for the labour you use. We are confident that no other agency goes to the lengths we do, to provide a good service.

The Wingate difference

No matter how little notice we receive, we aim to fill all shift requests. This gives you the peace of mind that your home will always have the level of support required.

We make regular contact with you to obtain feedback on the workers we place with you ensuring that you are satisfied with the level of service and that the employee(s) we have placed are performing adequately.

We provide you with comprehensive Fitness to Work Profile as required by CQC and each new worker is required to cover the Skills for Care Common Induction Standards as a minimum requirement before they are placed in any position.



We keep a regularly updated database on each client and pass as much information as possible to our care workers, though always observing confidentiality agreements.

Our hourly rate is very competitive and is lower than most other agencies. However, our workers are paid a good hourly

rate, ensuring we attract a high standard of workers.

The recruitment process

In order to recruit the worker who provides quality & relevant experience, we use a process that enables us to thoroughly vet each applicant.

All staff placed out to work has to complete the following registration procedure: -

- Initially vetted over the telephone.
 - “How do they come across? Can they turn up for an interview on time? “
- Fill out an application form detailing the persons work history.
 - “Any gaps in their employment are picked up here and scrutinised. We can ascertain reasons for
- leaving previous jobs and what their roles were in each of the vacancies”
- Proof of Identification taken.
 - “We comply with all the latest Government legislation on employing all workers, whether they be an EU national or Overseas worker”
- Complete an experience sheet.
- “Experience sheets help us to select and match the workers specific skill to your exact requirements. They help us break down the workers skills, be it a skilled or unskilled person, into their core components.”
- Sign a terms & conditions of engagement and if applicable “Opt out of the 48hour” working week agreement.
 - “We take care and ensure that we meet and work in line with all the current guidelines and government legislation”
- Be interviewed.
 - “From this we, as detailed above, can ascertain reasons for leaving previous jobs and what their roles were in each of the previous job vacancies. We can also gauge their suitability, adaptability and reliability to work on behalf of Temps Ltd within a client organisation”
- Be referenced.
 - “This confirms when they worked for the company, the position they held within the company, how they fitted in terms of their attendance and punctuality, performance, relations with work colleagues, honesty, integrity, attitude towards health and safety and whether or not they would reengage the applicant.

- Training.
 - ALL our Care staffs receive a minimum of 8 weeks training, full time before we send them out. This training will cover as a minimum:
 - First Aid (HSE Approved First Aid at work)
 - Manual Handling Level 2
 - Food Hygiene Level 2
 - Health and Safety Level 2
 - Medication
 - Fire awareness Level 2
 - Skills for Care Induction standards
 - Level 2 or 3 Certificate in Preparing to Work in Adult Social Care
 - Working towards Level 2 or 3 Diploma in Health and Social Care

Documentation that can be provided on request (if applicable):

- Birth Certificate
- An Enhanced CRB certificate
- A utility bill which shows the employees current address (phone/gas/water bill)
- NI Card
- Both parts of their Driving License.



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