

Why work for us...

Have you ever wondered what it would be like to have a job that gives you something back, where you see the results of your work and it feels meaningful, if so, why not consider a position with us?

Do you.....

Have a Caring, Sensitive & Approachable nature? Are you Compassionate, Patient & Empathetic in your approach to work? Do you have a desire to make a difference to the lives of the people you support?

If so, a role with Coverage Care Services Ltd could be the role for you!

Who are we....

At Coverage Care we aim
'to make the use of care services a positive, timely & rewarding choice' for everyone

Coverage Care is a 'Not for Profit' organisation, which means although we still have to make a profit each year, the profit we make is reinvested back into the business to improve our services and does not go to shareholders or investors.

Coverage Care Services Ltd have 14 homes in the Shropshire region, specialising in Residential, EMI & Nursing care, we pride ourselves on being present and serving the local communities in the county.

What we will do to support you....

At the beginning.... you will receive a detailed & thorough induction programme, during which you will be shown how to do your job by experienced staff who have experience and can guide you to gain a clear understanding of how we provide effective support.

It doesn't stop there...

- We have an in house training team who provide mandatory and regulatory training and then a full range of skill specific additional training opportunities tailored to meet Coverage Care requirements, see additional Training Handout.
- You will receive timely support from your supervisor who will discuss your development, not just your training but how you are developing "on the job" too. You will be encouraged to be actively involved in your development and understand your career options.
- If you are someone that likes the idea of extending your responsibilities and would like to become a leader there are lots of opportunities and support to do this. We have leader development programmes and lots of helpful training modules developed to enhance your leadership skills such as supervision, disciplinary, grievance, appraisal, interview techniques to name but a few.
- Leadership and promotion is not for everyone and we acknowledge that employees who continue to deliver excellent care are the backbone of our organisation so we are keen to support these individuals to update their skills and promote new techniques to enhance our services.
- We offer a competitive employee benefits package, see additional Employee Benefits Handout

In addition to in-house support within the homes, we also offer employees...

HR Support...We like to think that if you have a problem with your employment we have people who can help you resolve it, if resolution is not found in home then we have a HR team who can advise and resolve issues fairly. HR Clinics are run in each home on a quarterly basis, in addition to a daily (Monday-Friday) HR Support phone line, we believe that unhappy employees are not effective and encourage employees to "speak up" so that we are aware and can find a resolution.

External Support....We also offer all employees access to an Employee Assistance Programme, provided by Sovereign Health Care. Full details of what this support package includes are on the Employee Benefits Handout (separate)

**If you have read the above and think along the same lines as we do....
why not apply?**