**Thank you for your interest in working for Martha Trust. I hope that we can encourage you to come and see the work we do and to consider a career with us.**

Martha Trust provides residential lifelong care to people of all ages with profound and multiple physical and learning disabilities. We provide our support across 2 separate homes, Martha House and Sophie House which are set in outstanding surroundings on the outskirts of Hereford. The buildings are in excellent condition and are furnished and resourced to a high standard for us to be able to deliver care safely, efficiently and effectively. I have been a nurse for 40 years and a senior manager for 25 of these. I can honestly say that at both homes run by the Trust, Martha House and Sophie House, I have observed some of the best care ever in my career. Carers respond promptly to residents’ personal needs, treating them with respect for their dignity, individuality, likes and dislikes; advocating for them when necessary and striving to maintain their health and wellbeing and achieve the best possible quality of life. None of the residents have acquired pressure sores and none have urinary catheters – a testament to the quality of personal care and attention given by the team. Senior Carers take their responsibility for the residents seriously and lead and direct small teams to deliver care plans and activities competently and with commitment and devotion to their residents’ well-being. Nurses provide skilled assessment, care planning, monitoring, direction and support. There is an exceptional team of therapists and allied professionals to complement holistic and safe care and enable access to a wide variety of therapeutic and social activities.

Martha Trust Hereford is an amazing place to work. Newly recruited carers receive at least one month’s support and supervision, working alongside experienced carers and senior carers on every shift, with a mentor and support from the education team to undertake the care certificate and develop knowledge and skills to undertake the role. They receive more support and encouragement in this time than I have ever observed elsewhere and this continues as they grow in the role. Starting as a carer with Martha Trust provides a solid foundation for any future career in health and social care and helps staff to develop resilience and life skills for the future. Many carers have gone on to become nurses, paramedics and medics and also to take up development roles within the Trust. Nurse, Nursing Associate and therapy students also undertake placements in the homes which provide exceptional insight into the support of people with profound and multiple learning and physical disabilities. One nurse recently gained recognition by the University of Worcester for their student support and mentorship . And our first tranche of Nursing Associates are due to qualify soon. A Senior carer development programme has been devised and feedback following delivery was outstanding. Carers felt supported and empowered to undertake their role.

Whilst at Martha Trust, staff gain experience and skills in different modes of communication, understanding of the Mental Capacity Act and best interest decision-making and Deprivation of Liberty Safeguarding. They also have the opportunity to grow their skills especially in the management of epilepsy (seizures), gastrostomies (artificial feeding tubes), skin integrity, nutrition and positioning. For qualified nurses, whether trained in Learning Disability, General Adult nursing, Children’s nursing or Mental Health, there are opportunities to use many nursing skills to the fullest and to support the deputy and registered home manager to advance knowledge, clinical skills and practice in specialist areas as above and potentially in health promotion, in caring for the ageing person with learning disability and at the end of life. There are also opportunities to gain experience in education and training. Nurses and carers receive ongoing training in mandatory subjects and clinical skills and have the opportunity to grow in areas of special interest

The Trust is currently looking at how it can progress from good to outstanding in its CQC rating and is keen to appoint kind nurses and carers with compassion and commitment to making a difference to the lives of residents and to recruit skilled nurses with vision and enthusiasm for widening its horizons. The managers and senior managers are entirely committed to achieving this aim and to continuing their support of staff.

The homes are supported by Managers and Senior Managers who are skilled and experienced and are committed to creating an environment of exceptional care and staff support and development. Issues are dealt with promptly, opportunities are created for frequent and ongoing staff feedback, openness and honesty is encouraged, good performance is acknowledged and poor performance is addressed. Pay and terms and conditions are competitive and staff benefits include free parking, tea and coffee and subsidised meals, an equipped working environment and lovely gardens. Staff supervision is provided and exit interviews used to better our services. There is a commitment to learn from mistakes and to listen to concerns.

Our core shift hours are shown below, however, we would consider minor variations to these based on the needs of the service.

|  |  |
| --- | --- |
| Early shift: | 07:00 to 14:30 |
| Late Shift: | 14:00 to 21:30 |
| Night shift: | 21:15 to 07:15 |

I hope that anyone interested in working for Martha Trust makes contact arranges a visit, asks questions and talks to current staff.

We look forward to hearing from you.

Nicky West