

Bristol Care Jobs

Here's your FREE advice-packed PDF Your Essential Guide on finding the best Bristol care jobs.



Thank you for providing your contact details; please find your FREE Essential Guide PDF document from Bristol Care Jobs.

This PDF contains essential factors to bear in mind when looking for care work in Bristol, and has been produced by our team of expert care recruiters.

If you'd like further free advice, please get in touch with our Stoke Bishop-based team on info@bristolcarejobs.co.uk who will be delighted to help you further.

Some important factors to look for in a good care employer in Bristol, and some vital questions to ask of a care employer in the city, include:

- **What are the organisations rates of pay and why it is important to look beyond an advertised hourly rate?**

Most homecare and care home employers will offer an hourly or 'per shift' rate of pay. It is important to ask whether the hourly rate of pay is the same for all of your time at work and covers all the travel time gaps between calls (Homecare). It is a good exercise to ensure the whole of the work time, including gaps in visits, is paid. Ensure the pay rate is above the Minimum or Living Wage in place at any given time. More information about the UK minimum wage can be found at <https://www.gov.uk/national-minimum-wage-rates>.

Also ask about the minimum number of hours of work you will expect to receive and whether the visits are in the same local geographical area so you are not travelling a long way between calls or from one side of Bristol to the other for a few visits. This information will be vital when calculating your take-home pay.

- **If you are applying for a Community Care role at what rate is your mileage between visits paid?**

*Another important question to ask especially when working in Homecare. Employers who want you to use your own car to attend visits are general more reliable. Organisations who suggest you could walk, cycle or use public transport should generally be avoided. If using your own car, establish at what rate your mileage will be paid? This should be an amount offered over and above the rates of pay. A good employer will pay the maximum travel allowance allowed which is currently **45p per mile**.*

Hint-Ideally apply to employers who offer a good number of working hours or shifts, with minimal 'drive time' (15-20 mins) between calls; have a tight geographical working area (not all over Bristol) offer good rates of pay for all your working time (including travel gaps between calls paid at the same client contact pay rates) above the minimum wage and pay good travel expenses.



- **How long are the client visits?**

Because of our combined experience of over 40 years of care experience we know first-hand that longer client visit times (Homecare) are more beneficial for both Care and Support Workers as well as clients-you want to spend more time caring and less time rushing and travelling!

Hint-ideally apply to employers who offer a minimum visit length of 1 hour.

- **What CQC rating has the Bristol care company been given?**

CQC have 4 overall quality ratings for registered care organisations. These are 'Outstanding', 'Good', 'Requires Improvement' or 'Inadequate'. More information about CQC can be found at <https://www.cqc.org.uk>

So, why is a CQC rating so very important?

A care company's CQC rating is a reflection of how 'Safe', 'Effective', 'Caring', 'Responsive' and 'Well-Led' the service offered by the organisation is. It is also a reflection of how well the staff are trained and supported, the level of carer wellbeing and job satisfaction. Please consider only 'Outstanding' and 'Good' rated care providers wherever possible for a career in care. More information on how CQC inspect and rate care companies can be found at <https://www.cqc.org.uk>.

Hint-Ideally apply only to organisation rated 'Outstanding' or 'Good'

- **Is the Bristol care company or care home a well-established business?**

Generally, those organisations who have been providing a care and support service for 3 years or more demonstrate a level of stability, structure and experience and should have undergone a Care Quality Commission (CQC) inspection to rate the quality of the care they provide.

Hint-Ideally apply to organisations which are 3 years old or more.

- **What training and support is offered to care staff in line with the role?**

Whether you already have care experience or are new to care the level Training and Support offered by a care employer is vital. Internal and external training should be planned as should Induction Training. Shadowing a more experienced colleague over a period of time (2 weeks minimum) is invaluable and 12 weeks nationally recognised 'Care Certificate' modules should be organised. Support from your line-manager or senior colleague should be ongoing and always available. You should be paid for all your training.

Hint-Ask about the care employers Induction and ongoing training programme and ask about the level of support you should expect to receive on an ongoing basis. Also, will you be paid for the time you are training? Further information regarding care industry training can be found at <https://www.skillsforcare.org.uk>

- **Are the uniforms and work related accessories required to carry out the care work in Bristol provided free of charge, or are you expected to pay for these?**

An important question to ask when calculating your expected take-home pay.

Hint-Most good employers pay for your uniform and work related accessories

- **Does the care company in Bristol have an up-to-date website, with positive and recent testimonials from care staff and clients available for review?**

The care employer's website is a good resource to get a 'feel' for what the company stands for. The website should contain content about the organisation, company structure, services provided, who they support, geographical areas covered as well as company news and views and testimonials and reviews from clients and staff members.

Hint- it's always good to read what other people say about the company!

- **Is there a structured career path with the care company in Bristol?**

Vitally important question to ask if you are wishing to progress your position during your career in care. All good care employers will be able to demonstrate the staff structure of the organisation and give examples of current employees and their career path.

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