

## Frequently Asked Questions

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### What are your rates of pay?

Care Assistants hourly rates start at £11.65 (plus holiday pay *for every hour you work*).  
Nurses hourly rates start at £26.62 per hour (plus holiday pay *for every hour you work*).  
Enhancements are paid for working nights, weekends, and bank holidays.

### Do I need to have experience?

To register it is necessary to have a minimum of 3 months continuous work experience within the last 12 months, or over 6 months work experience within the last 2 years. However, we offer an **entry to care route** for anyone not meeting the entry requirements, which is an intensive four-day induction course offering a route into a career in healthcare without previous experience. Applicants to the entry to care course will be required to attend interview before successfully securing a place on the course.

### What areas do you cover?

We supply to clients in all areas of Northern Ireland, but you can choose the geographical regions that you would like to be offered work.

### How do I register with Staff Nursing?

You can register online through the website by clicking 'Application Form' in the 'Apply Now' section on the 'Join Us' page. You can also contact us by telephone, email, or Facebook with any questions. One of our experienced recruitment coordinators will advise and support you through each step of the recruitment process.

### How long does it take to register for work?

The length of time will vary depending on several factors, such as how long it takes Access NI to process your application, and your referees to return our reference request document, however, we strive to ensure all applicants complete the recruitment process as soon as possible.

### Do you guarantee hours?

As an agency we are unable to guarantee full time or part time hours. What Staff Nursing can guarantee however is that we will endeavour to provide all the hours you require, at all times remaining honest and transparent with you. We have many staff who work full time, or simply choose the hours that suit them best, and consistently we meet our workers requirement of shifts.

### What are the costs involved to register with Staff Nursing?

You will need to complete an Enhanced Access NI disclosure which costs £33. We offer induction training and your first uniform free of charge, so the only other cost to you is

the registration fee to The Northern Ireland Social Care Council. If you are not already a registrant, you must apply within two weeks of commencing work with us. The annual fee is £30 and is payable to NISCC. Each year at update training you will be provided with a new uniform, free of charge. Additional uniforms can be purchased for £20.

### What documentation do I need to bring to registration?

In order to register as a member of Staff Nursing you will need to supply the following documentation:

- Photographic identification
- Proof of address dated within the last three months
- Birth or marriage certificate
- Proof of national insurance number
- Two UK based employment reference details (including email addresses), one being your most recent employer
- A full Employment History including dates/gaps of employment
- NMC Statement of Entry (Staff Nurse) / NISCC certificate (Care Assistant)
- Bank Details
- Proof of your current indemnity insurance / union membership (Staff Nurse)
- An official and complete history of vaccinations you have received (Staff Nurse)
- Overseas documentation: Passport, Visa, Work Permit or Residency (all supporting documents) if applicable

### What is covered in Induction training?

Our induction training covers the mandatory courses that you must be certified in to begin work in a care environment. We also include simulated practical scenarios to assess proficiency in a range of basic care needs. The subjects covered throughout the two days are:

- Core Values & Principles of Care
- Fire Safety & Evacuation
- Infection Prevention & Control
- Complaints Handling
- Managing Behaviours that Challenge
- Introduction to Basic Life Support & First Aid
- Moving and Handling Theory & Practical
- Safeguarding at Risk Groups
- Basic Clinical Skills with Simulated Practical

### Do I need to drive?

No, there is no requirement for anyone registered with the agency to drive. Our aim is to place you in shifts as close to your home as possible.

### What settings do you offer work in?

Our main area of expertise is in the private sector where we currently offer shifts in Nursing Homes, Residential homes, Domiciliary setting, Assisted/Supported Living Facilities, GP Practices, and Independent Clinics.

### What shifts do you offer?

Our clients request us to cover a wide range of shifts. Generally, shift patterns run as follows; long day (08:00-20:00), half day (08:00-14:00 or 14:00-20:00), Twilights (17:00-23:00 or similar), night shift (20:00-08:00). The nature of agency work allows you to choose the shifts that best work for you and suit your lifestyle.

### Will I receive travel allowance?

No, we do not offer travel allowances.