










Weldmar Hospicecare

Weldmar Hospicecare Candidate Pack



A message from Caroline Hamblett, Weldmar's CEO

Thank you for your interest in this vacancy at Weldmar Hospicecare. Weldmar's vision is that all adults in Dorset who have a life limiting illness are able to access the palliative care services they need, when and where they need them. To achieve this, we need great people in our team, whether that is a nurse administering care to a patient, a maintenance engineer ensuring our buildings and equipment are in tip top condition, or a charity shop assistant providing excellent customer service.

As a local charity, Weldmar has evolved over the years, ever since the doors of our Inpatient Unit first opened in 1994. We are very proud that we continue to develop our services to meet the needs of the local community in Dorset. Most recently this has included developing groundbreaking new sessions for the wellbeing of patients and their loved ones, the introduction of our hospice at home service which continues to grow, and our 24 hour telephone advice line.

Although we are a local charity, we are in a strong financial position thanks to the ongoing support of the local community. We have also started investing in refurbishing our charity shops, which provide a solid source of income.

As you will discover within this pack, we are a professional, friendly, Values based organisation. Our four Core Values are to be Welcoming, Caring, and Adaptable, and have Integrity at all times. Staff members and volunteers alike have the opportunity to be heard, as we strongly believe that every person makes a difference. You will also discover the importance that we place on education and development for staff in all areas of the charity.

I wish you all the very best with your application.

Caroline

Contents

3 – About Weldmar Hospicecare

4 – Our Vision, Mission & Values

5 – Income generation

6 – Working at Weldmar: Pay & Employee Benefits

8 onwards – Job Description, Person Specification, How To Apply

About Weldmar Hospicecare

Weldmar Hospicecare is an independent local charity that cares for people living with a life limiting illness, such as cancer, heart disease, or motor neurone disease. We also support the loved ones of our patients. Our individually tailored care – where we focus on the person, not just their symptoms and illness – takes place in patients' own homes, in community hospitals and care homes, and at our Inpatient Unit in Dorchester.

Weldmar supports more than two thousand people across the north, south, and west of Dorset each year. All our care is provided free of charge. We help people live as good a life as possible when their illness cannot be cured.

Our team of staff includes specialist nurses, doctors, physiotherapists and occupational therapists, counsellors, chefs, maintenance engineers, complementary therapists, retail professionals, and experts in fundraising, marketing, finance, human resources and more. We are supported by a number of dedicated volunteers in many aspects of our work.

As an independent charity, we rely on donations, fundraising events and our charity shops to fund our work.

We have been providing our care for the people of Dorset since 1994.





Our Vision

All people in Dorset living with a life limiting illness being able to access the palliative care services they need, when and where they need them.



Our Mission

- To provide the highest quality care for patients living with a life limiting illness.
- To offer support to families and others affected by the patient's illness.
- To be an active and constructive partner in the health and social care community in Dorset.
- To provide our services free of charge.
- To provide excellent working conditions and development opportunities for our staff and volunteers.

Our Values

- We **care** for the people we support, who support us, each other and ourselves.
- We act with **integrity** by building relationships based on being honest and fair with open communication.
- We are warm and **welcoming** to everyone.
- We are **adaptable,** always seeking ways to improve and develop as a charity and as individuals.





Income generation

As a local charity, Weldmar Hospicecare is well supported by the communities that it serves across Dorset. Just 17% of our funding is provided by the NHS, and we must raise in excess of £27,500 every day to keep our services going.

Fundraising

We have a dedicated fundraising team that supports individuals who want to hold fundraising events, take on a challenge, or simply make a donation. One in three people that we care for is directly as a result of gifts left to Weldmar in wills, and we have our own Make A Will Month every October. We have the facility for supporters to write a free will.

We organise our own fundraising events throughout the year, including our Summer Fete, which is held at our Inpatient Unit, and an annual Overseas Challenge. Our community of supporters raise funds through their own sponsored events – everything from bake sales to quizzes to opening up their gardens – or by taking part in challenges such as the London Marathon.

We encourage people to support us on a regular basis by making an affordable donation, or by playing Your Hospice Lottery in support of Weldmar. There are also ways that people can remember a loved one with a gift, such as purchasing a leaf on our Memory Tree installation at our Inpatient Unit.

Retail

We have a chain of busy charity shops across the county, as well as larger outlets that sell furniture. We also sell pre-loved items on eBay, and our own range of greetings cards, Christmas cards, calendars and diaries on our own website and in our shops. We are currently rolling out a refurbishment programme for our retail sites, to create a more modern shopping environment for customers, staff, and volunteers.



Working at Weldmar:
Pay & Employee Benefits

There are lots of reasons to consider a career at Weldmar Hospicecare, and here we have outlined a number of the benefits for employees, and well as information about pay, your wellness, education and development opportunities, and more. You can see further details on these benefits and more at **weldmarhospicecare.org/benefits**

Salary

We aim to attract and retain high quality employees with the right skills and experience to fulfil their role and we offer all employees a competitive salary. Pay for retail employees is directly related to the turnover of the shop or outlet. Pay for clinical employees is determined separately and is similar to arrangements in the NHS.

Weldmar is committed to providing consistency, fairness, and legal compliance within its pay practice. Job evaluation considers pay practice within the NHS, other comparable bodies and market rate when reviewing pay scales ensuring that we comply with equal pay for work of equal value legislation and the best principles of equity.

Pension

We want to help you save for the future. The Employer's Pension Scheme is available after three months' service. Employees who are eligible, will be automatically enrolled into the workplace pension scheme with Standard Life. Contributions are 5% employee and 4% employer. Employees also have the option of contributing a higher amount.

For employees transferring from the NHS who are members of that scheme, or have been members within the last twelve months, then the provisions of that scheme will apply. However, the provisions covering redundancy (early payment of pension benefits if over 50) and temporary injury benefits are excluded.



Working at Weldmar:
Pay & Employee Benefits *(continued)*

Annual Leave

Basic paid annual leave entitlement is 27 days plus bank holidays. Part time staff will receive a pro-rata entitlement for both annual leave and bank holidays.

On completion of 5 years' service the entitlement will increase by 2 working days (pro rata) and after 10 years by another 4 working days (pro rata). The annual leave year is from 1 April to 31 March. Continuity of Service from NHS and other hospices is recognised in respect of annual leave for clinical roles.

Education and Development

Weldmar Hospicecare is committed to creating a working environment where staff and their line managers work in partnership to ensure that staff are supported, and enabled to give their best. This begins with a good induction which includes training plans, online and face to face training as well as learning the job and meeting key colleagues and shadowing others.

Our Education and Development Team deliver programmes of training each year and work with employees and volunteers to develop a learning culture, with a particular emphasis on specialist knowledge.

Your Wellness

The wellbeing of our employees is very important to us and we have a variety of initiatives, activities and support services to promote Staff Wellness. A Wellness section of our Intranet has a lot of useful tips and information, and signposts employees to guidance to support their mental and physical wellbeing, such as our own Staff Counsellors and Mental Health First Aiders.

Further benefits include:

- Free parking at our Inpatient Unit in Dorchester, and Weldmar Offices in Poundbury
- Eligibility for the Charity Workers Discount initiative
- Financial incentives such as our Suggestion Scheme and Refer A Friend
- Flexible working arrangements where possible
- Cycle to work initiatives

Job Description

Job Title: Deputy Store Manager

Location
Dorchester Superstore

Hours
35 Per week

Pay band
Retail Salary Scale

Salary
£25,276 Pro Rata

Reports to
Store Manager

Responsible for
Supervision of store assistants, Delivery driver, Bank staff & volunteers

Job Purpose

- To support the Store Manager with the running and development of Weldmar's Superstore, selling furniture on a large scale and a variety of other goods
- To support the Store Manager in generating maximum possible income from the sale of donated goods
- To support the Store Manager in maintaining good relations with the general public and promote the Hospice within the community
- To assist the Store Manager to line manage Store Assistants, Collection & Delivery Drivers, Bank Store Assistant and Volunteers

Scope and Limits of Authority

- As part of the Management Team to be responsible for sales and distribution
- As part of the Management Team accept/collect donated goods and follow the Store Manager's guidance with the sorting, pricing, promoting and organisation of these goods
- In the Store Manager's absence, undertake the implementation of adequate coverage during the Superstore's opening hours
- The Deputy Store Manager will implement the Manager's guidelines on the commercial layout requirements, displays, presentation, standards, and take responsibility of any changes in the Manager's absence
- The Deputy Store Manager must report to the Store Manager with any concerns or incidents when covering the Superstore or to the Area Manager in their absence
- As part of the Management Team and in the Manager's absence, be responsible for Financial Management including cost control

Job tasks

To work with a team of paid staff and volunteers, providing support and work based supervision, and take guidance from the Store Manager as to the development needs and deployment of this team

Job Description

As part of the Management team and in the Store Managers absence implement Weldmar's commitment with the Retail Volunteer Training Programme

To maintain knowledge of the daily/weekly/annual sales targets

To support the Store Manager in Weldmar's commitment to claim Gift Aid on donated items
- Ask and recruit for New Donors
- Acknowledge Repeat Donors
- Complete all administration both written and on PC as required by the Manager
- Ensuring the correct price ticket is used
- Operate Gift Aid Systems to support Weldmar's responsibilities to the HMRC
- Support the Store Manager of Stationery Management

In the Store Manager's absence and as part of the Management team implement Weldmar's administration systems both written and on PC
- Operate the new EPOS system – following manual instructions
- Financial banking control
- Reporting – in the Manager's absence or as requested both written and verbal
- Promotion and acceptance of Lottery
- Implementing the payment service/opportunities for increased sales with the effective use of electronic sales

In the Managers absence, to monitor sales from the windows, display areas and sales floor so changes and replenishment can be made

To support the Manager in the sales & development of selling furniture for Weldmar

To support the Manager to co-ordinate telephone calls for collections and deliveries of furniture. Ensuring support is given for effective cost control

Ensure that the quality of furniture wishing to be donated is in line with H&S and Trading Standards guidelines

In the Mangers absence ensuring that the Van is operated within the H&S guidelines and Security

To support Weldmar and the Manager by identifying collectable goods to be valued by a specialist

To unpack and sort donated goods, ensuring the quality and pricing of stock is maintained within Weldmar's guidelines

To identify goods for re-cycling, dispose and clear rubbish. Support the Manager in seeking new initiatives for re-cycling opportunities

Job Description

To promote the stock using Weldmar's stock care disciplines and guidelines

As part of the Management team keep the Superstore well presented, clean and tidy

To demonstrate good customer service

To maintain knowledge of Health and Safety requirements, ensure own team and area are complying and in the Managers absence take responsibility for all areas of Health & Safety:

To complete Risk Assessment Platform forms as required
- To operate Fire Evacuation procedure
- To review/observe/follow the Maintenance Manual guidelines
- To take special guidance with Manual Handling ref: Furniture moving
- Act responsibly with weight and lifting
- Records kept for all H&S checks

To maintain knowledge of security requirements, ensure own team and area are complying and in the Managers absence take responsibility for all areas of Security

The day to day tasks outlined above will require the post holder to routinely undertake physical work involving lifting, handling and moving donated stock items. The physical aspects of the work are an integral part of the job and require the post holder to be fit and able to carry out tasks at all times

To participate in Deputy Manager's forums as required and Weldmar's Training programmes

To work as part of the Retail Operations Team and provide support and assistance to other Superstores and shops as requested by the Director/Area Managers

Person Specification

Qualifications and Knowledge

- Knowledge of retail, including stock display and promotion, and ideally a background at Supervisory level
- Good knowledge of customer service orientation
- Understanding of the role and contribution of volunteers
- Understanding of administration within a retail environment

Experience

- Previous experience in retailing, including being accountable for attaining targets, ideally at supervisory level
- Sound Customer Service

Skills and Abilities

- Good planning and organising skills and ability to prioritise the extremely varied workload of a Charity Superstore
- Good people supervision skills and the ability to motivate and help lead a team of volunteers
- Ability to take part in the training and development of a team of volunteers
- The need to have a good visual and presentation skills
- Basic administration skills in order to support the record keeping, financial recording, monitoring and banking within the store
- Ability to support a Manager in their role to create a welcoming Charity Superstore, with Customer Service and goodwill as a priority
- To be fit and able to undertake Moving & Handling on a regular basis of all donated goods including boxes and other awkward packages

Other Requirements

- A Disclosure and Barring Service (DBS) Check is not required for this role
- Commitment to the values and ethos of Weldmar Hospicecare
- Act as an advocate and ambassador for the Charity
- Commitment to and understanding of equality and diversity and how this translates into good practice
- Understands and conforms to Weldmar Hospicecare infection prevention and health and safety policies and actively promotes best practice at all times.
- Commitment to own continued (professional and) personal development
- Ability to travel which requires a full valid driving licence and business insurance (if applicable)

How to apply

Please complete the online application form, which can be found on the relevant job advert at **weldmarhospicecare.org/jobs.** You don't have to complete it in one go, you can save and come back to it later. Follow the instructions at the bottom of the form. A paper application form can be sent on request.

If you wish, an informal conversation with the line manager can be arranged, or even a visit. Please speak to a member of our People Services team if you would like to arrange this.

When applying for a role with us, we suggest that you:

- Research Weldmar Hospicecare beforehand. This will help you think more widely about the work we do, how the role you are applying for fits in, and what we look for in our people.
- Read the job description in this document to learn more about what the role involves.
- After reading the job description, carefully match your own qualifications, knowledge, experience, skills and abilities with those needed to fill the requirements of the role. Think of examples that you can use to demonstrate them.
- Think about why you are applying for the role, and want to work for Weldmar Hospicecare. Weldmar's core Values are Welcoming, Caring, Adaptable, and Integrity. Think about what they mean to you, and how you demonstrate them.
- Think about who will provide a reference for you. We need two – one must be from your current or most recent employer.

If you have any specific questions about the role, please contact the People Services Team.

You can contact us at **recruitment@weld-hospice.org.uk** or call **01305 269898** during office hours.



Weldmar Hospicecare

Thank you for your application.

Keep up to date with our latest news on social media

weldmarhospicecare.org

Registered Charity No. 1000414