



Westernbrookes

HEALTHCARE LTD

Kingsbury House,
Kingsbury Sq
Melksham SN12 6HL

westernbrookes@healthcare.co.uk
www.westernbrookeshealthcare.co.uk

Domiciliary Care Worker

Department	Care Delivery
Reports to	Field Care Supervisor (day-to-day); Registered Manager (clinical oversight)
Location	Client homes across Wiltshire and North East Somerset (Bath)

Purpose of The Role

To deliver high-quality personal care and support to clients in their own homes, in line with individual care plans, promoting independence, dignity and wellbeing at every visit. This role is open to candidates of all backgrounds and abilities.

Key Responsibilities

- Deliver personal care as set out in the client's care plan — washing, dressing, toileting, continence care.
- Support with prescribed medication (prompting, administering or supervising) in line with the Medication policy and your training.
- Assist with meal and drink preparation, supporting nutrition and hydration.
- Support mobility and the safe use of any equipment or aids specified in the care plan.
- Carry out light domestic tasks directly related to the client's wellbeing (e.g. laundry, tidying).
- Maintain accurate, timely visit records on Access Evo.
- Report any changes in a client's condition, welfare concerns, or incidents promptly to the Field Care Supervisor.
- Follow safeguarding, infection control, lone working, and health & safety procedures at all times.
- Complete the Care Certificate and all mandatory training within the required timeframe.
- Treat every client with dignity, respect and person-centred care.

Person Specification

- Follow safeguarding, infection control, lone working, and health & safety procedures at all times. Essential
- Right to work in the UK.

- Enhanced DBS check (or willingness to undergo one).
 - Willingness to complete the Care Certificate.
 - Reliable, compassionate, and comfortable working independently in clients' homes.
 - Flexible availability, including some evenings/weekends.
 - Able to travel between visits across the service area.
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- Previous experience in a care or support role.
- NVQ/QCF Level 2 in Health & Social Care.
- Full driving licence and access to a vehicle.
- Good written and verbal communication skills.
- Reliable, compassionate, and comfortable working independently in clients' homes.

Desirable

Scope Note

Working Pattern

- Full-time, part-time and bank/relief hours considered.
- Visit-based working day, typically structured around early (approx. 7am–2pm) and late (approx. 4pm–10pm) call rounds.
- Rotational weekend and bank holiday working, shared fairly across the team.

Salary & Conditions

- Base hourly rate set at or above the National Living Wage (£12.71/hr) for 21+
- Paid travel time between client visits, in addition to mileage — not folded into a flat allowance.
- Mileage reimbursed per business mile: 30–45p/mile; HMRC's approved tax-free rate is now 55p/mile for the first 10,000 miles (2026/27).
- Enhanced rate for weekend and bank holiday visits.
- Statutory holiday entitlement (5.6 weeks pro-rata) and workplace pension via auto-enrolment.
- Uniform, ID badge and PPE provided.
- 3 month Probationary period.

How to Submit



- Send your current CV covering your relevant experience and qualifications to the email below:
- A short covering letter (no more than one page) telling us why you're interested in this role and what you'd bring to it.
- Contact details for two references, at least one of which should be your most recent employer (or placement/training provider, if you're newer to the sector).

Westernbrookeshealthcare@gmail.com

Opening Date

31 Aug 2026

Closing Date

5 Oct 2026

Equal Opportunities

We're committed to equal opportunities in recruitment and welcome applications from all suitably qualified candidates, regardless of age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion or belief, sex, or sexual orientation.



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Support Worker

Department	Care Delivery
Reports to	Field Care Supervisor
Location	Client homes across Wiltshire and North East Somerset (Bath)

Purpose of The Role

To provide practical and social support to clients with lower-acuity needs, promoting independence, community connection and general wellbeing. This role is a natural entry point into the organisation, with a clear progression route toward Domiciliary Care Worker and Healthcare Assistant positions.

Key Responsibilities

- Provide companionship and social support during visits.
- Support with light domestic duties, shopping, errands and attending appointments.
- Support community access and participation in social or leisure activities.
- Help clients maintain daily routines and independence.
- Provide light personal care support only where this falls within your training and agreed scope.
- Keep accurate, timely visit notes on Access Evo.
- Report any changes in wellbeing, circumstances or welfare concerns promptly.
- Follow safeguarding and lone working procedures at all times.
- Complete the Care Certificate and all mandatory training within the required timeframe.

Person Specification

- Right to work in the UK. Essential
- Enhanced DBS check (or willingness to undergo one).
- Willingness to complete the Care Certificate.
- Friendly, patient and comfortable engaging with people from a range of backgrounds.
- Reliable and flexible availability, including some evenings/weekends.

- Able to travel between visits across the service area.

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- Previous experience in care, community, hospitality, or another customer-facing role. Desirable
 - Full driving licence and access to a vehicle.
 - NVQ/QCF Level 2 in Health & Social Care.

Scope Note

Working Pattern

- Full-time, part-time and bank hours considered.
- Weekend availability preferred.

Salary & Conditions

- Base hourly rate set at or above the National Living Wage (£12.71/hr) for 21+
- Paid travel time between visits, plus mileage reimbursement.
- Statutory holiday entitlement (5.6 weeks pro-rata) and workplace pension via auto-enrolment.
- Uniform, ID badge and PPE provided.
- Clear pay progression route on completion of the Care Certificate and progression to Domiciliary Care Worker.

How to Submit



- Send your current CV covering your relevant experience and qualifications to the email below:
- A short covering letter (no more than one page) telling us why you're interested in this role and what you'd bring to it.
- Contact details for two references, at least one of which should be your most recent employer (or placement/training provider, if you're newer to the sector)

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Healthcare Assistant

Department	Care Delivery
Reports to	Field Care Supervisor (day-to-day); Registered Manager (clinical oversight)
Location	Client homes across Wiltshire and North East Somerset (Bath)

Purpose of The Role

To deliver high-quality personal care and support to clients in their own homes, in line with individual care plans, promoting independence, dignity and wellbeing at every visit. This role is open to candidates of all backgrounds and abilities.

Key Responsibilities

- Deliver higher-acuity personal care, including complex continence needs and pressure area care support.
- Carry out only those delegated clinical tasks formally agreed and signed off under the Clinical Delegated Tasks policy — never tasks outside your documented competency.
- Support administration of medication, including more complex regimes, in line with the Medication policy.
- Carry out and record basic clinical observations where trained and authorised to do so.
- Recognise signs of deterioration or clinical concern and escalate promptly to the Registered Manager or on-call nurse.
- Support safe moving and handling using specialist equipment where required.
- Maintain detailed, accurate clinical and care records.
- Follow infection control, safeguarding, medication, and health & safety policies at all times.
- Support and mentor Domiciliary Care Workers and Support Workers where appropriate.

Person Specification

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|---|-----------|
| ● NVQ/QCF Level 3 in Health & Social Care, or actively working towards it. | Essential |
| ● Follow safeguarding, infection control, lone working, and health & safety | |

procedures at all times.

- Right to work in the UK.
 - Enhanced DBS check (or willingness to undergo one).
 - Completed or willing to complete moving & handling and medication administration training.
 - Confident recognising and escalating clinical concerns.
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- Experience supporting clients with complex needs.
- First Aid certification.
- Experience supporting or mentoring newer care staff.

Desirable

Scope Note

Working Pattern

- Full-time and part-time positions available.
- Some weekend/bank holiday rotation expected, shared across the HCA team.

Salary & Conditions

- £13.50-£16.00 — Benchmarked against Level 3 qualifications HCA rates.
- Additional payment consideration for specific signed-off delegated competencies, where applicable.
- Paid travel time between visits, plus mileage reimbursement.
- Enhanced rate for weekend and bank holiday visits.
- Statutory holiday entitlement (5.6 weeks pro-rata) and workplace pension via auto-enrolment.
- Uniform, ID badge and PPE provided.

How to Submit



- Send your current CV covering your relevant experience and qualifications to the email below:
- A short covering letter (no more than one page) telling us why you're interested in this role and what you'd bring to it.
- Contact details for two references, at least one of which should be your most recent employer (or placement/training provider, if you're newer to the sector)

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Nurse (RGN/RMN)

Department	Care Delivery
Reports to	Registered Manager (operationally); Nursing and Midwifery Council (professional accountability)
Location	Client homes across Wiltshire and North East Somerset (Bath)

Purpose of The Role

To provide clinical leadership within the care team — supervising delegated clinical tasks, acting as the escalation point for clinical concerns, and supporting the Registered Manager with complex care planning, within the current scope of the organisation's CQC registration.

Key Responsibilities

- Support the Registered Manager in planning and reviewing care packages for clients with more complex needs.
- Provide clinical supervision, training and competency sign-off for care staff carrying out delegated clinical tasks, in line with the Clinical Delegated Tasks policy.
- Act as the named escalation point for clinical deterioration or complex clinical queries raised by the care team.
- Support and audit medication management practice, including complex or multiple medication regimes.
- Contribute clinical expertise to the development and review of the Care, Clinical Delegated Tasks and Medication policies.
- Maintain current NMC registration and revalidation, and practise in line with NMC professional standards at all times.
- Support the Registered Manager and Nominated Individual with any future expansion into the Treatment of Disease, Disorder or Injury (TDDI) regulated activity, as and when the organisation is formally registered for it.

Person Specification

- Current, unrestricted NMC registration and PIN (RGN or RMN). Essential

- Right to work in the UK.
 - Enhanced DBS check (or willingness to undergo one).
 - Up-to-date NMC revalidation.
 - Good written and verbal communication skills.
 - Experience in a community, domiciliary, or comparable clinical setting.
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- Experience mentoring or supervising care staff delivering delegated clinical tasks. Desirable
- Experience in a new or growing care service.

Scope Note

Working Pattern

- Hybrid Pattern:
 - core scheduled hours for supervision, care planning and audit,
 - plus an on-call/escalation rota for clinical queries raised by the care team.
- Full-time or part-time considered, depending on candidate and escalation rota availability.

Salary & Conditions

- £XXXXXX — Benchmarked against NHS Agenda for Change Band 5/6 equivalent and local agency nursing rates.
- Possible on-call/escalation allowance for out-of-hours availability.
- Statutory holiday entitlement (5.6 weeks pro-rata) and workplace pension via auto-enrolment.
- NMC revalidation and registration fee support (*to be confirmed as a possible benefit*).

How to Submit



- Send your current CV covering your relevant experience and qualifications to the email below:
- A short covering letter (no more than one page) telling us why you're interested in this role and what you'd bring to it.
- Your current NMC PIN, so we can verify your registration status.
- Contact details for two references, at least one of which should be your most recent employer (or placement/training provider, if you're newer to the sector).

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