



Recruitment Brochure

Complex Care

Table of Contents

Welcome	03
Why Join Us	04
Types of Roles Available	05
Harmony Journey	06
How to Apply	08
Learning in Harmony	09
Testimonials	11
Employee Benefits	12
FAQs	13



**Harmony
Healthcare**

Always by your side

Welcome to Harmony Healthcare

At Harmony Healthcare, we are proud to lead the way in delivering bespoke, community-based care across the UK. Founded with a deep commitment to enriching the lives of those who need specialised and attentive support, we have built a reputation as a trusted partner in providing exceptional complex care solutions.

Our mission is simple yet profound: to deliver outstanding care tailored to each client's unique needs, ensuring their comfort, dignity, and independence at every stage.

Our core values define who we are and guide everything we do:

⊕ **Honesty**

We believe in transparent and open communication, building trust with clients, families, and colleagues.

⊕ **Advocacy:**

We stand alongside our clients, ensuring their voices are heard and their rights are upheld.

⊕ **Respect:**

Every individual is valued, and we foster an environment that celebrates diversity and inclusion.

⊕ **Motivation**

We are driven to excel, continually striving to achieve the best outcomes for our clients and team.

⊕ **Openness:**

We embrace collaboration, innovation, and adaptability, welcoming new ideas and feedback to improve our services.

⊕ **Nurturing:**

We provide compassionate support that encourages growth, wellbeing, and independence.

⊕ **You:**

At the heart of everything we do is you—our clients, their families, and our dedicated team.

As we grow and evolve, our focus remains unwavering: to provide personalised care with a human touch.

At Harmony Healthcare, every individual is supported, understood, and treated with the utmost skill and compassion.

Welcome to a place where care comes first, and where we strive to make a meaningful difference in the lives of those we serve.



Why Join Us

Joining Harmony Healthcare offers a unique opportunity to be part of a visionary team dedicated to transforming lives within the community. As a member of our team, you will not only enjoy a supportive and inclusive work environment but also experience personal and professional growth. We are committed to investing in our staff through ongoing training and development programs, ensuring that you are equipped to meet the diverse needs of our clients with confidence and skill. At Harmony Healthcare, your work is impactful, and every day presents a chance to make a significant difference in someone's life. Whether you are starting your career or seeking a meaningful change, Harmony Healthcare is the perfect place to put your skills to use, connect deeply with your community, and build a rewarding career in complex care.



Roles Available

➔ Healthcare Assistant (HCA)

Our HCAs play a vital role in delivering compassionate, hands-on care to clients, supporting daily needs, and enhancing quality of life with respect and dignity. Working closely with our team, they bring empathy and understanding to every client interaction.

➔ Support Worker (SW)

As a Support Worker, you'll be integral in providing tailored support, from emotional assistance to practical daily tasks, empowering clients to live independently. Your role will positively impact our clients' well-being, fostering both comfort and self-confidence.

➔ Registered General Nurse (RGN)

Our RGNs provide essential nursing care and clinical assessments, managing complex needs with a focus on safety and best practice. They're dedicated to promoting the highest standards of care for our clients, ensuring health, comfort, and dignity.

➔ Registered Children's Nurse (RCN)

Specialising in children's complex care, our RCNs deliver safe, child-centred care with patience and professionalism. They work closely with families, ensuring young clients receive the highest quality of life and developmental support.

➔ Registered Mental Health Nurse (RMN)

Our RMNs are trained in mental health care, supporting clients with empathy and expertise. By providing holistic care plans and therapeutic support, they enhance clients' emotional well-being and quality of life.

➔ Registered Nurse Learning Disabilities (RNLD)

RNLDs at Harmony Healthcare focus on person-centred care for clients with learning disabilities. They provide clinical and emotional support, advocating for clients' independence and tailoring care to individual strengths and needs.

The Harmony Journey:

Your Path to Making a Difference

1. Apply for Our Vacancies

Application Submission: Discover opportunities that align with your skills and aspirations. Submit your application through our streamlined process.

2. Application Review

Quick Response: Our recruitment team will review your application promptly. Expect to hear from us within 48 hours to move forward with the recruitment process.

3. Recruitment Interview

Initial Contact: Once your application is vetted, we'll arrange a recruitment interview to discuss your professional background and how you can contribute to Harmony Healthcare.

4. Registration Form

Effortless Process: Complete a simple registration form that captures all the essential information we need to know about you.

5. Clinical Interview

Preparation and Support: We provide thorough preparation to ensure you're ready for the clinical interview, focusing on relevant skills and scenarios you might encounter in your role.



The Harmony Journey:

Your Path to Making a Difference



6. Compliance Checks

Getting Ready: Post-interview, our team works diligently on your compliance requirements to ensure you meet all necessary standards and are ready to start working safely and competently.

7. Client Introduction

Meet and Greet: Before you begin your role, we arrange for you to meet the client and their family, ensuring a comfortable and informed introduction.

8. Shadow Shifts

Practical Learning: Engage in shadow shifts where you'll observe and learn on the job under the supervision of experienced staff, ensuring you're fully prepared for your responsibilities.



9. Final Approval

Sign-off to Work: Once your shadow shifts are completed and you've met all competencies, you'll be officially signed off to start working on your assigned package.

10. Ongoing Support

Continued Development: We offer ongoing support, including further training and competency sign-offs, to ensure your continuous professional growth and confidence in your role.

Join Us and Transform Lives

Begin your career journey with Harmony Healthcare, where our dedicated team supports every step you take. We're committed to helping you succeed and make a meaningful impact in the lives of those we care for.

Visit Our Website:

Simply scan the QR code below or visit to find the 'Apply Now' section of our website. This will guide you through our current vacancies and provide detailed information about the application process.

How to Apply

Joining our team at Harmony Healthcare is straightforward. Follow these steps to start your journey with us:



Contact Us Directly

If you prefer to speak to our recruitment team or need guidance specific to your application, please call us at 0800 292 2331. We are here to assist you every step of the way.

Email Your Application

You can also submit your application directly via email to recruitment@harmonyhealthcare.co.uk

Please include your CV and a cover letter detailing why you are a great fit for our team.

Training and Development

- Learning in Harmony

At Harmony Healthcare, we believe that effective learning is a collaborative process. **Learning in Harmony** goes beyond traditional training methods by fostering a partnership between you, the trainee, and our skilled trainers. This approach ensures a tailored learning experience that meets your unique needs as a healthcare professional.



A Bespoke Approach to Complex Care Training

While mandatory compliance training is essential for ensuring safety and maintaining standards, our **complex care training** is designed to focus on your individual needs. Recognising that every carer's background, experience, and skill set are different, we deliver training that adapts to you. This personalised approach empowers you to provide bespoke, high-quality care tailored to your clients and patients.

Continuous Skill Development in a Dynamic Sector

In the ever-evolving field of complex care, staying up to date is crucial. At Harmony Healthcare, training is not a one-off event but an ongoing process designed to enhance your skills and knowledge. Our programmes ensure that you remain equipped to navigate the challenges of this dynamic sector.

Competency-Driven Frameworks

All our training courses are directly linked to **competency assessment frameworks**.

These frameworks are supported by:

Dedicated Nurse Managers

Who oversee your training and provide guidance.

Peer Support:

Encouraging collaboration and shared learning among colleagues.

Preceptorship and Mentorship:

Offering hands-on guidance in clinical settings to build your confidence and expertise.

Supporting Your Professional Growth

By combining mandatory training with individualised, role-specific development, **Learning in Harmony** ensures you are supported at every stage of your journey. Whether you're new to complex care or looking to refine your existing skills, Harmony Healthcare is committed to helping you thrive. Together, we create a learning experience that is not only effective but also empowering.

Our commitment to career progression is built on expert training, personalised support, and opportunities to specialise or move into leadership roles. Whether you're looking to enhance your skills, take on new responsibilities, or transition into an office-based or managerial position, we're here to help you every step of the way.

Comprehensive Training

- ## Career Development Opportunities

- ## Individual Support

- ## Flexibility and Growth

- At Harmony Healthcare, we're passionate about helping you achieve your potential while making a meaningful difference in people's lives. Join us and discover a fulfilling career in the growing field of complex home care.

We'd love to hear how we can support your aspirations and help you grow with Harmony Healthcare. Explore our current opportunities and become part of our dedicated team today.

Testimonials



RN



As a nurse working currently for Harmony, I enjoy and am happy working for Harmony Healthcare. I can boldly say that it is one of the best home care providers I have ever worked for. My amazing consultants are kind and fantastic, especially Nazia, who is always supportive and communicates effectively. Every staff member is always happy to help with shift issues and any other challenges. I will not hesitate to refer friends and family members.



RN



Great company to work with.
Supportive and helpful company. Good pay rate!
Harmony Healthcare company is committed to providing a standard of care to its service users and treating its staff well.



SW



Experience in complex care gained in the last 2 years. Care coordinators are always available for the staff. Trainings available. Variety of clients in the area. The best part of the job is to provide the most appropriate support and quality of care in a person's life.



Testimonials

**SW**

I still work for Harmony, and I have gained many new skills since starting. I am treated fairly and have a great work team. The management are amazing and guiding me and supporting me when it's needed.

**HCA**

I enjoy working for Harmony Healthcare. They find me suitable work that matches my skills and is within proximity to my home. The staff are helpful, transparent and understanding.

**HCA**

The interview process was seamless, and the staff were friendly and helpful. I'm not great with computers, but they helped me complete my compliance quite quickly. Before you start work, you are given training and shadow shifts. The pay rates are good, and I enjoy the package I'm on. Overall, it's a great agency.



Employee Benefits

Joining our team comes with access to an exclusive discount program specially tailored for healthcare and emergency service professionals. As part of our commitment to supporting your well-being and lifestyle, you will be entitled to:

➔ RETAIL SAVINGS

Enjoy special offers at major high street stores, online retailers, and popular fashion brands.

➔ DINING OFFERS

Dine out for less with discounted meals at a range of restaurants and takeaway outlets.

➔ TRAVEL PERKS

Make the most of your time off with discounts on holidays, hotels, and family attractions.

➔ HEALTH & FITNESS

Access reduced prices on gym memberships, health products, and beauty treatments.

➔ EVERYDAY ESSENTIALS

Save on your grocery bills and household items at select supermarkets.

➔ REFER A FRIEND SCHEME

Earn up to £250!

This program is our way of thanking you for the invaluable work you do every day.

FAQs

What types of roles are available at Harmony Healthcare?

We offer a variety of Healthcare roles ranging from Registered Nurses, Care Assistants to Support Workers. Each role is crucial in providing top-tier care and support to our clients.

What are the shift patterns like at Harmony Healthcare?

We aim to offer flexible shift patterns to accommodate the diverse needs of our staff and clients, including daytime, nighttime, and weekend shifts. Our goal is to provide a balance that supports our staff's well-being and meets our clients' needs.

Are there opportunities for professional development?

Absolutely. We believe in nurturing our team's growth through continuous training, professional development courses, and opportunities to advance within the company.

What is the culture like at Harmony Healthcare?

Harmony Healthcare is committed to creating a supportive and inclusive environment. We value each team member's contribution, encourage collaboration, and foster an atmosphere where everyone can thrive both personally and professionally.

How does Harmony Healthcare support work-life balance?

We understand the importance of balance for our employees' health and happiness. We strive to offer flexible working options, support for personal commitments, and a culture that prioritises well-being.

What is the hourly pay for Health Care Assistants and Support Workers at Harmony Healthcare?

Health Care Assistants and Support Workers at Harmony Healthcare receive a competitive wage of £18 per hour. This rate reflects our commitment to valuing the essential care they deliver, ensuring it adheres to the high standards our clients anticipate.

What is the initial hourly rate for Registered Nurses at Harmony Healthcare?

Registered Nurses at Harmony Healthcare are compensated at an initial rate of £40 per hour, acknowledging their specialised skills and crucial role in providing complex care to our clients.

FAQs

What benefits does Harmony Healthcare offer?

Our benefits package includes competitive salaries, pension schemes, health insurance options, paid holidays, and other wellness-focused benefits to support our team's health and financial well-being.

How long does the recruitment process take?

The duration can vary based on the role and the volume of applicants. Typically, the process from application to decision takes between 2-4 weeks. We keep candidates informed at every stage.

Who can I contact if I have further questions about my application?

For any inquiries, please don't hesitate to contact our recruitment team at 0800 292 2331 or email recruitment@harmonyhealthcare.co.uk





Contact Us



<https://harmonyhealthcare.co.uk>



recruitment@harmonyhealthcare.co.uk



0800 292 2331



**Harmony
Healthcare**

Always by your side