

**A career with Excelcare not only provides you with a great sense of fulfilment, but also with plenty of opportunities to learn and progress in your chosen career path. From nursing opportunities, to progression into leadership roles - here at Excelcare we always look for ways to support our kind-hearted colleagues to progress and achieve more in their career journey.**

In this case study, we will be following Shilpa's career and learning how she has progressed in her role through learning and development, with the support of her colleagues.

Shilpa originally qualified as a nurse in India, where she studied and passed a four-year Bachelors in Nursing Degree. During her time in India, she worked in a 650-bedded hospital, where she developed her experience and was able to put the knowledge she had gained from her degree into practice. She worked in different areas of the hospital, further developing her nursing experience, before applying for the Overseas Nursing programme to continue her career in the UK.

Shilpa was thrilled to be accepted, and after moving to England, she qualified in 2011. Shortly after, she was welcomed into her new career in nursing at Stanley Wilson Lodge Care Home in Saffron Walden. Shilpa worked as a Registered Nurse in one of the suites at the care home, but before long, she looked into ways she could progress her career within the company.

One of the first programmes Shilpa got involved with was a mentorship programme in 2014. This gave her the opportunity to be a mentor to a student from Anglia Ruskin University in Cambridge. Being a mentor allowed Shilpa to share her valuable knowledge and experience with someone during their training, which provided her with a great sense of personal achievement.

Another opportunity offered to Shilpa was a Non-Medical Prescribing course - something she was very keen to accept! After working hard on the course and securing almost top marks, Shilpa became a qualified Nurse Prescriber.

Further to her academic qualifications, Shilpa volunteered to take part in the Gold Standards Framework course to enhance her knowledge and skills in providing care to a person until the end of their life. Whilst on the course, Shilpa found it helped her to be sensitive in her caring approach and made her feel more empathetic towards the people she cares for and their families, through such a difficult time. Shilpa used what she had learnt on the course and shared it with her colleagues too, ensuring that as a team, they were providing the highest standards of care to the people living at Stanley Wilson Lodge and those closest to them

Shilpa's progression and lessons learnt also enhanced her clinical knowledge and skills, but in true Excelcare spirit, she continued to look for opportunities to develop. When a course organised by "My Home Life" was offered to Shilpa, she grabbed the opportunity with both hands. This course gave her the chance to develop managerial skills and learn more about people development, as she was keen to look into leadership opportunities within the home.

Shilpa's dedication to learning and commitment to providing the best care for people certainly didn't go unnoticed as since joining Excelcare, she has had a successful journey, achieved a number of promotions and is now a Care Manager at Stanley Wilson Lodge.



*Shilpa celebrating 10 years as part of the Excelcare family, August 2021*

## Case Study: A caring career with Excelcare



*"I wish to enlighten all nursing professionals that you have a great scope of practice, learning opportunities, leadership qualities and complex decision-making abilities in a nursing home setting. It's a career that allows you to become more independent, confident and a leader with great empathy towards residents and colleagues."*

*I have successfully completed 10 years at Stanley Wilson Lodge and I'm looking forward to many more. When I look back, it has been an amazing and wonderful journey and I am extremely thankful to God, my family, my teachers and Excelcare for helping me come so far. I call Saffron Walden my home because of Stanley Wilson Lodge."*

Shilpa is proud of her achievements and is pleased to be in a role that gives her responsibility to ensure the standard of nursing provided meets the high standards set by the Care Quality Commission (CQC). Shilpa is highly committed, always goes above and beyond and is constantly trying to improve. Her leadership skills set a high standard to her team and are part of the reason Stanley Wilson Lodge has been rated OUTSTANDING in Well-led by the CQC – Shilpa's story certainly shows that if you are willing to take opportunities, just how far you can go!

***A career with Excelcare not only provides a loving and family orientated environment - it also provides you with continuous opportunities to enhance your knowledge and experience throughout your journey.***

***If you are considering a career in caring and think Excelcare is the place for you, please get in touch with [recruitment@excelcareholdings.com](mailto:recruitment@excelcareholdings.com).***