



Staffing services  
that make a  
real difference

Answering the call for  
specialist staffing and  
recruitment in healthcare

[vpfn.co.uk](http://vpfn.co.uk)

 vp forensic



Supporting teams  
in both NHS and  
private settings

“VP Forensic’s experience  
shows when they interact  
with my client”

Care Coordinator NHS

## An ongoing commitment to outstanding Health and Social Care

Established in 2001, we are proud to lead the way in Health and Social Care across the UK.

Our services cover the provision of high quality nurses and support workers to prisons, secure units, hospitals, and rehabilitation units nationwide, delivering a prompt response wherever it is needed. We advocate transparency and realistic assessments of what can be achieved within given timeframes.

We help people of all ages with needs resulting from acquired brain injury, physical disability, mental health difficulties, learning disability and Autism. We are able to support clients and teams in a variety of settings and provide both temporary and permanent staffing solutions.

Every member of our team is dedicated and empathic to the needs of our clients. We value committed staff and many of our nursing and support staff are full time and have been working for the company since it formed. They are, as a result, very experienced and devoted to the care of vulnerable people.

All staff participate in a comprehensive training package, as well as additional training required for specific clients. This ensures that staff are knowledgeable as well as experienced. We have dedicated office personnel who have also developed expertise within their area, allowing them to respond with efficiency.

We have successfully passed NHS audits over the years, and have much experience of working within service level agreements and in collaboration with city and county councils.

“You were very  
supportive and  
professional in  
assisting us”

Brain Injury Rehabilitation  
Unit Manager

## Exceeding expectations in complex behaviour support

Our teams are supported through regular supervision, appraisal and training, all helping to maintain their skills and abilities.

In addition, we provide staff that can integrate and contribute to the team rather than just ‘filling the gap’.

This adds up to a complex needs service that consistently excels that of our rival providers, demonstrated through our long-standing client relationships and regular recommendations.

### Our temporary staffing services at a glance

- Immediate response
- Short and long-term, planned and emergency cover
- Temporary to permanent conversion
- On call/24 hour helpline
- 1:1 and 2:1 support
- Hospital escorts
- Support for those in the transition to secure care

### Why we’re the right choice

- Provision of safe and experienced staff
- Long and established record of competence
- A team with a healthcare background at the heart of the company
- Rigorous recruitment and specialised training
- Stringent quality assurance framework

### Supporting a wide range of clients in different sectors

- NHS and private services
- Start-up Services
- Secure Units
- Hospitals
- Acute Wards
- Rehabilitation Units
- Prisons
- Residential Homes
- Transition Services
- Specialist Schools
- Children’s Homes





# Proactive and client focused

## Specialist staff and training

### Expertise and experience in every area of health and social care

Providing exceptional healthcare is at the heart of our company. Our dedicated team, from office staff to field staff, all have a background in health and social care, allowing us to provide a responsible, ethical and effective service.

Dedicated recruitment consultants respond swiftly and effectively to client's needs and our field staff are experienced and trained in the area in which they are placed, allowing clients and the service to feel more supported.

And if you're looking for an independent training provider, our experienced Branch Manager, Temp Recruitment Consultants, Permanent Recruitment Consultants, Clinical Psychologist and NHS approved Training Team offer comprehensive staff training and management courses, available at your organisation or at one of our in-house courses.

## Our specialist training services

As an independent training provider we can provide flexible and cost-effective face-to-face courses for your staff either onsite or at one of our in-house courses. This is exactly the same core training that our own staff receive.

### Face-to-face training (onsite)

- No force first - passive supports, conflict management and de-escalation
- Therapeutic management of violence and aggression and breakaway
- Personal safety
- Security and working in secure services
- First aid – emergency, at work and paediatric
- Mental capacity act and deprivation of liberty safeguards
- Acquired brain injury, learning disability, Autistic spectrum disorders, mental health, cognitive behavioural principles and person-centred care
- Moving and handling
- Abuse – Risk, perception, types, effects and professional approach
- Protection of vulnerable adults, safeguarding children and young people
- Fire safety, food safety, health and safety, COSHH and infection control
- Fluids and nutrition
- Incidents – observing, monitoring and reporting
- Legislation, policies and procedures, roles, responsibilities and boundaries
- Privacy, dignity and professional boundaries
- Effective communication
- Personal development
- Data and information handling

### Our team

- A compassionate Director
- Experienced Support Workers
- Team Leaders
- Dedicated Recruitment Consultants
- Qualified Nurses: RNLD; RMN; RGN
- Qualified Training Team
- Experienced Branch Manager
- Clinical Psychologist

“A professional and dedicated team. I would highly recommend them to any hospital, unit or client without hesitation”

LD/ASD Secretary for Low Secure Services

## Short term and permanent recruitment

### Looking for short term or permanent staff? We're here to help

Working closely with employers we specialise in providing skilled staff with experience relevant to the area where they are to be placed, ensuring that recruitment and training meets their individual service needs.

From support workers to senior consultants, we can source healthcare professionals for unit start-ups and permanent positions right across the UK for employment in both the public and private sector.

Reduced staffing has been linked to workforce stress, reduced staff-patient contact, and poorer patient outcomes. We can help increase nurse recruitment whilst optimising quality of care and improving staff satisfaction and safety within the interim period.

### Providing a wide range of specialisms

- Support Workers
- Qualified Nurses and Ward Managers
- Team Leaders
- Service Managers
- Physiotherapists
- Occupational Therapists
- Psychologists
- Psychology Assistant
- Speech and Language Therapists

### Our services

- Permanent and contract staff
- Bespoke advertising
- Full administrative support
- Compliance checks
- Interviewing and selection
- In-house, online and tailored training





Responsible,  
ethical and  
effective

## Quality Assurance

### We're dedicated to achieving the highest possible standards

Our team follows a stringent in-house quality assurance framework. This, along with the company's clear structure and high quality staff ensures ethical and effective services.

All of our support staff and nurses undergo rigorous compliance procedures to ensure that they meet the guidelines set out by the Care Quality Commission (CQC) and NHS. Our comprehensive quality assurance framework ensures the continuation of positive practice to the highest standard.

Many of our nursing and support staff are full time and have worked for the company since it established in 2001. This level of experience along with the decision to care for vulnerable people as their career of choice has an undeniably positive impact upon the quality of care provided.

#### Recruitment compliance procedures:

- DBS checks
- Employment history and references
- Competency based interviews
- Identity checks
- Eligibility to work in the UK
- NMC registration
- Immunisation
- Relevant experience

#### Ongoing compliance procedures:

- Excellent CQC registration
- Comprehensive and client specific staff training
- Customer surveys
- Staff feedback forms
- Audits – internal and external
- Audits by existing and prospective clients
- Regular supervision
- Appraisals
- Client visits
- Assignment reports



## Support for people moving on to a community setting

Since 2006 we have established a record of competence in providing nationwide care and rehabilitation, supporting people in community settings and we're proud of our consistently good CQC registration.

We pride ourselves on our sensitive and proactive approach, and through effective rehabilitation, succeed in working with people whose needs have proven too specialised and complex for others to work with.

### We provide care for clients and families with:

- Across life span care needs
- Acquired brain injuries
- Mental health difficulties
- Physical disabilities
- Learning disabilities
- Autistic spectrum disorders
- Progressive neurological illnesses
- Lifelong neurological conditions
- Complex needs including forensic

### Client-centred care and rehabilitation

In many cases clients are recipients of decisions made about their fundamental needs and future. That's why we believe in the importance of helping our clients to participate in their care and exercise choice.



### Why our clients choose us

- Independence and being listened to
- Provide the care they want, by whom they like
- Work on developing/regaining skills
- Person-centred approach
- Safe, knowledgeable and experienced staff
- Focus on wellbeing and best functional outcome
- Support and rehabilitation, not 'management'

“My relative is very positive, very happy and speaks really highly of all the carers”

Family member of a service user with an acquired brain injury

To find out more about how we  
can help, call us on **0870 850 4265**  
or email **vp@vpfn.co.uk**

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