



Job Description

Job Title:	Specialist Community Public Health Nurse - Health Visiting
Grade:	Agenda for Change Band 6
Responsibility to:	Operational Team Lead
Accountable to:	Clinical Director
Responsible for:	Nursery Nurses
Hours:	Full time (37.5 hour per week) or Part Time

Summary

The role of the Health Visitor is to deliver the Healthy Child Programme to all eligible children and families as part of an integrated team with Nursery Nurses, Wellbeing Practitioners and local service providers. This is achieved through, individualised health needs assessments, planning of programmes of care tailored to families' needs and effective liaison with colleagues within Start Well Trust and with partner agencies.

Context

This role is part of a skill mix team delivering the Healthy Child Programme and other additional support to children under 5 years old and their families. embedding an integrated approach towards Health Visiting for families across the Royal Borough of Greenwich.

Key Tasks and Responsibilities:

To deliver the Healthy Child Programme by:

- Carrying out ongoing health needs assessments for all children and families within the community, using professional judgement to allocate each family to the correct level of health visiting care, Universal, Additional Support Offer, Intensive support and Intensive Support Offer for Young Parents pathways.
- Overseeing the delivery of Universal service key touchpoints by skill mix team members ensuring they are within required timescales, according to the service model, to meet KPI targets.
- Delivering Additional Support Offer, Intensive support and Intensive Support Offer for Young Parents packages of care to families.
- Using Outcome measures to evaluate the effectiveness of care delivered, planning and implementing revised packages of care, where required, and closing or escalating packages of care as required for each child.



- Participating and where appropriate, leading on the Early Help process for children, ensuring timely assessment and that coordinated care is delivered to address the needs of the child and family.
- To provide health visiting support and advice within the clinic setting, according to the service model and guidelines.
- To liaise effectively with colleagues within BHC and partner organisations to ensure care for children and families is timely, well-coordinated and effective.

To plan own workload effectively to meet client needs, clinical activity targets and KPIs

Management and Leadership responsibilities:

- To participate in supervision according to Bromley Healthcare policy, for self and supervisees, ensuring that supervision requirements are met.
 - Ensure that Supervision of junior colleagues is timely and effective in managing the quality of their work, and their professional development.
 - Work with Lead Nurses to address any issues regarding development support needs or poor performance within the team.
 - To lead and work collaboratively with colleagues and Lead Nurses to ensure fair, effective allocation of workload, across the team, to both health visitors and nursery nurses.
 - To reallocate work effectively and responsively where required, for instance unexpected sickness of a colleague, or late notification of an urgent client contact.
 - To assess the team caseload, allocating families to the correct level of service Universal, Additional Support or Intensive Support, returning them to Universal when possible, or escalating to Intensive Support if required.
 - Act as a role model for junior staff, students and partner agencies.
 - Attend team and service meetings as required, disseminating information to colleagues and team members.
 - Delegate to junior team members retaining overall responsibility and overseeing their contribution to patient care.
 - To manage the orientation programme for new staff.
-



- Ensure the provision of a conducive learning environment and effective placement experience for under-graduate nursing and midwifery students on community placement, carrying out summative and formative assessments.
- To work according to BHC values to ensure high quality, responsive patient focused care is delivered to all children and families.
- To work in accordance with the NMC Code of professional practice and Bromley Healthcare policy documents.

Clinical:

- To implement the Healthy Child Programme and associated activities to support the health and well-being of families in accordance with national and local guidance and policies.
 - To take responsibility for a defined caseload and work collaboratively with colleagues to ensure the caseload is managed effectively.
 - Work with local service providers to develop, deliver and promote individual and community based health services which are easily accessible to families.
 - Work collaboratively with Children's Centres, GPs and other professionals to ensure locally relevant health improvement activities are delivered when families most need them, signposting and referring to other services where necessary.
 - To promote the health and well-being of families through individual contact, community based group activities and clinic sessions.
 - Identify children and adults in need of protection, actively working in a multi-disciplinary manner to provide co-ordinated packages of care, liaison and referral, including Early Help, TAC and Family Well-being.
 - Participate at Child Protection Case Conferences, Core Groups or other assessments in relation to vulnerable families within the caseload, contributing to the development, delivery and monitoring of appropriate care plans.
 - Adhere to and work to National and Local Safeguarding policies.
 - To undertake nurse prescribing in accordance with NMC guidelines and ensure safe prescribing practice within national guidance and local policies.
-



- To regularly review caseload and Inform the Line Manager of workload pressures that may adversely affect the level and quality of service provided.
- To maintain high level skills for health needs assessment and care planning, delivery and evaluation.
- To maintain up to date knowledge and skills for working with families with complex needs, including Domestic Violence and Abuse, mental health, substance misuse and learning disabilities.
- To maintain patient centred communication and assessment skills, delivering care using models such as the Solihull Approach, Motivational interviewing.
- To maintain knowledge and excellent skills in advising and supporting parents with infant feeding, to contribute to the continuation of Unicef BFI Level 3 accreditation for the service.
- To liaise with the School Health Service, with particular reference to vulnerable children, their families and children with special needs.
- To participate in regular Clinical Supervision and Safeguarding Supervision.

Research:

- Has the ability to research, innovate, educate and demonstrate sound practice
- To keep up to date with research and guidance, ensuring that all care is evidence based, implementing agreed changes.

Education and Training:

- To participate in an annual appraisal of their work where objective will be set. The post holder will be expected to undertake any training or development as identified at appraisal.
- To undertake such training as may be required to meet the needs of the service both mandatory and service specific.
- To assume responsibility for maintaining own level of professional development and clinical competence.

Clinical Governance:



- All staff are responsible for identifying areas within their service which do not meet Clinical Governance quality standards.
- All staff are expected to participate in Clinical Governance actions to achieve Clinical Governance within their service.
- All clinicians are expected to participate in quality improvement activities including clinical audit programmes.
- All staff are responsible for ensuring their practice is evidence based.

Communication:

- Communicate and liaise with professional partners including GPs, Midwives and Children's Centres in a way that promotes health and wellbeing including the sharing of sensitive, complex and confidential information in accordance with Bromley Healthcare guidelines.
 - Skilled in interpreting and assessing complex situations and able to influence and communicate within multi-disciplinary teams and with external professionals.
 - To follow Bromley Healthcare and service mobile working guidelines, completing and utilising electronic diary and record keeping functions.
 - To complete the electronic diary and outcome contacts, as a tool for advance planning of work, communication with colleagues, confirmation of contacts completed and to support reporting for KPIs.
 - To follow and comply with Lone worker 'Start and end of day' procedures to ensure own and colleagues' safety.
 - To liaise and communicate effectively with colleagues within Bromley Healthcare and Children's Centres, and partner agencies, to ensure timely, effective and coordinated care for families.
 - To maintain contemporaneous records using Bromley Healthcare Electronic Records Keeping system, in line with NMC, Trust and service guidelines.
 - To complete appropriate forms / templates and care plans, as required to provide a comprehensive record of health assessments and care delivered, and to facilitate reporting of service KPIs.
 - To write reports when required, such as Child Protection Case Conference Reports, Court Reports, following Bromley Healthcare and the Safeguarding Team guidance.
-



The above Job Description does not purport to be an exhaustive list of duties and responsibilities. The post holder will be expected to undertake additional duties as the requirements of the post change.

MANDATORY REQUIREMENTS FOR ALL ROLES

The post holder is expected to demonstrate the values of Bromley Healthcare including;

The post holder is expected to embody the 4 values:

Compassion

Health and Wellbeing

Continuous Learning and Innovation

Wellbeing

The post holder is expected to comply with all Bromley Healthcare's relevant policies, procedures and guidelines; including the appropriate code (s) of conduct associated with this post.

The job description reflects the immediate requirements and objectives of the post. This is not an exhaustive list of duties and responsibilities and the post holder may be required to undertake other duties which fall within the grade of the job, as directed by the line manager. This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.

Safeguarding All staff must be familiar with and adhere to Bromley Healthcare's child/adult safeguarding procedures and guidelines, in conjunction with the multi-agency policies and procedures of the relevant borough's Safeguarding Children Partnership and Safeguarding Adults Board. Staff must be mindful of their responsibility to safeguard children and adults in any activity performed on behalf of Bromley Healthcare in line with the requirements of the Children's Act 1989 and 2004 and the Care Act 2014. Staff are required to attend child/adult safeguarding training relevant to their position and required for their role.



Health Visitor for Greenwich

PERSON SPECIFICATION

Qualifications/ experience

- Registered General Nurse / Midwife / Mental Health Nurse/ Children’s Nurse/ Learning Disabilities Nurse
- Specialist Public Health Community Nurse / Health Visiting
- Current NMC registration
- Experience of:
 - Public health approaches in community health visiting
 - Multi-disciplinary / agency working
 - Developing public health initiatives to address identified health needs
 - Mentorship
 - Clinical Supervision
 - Evidence of Continuing Professional Development

Skills/ knowledge

- Ability to work as part of a team
- Ability to work autonomously
- Good communication skills and inter-personal skills
- Ability to work in partnership with statutory/voluntary organisation
- Ability to assess needs and to develop care plans to meet these
- Ability to use electronic record keeping systems and other IT systems
- Awareness of current NHS strategy and local initiatives
- Ability to change practice in response to national guidance and local priorities
- Critically evaluate relevant research and incorporate in practice
- Leadership / Team management skills
- Application of Safeguarding procedures
- Experience of Safeguarding issues
- Support students in clinical placements
- Flexible to meet the needs of the service
- Commitment to the concept of diversity and equal opportunities

Other requirements



-
- Post will require Enhanced DBS clearance for the post and suitable Disqualification by Association record
 - Driving licence and with use of car for work
-