

JOB DESCRIPTION

JOB TITLE:	Public Health Staff Nurse 0-19
PAY BAND:	Band 5
LOCATION:	Dorchester, North Dorset and Weymouth
ACCOUNTABLE TO:	Public Health Locality Leads
LINE MANAGER:	0-19 SCPHN (within local reach area)
KEY RELATIONSHIPS:	<p>Children, Young People and their families SCPHN/ 0-19 CYP PH clinical Lead Local Authority Children's Services staff inc social care Family Hubs GPs and Primary Care staff Safeguarding Children Team advisers Early Years Providers Schools and Educational Establishments Paediatric SaLT Continence Service Community Paediatricians Voluntary and community sector agencies</p>
HOURS OF WORK:	Various part time hours. The post holder may be required to work flexibly to meet the needs of the service.
JOB SUMMARY	<p>To work within the Children Young Person Public Health (CYP PH) Service to support the delivery of the Healthy Child Programme and targeted interventions to children 0 to 19 and their families, as delegated by and under the supervision of the SCPHN 0-19 CYP PH team.</p> <p>To promote the health and wellbeing of the 0 to 19 population and their families.</p> <p>Provide supervision, mentorship, and clinical support to students and junior staff in the team.</p>

MAIN DUTIES AND RESPONSIBILITIES

1. CLINICAL RESPONSIBILITIES

- 1.1 To assess, plan, implement and evaluate interventions and packages of care to people on an allocated caseload; promoting independence and autonomy; working within a multi-disciplinary team.
- 1.2 Advance own clinical knowledge, skill and competence based on current evidence through educational programmes.
- 1.3 Provide advice to others regarding the management and care of patients/service users
- 1.4 To demonstrate clinical effectiveness by use of evidence based practice and outcome measures.

- 1.5 Plan, implement and review health improvement programmes in a range of settings.
- 1.6 Recognise, assess and manage risk across the immediate and wider working environment ensuring statutory requirements are met.
- 1.7 To be responsible for patient safety through knowledge of systems, legal requirements and understanding of litigation.
- 1.8 To communicate effectively in verbal and written form in the exchange of complex, sensitive or contentious information in difficult situations using de-escalation, mediation, resolution and professional Duty of Candour.
- 1.9 To evaluate care, taking appropriate action leading to improvement in quality standards through clinical audit, and contributing to root cause analysis and dealing with complaints.
- 1.10 To contribute to the delivery of the Enuresis service using the clinical pathway.

2. **MANAGERIAL RESPONSIBILITIES**

- 2.1 To inspire team members and demonstrate leadership qualities through delivery of the service, working with others, demonstrating personal qualities, supporting continuous service improvement, and setting direction.
- 2.2 Support the management of change through innovative thinking, use of negotiating skills, self-awareness and communication.
- 2.3 Act as a role model and promote the Trust Behaviours of being proactive, positive, respectful, supportive, reliable and trustworthy.

3. **RESPONSIBILITY FOR HUMAN RESOURCES / WORKFORCE**

- 3.1 Provide peer support to and receive peer support from other colleagues.
- 3.2 To provide supervision, regular advice/guidance/support to more junior staff.
- 3.3 Assisting with the induction and training of qualified and unqualified members of the team, students and preceptorship staff, including acting as mentor/preceptor as appropriate
- 3.4 To provide clinical supervision and mentor junior members of the team.

4. **RESPONSIBILITY FOR FINANCE / RESOURCES**

- 4.1 To be responsible for the cost-effective use of and care of equipment and the maintenance of stock for sphere of activity.

5. **RESEARCH & DEVELOPMENT**

- 5.1 Participate in surveys, regular audits, evaluation of practice and clinical trials relevant to role as required
- 5.2 To take responsibility for keeping abreast of developments and research relevant to clinical work and the profession.

6. POLICY & SERVICE DEVELOPMENT

- 6.1 Follows policy, commenting on proposals for change in policies, procedures and practices applicable to their area of practice

7. RESPONSIBILITY FOR INFORMATION / DATA

- 7.1 To maintain and ensure the highest quality of recording of patient data into the relevant record system in line with professional guidance and Trust Policy.

8. PROFESSIONAL RESPONSIBILITIES

- 8.1 Ensure that personal performance meets job requirements, Professional Codes and standards, Trust and post competency standards at all times.
- 8.2 Ensure the required level of IT competence required for the role to process, record, evaluate, and report data.
- 8.3 Demonstrate commitment to the role and to service improvement through innovative thinking and assisting with small scale projects.
- 8.4 Challenge poor practice and take appropriate action making full use of current support systems.
- 8.5 Provide a positive, compassionate role model to junior staff and colleagues to ensure the delivery of people centred care and the key components of compassionate care
- 8.6 Create effective team work across professional boundaries using team building skills, creating common goals, and through engagement.
- 8.7 Respect and apply the requirements of equality and diversity, promoting and role modelling these across the multi-disciplinary team.

9. OTHER RESPONSIBILITIES

- 9.1 To be an accountable member of the 0-19 CYP Public Health Service working under the NMC Code of Conduct
- 9.2 Use Think Family/ Whole School Strengths Based Approaches to assess the health care needs of babies, children, young people and families and develop, implement and evaluate programmes of care delegated by and under the supervision of the named Specialist practitioner (SCPHN).
- 9.3 To support the delivery of the HCP including;
- Healthy weight, nutrition and physical activity,
 - promoting development,
 - Speech, language and communication
 - Parental infant, children and young people mental and emotional health and wellbeing,
 - SEND,
 - Long term health condition,
 - School readiness,
 - Keeping safe and accident prevention
 - Promoting healthy behaviours.
 - Enuresis.
- 9.4 To support the delivery of health promotion activities and initiatives and other local and national public health campaigns.

- 9.5 To offer support to parents, carers and young people through home visiting, digital and virtual offers, 0-19 duty and group interventions.
- 9.6 To work with the 0-19 CYP PH teams and key partners to identify the needs of the local population.
- 9.7 To work working closely with other agencies including statutory, voluntary and independent organisations within a multi-agency framework to address the needs of vulnerable families using agreed evidence informed assessment tools.
- 9.8 To work collaboratively to safeguard and promote the welfare of babies, children and young people.
- 9.9 Under the direction of the named SCPHN, to contribute to and attend as appropriate child protection conferences, core group meetings, child in need meetings, team around the child meetings, team around the family meetings.
- 9.10 To support the engagement, involvement and feedback of service users regarding their experiences of CYP PH services.

10. ENVIRONMENTAL FACTORS

- 10.1 The post holder may be required to participate in the prevention and management of violence and aggression (PMVA) where required and following relevant training.
- 10.2 The role will require highly developed physical skills where accuracy is important e.g. for patient interventions and specialist therapy appropriate to profession and area of practice such as use of specialist equipment and fine tools; manual, sensory and cognitive assessment and treatments, intravenous injections, insertion of catheters, removal of sutures; use of diagnostic equipment such as audiometers.

PERSON SPECIFICATION

Public Health Staff Nurse, Band 5

1.	KNOWLEDGE, SKILLS AND TRAINING	ESSENTIAL	DESIRABLE
1.1	Registered nurse to degree/diploma level	Yes	
1.2	Membership of the relevant Professional Body	Yes	
1.3	Learning and Assessing in Practice Qualification or equivalent practice assessors training		Yes
1.4	Evidence of recent professional development in an up to date portfolio	Yes	
1.5	Knowledge and understanding of Trust Strategy relevant to role	Yes	
1.6	Clear knowledge of safeguarding children and adults	Yes	
1.7	Clear understanding of the national Children's Agenda and key Public Health policy drivers	Yes	
1.8	Knowledge of Health Needs Assessment	Yes	
2.	JOB SPECIFIC EXPERIENCE		
2.1	Ability to mentor students / supervise other junior staff	Yes	
2.2	Recent previous experience within a community setting		Yes
2.3	Experience of contributing to the management of change	Yes	
2.4	Demonstrable knowledge of health needs assessment and interventions in area of practice	Yes	
2.5	Experience of developing programmes of care for an individual or groups of patients/clients and of providing advice	Yes	
2.6	Ability to prioritise and organise workload effectively	Yes	
3.	MANAGERIAL/SUPERVISORY EXPERIENCE		
3.1	Experience of providing clinical supervision and mentoring to junior staff		Yes
4.	FINANCE/RESOURCES		
4.1	Able to effectively manage available resources in the pursuit of quality service provision ensuring a safe environment	Yes	
5.	INFORMATION TECHNOLOGY/RESOURCES		
5.1	Able to evaluate data and produce reports using Microsoft Excel and Word		Yes
5.2	Experience of using electronic patient / service user record systems	Yes	
6.	PERSONAL QUALITIES/ATTRIBUTES		
6.1	Evidence of demonstrating the Trust's values and behaviours.	Yes	
6.2	Able to communicate effectively at different levels of the organisation and with staff, patient/service users, visitors or external organisations both	Yes	

	verbally and in writing in the exchange of complex, sensitive or contentious information which may require the use of negotiating and/or persuasive skills.		
6.3	Able to overcome barriers to understanding where there are physical or mental disabilities.	Yes	
6.4	Able to analyse and assess situations and to interpret potentially conflicting situations and determine appropriate action, where there is a range of options and judgement is required.	Yes	
6.5	Experience of planning and organising ongoing activities, e.g. organise own time and that of junior staff and learners,	Yes	
6.6	Ability to use own initiative within sphere of authority	Yes	
6.7	Demonstrable ability of using tact and diplomacy	Yes	
6.8	Demonstrable ability to analyse situations and provide a resolution	Yes	
6.9	Knowledge and understanding of legislation relevant to practice	Yes	
6.10	Ability to evaluate care leading to improvement in quality standards and service improvement	Yes	
6.11	Demonstrable leadership qualities and the ability to perform as a role model	Yes	
6.12	Willingness to advance own clinical knowledge, skill and competence based on current evidence	Yes	
7.	BUSINESS TRAVEL		
7.1	Subject to the provisions of the Equality Act, able to travel using own vehicle on Trust business.	Level 1/2	
8.	ADDITIONAL REQUIREMENTS		
8.1	Demonstrable skills in written and spoken English to a standard which enables the post holder to carry out the full range of duties and responsibilities of the role effectively.	Yes	

***Essential / desirable car user definitions**

Level 1 – (Essential) post holder is required to:

- travel an average of more than 3,500 miles a year;
- or travel an average of at least 1,250 miles a year; and necessarily use their car an average of 3 days a week; or spend an average of at least 50% of their time on such travel; including duties performed during the visits;
- or travel an average of at least 1,000 miles a year and spend an average of 4 days a week on such travel, including the duties performed during the visits.

Level 2 – (Essential) users who use their own vehicles for official journeys other than in the circumstances described under Level 1 above.

Level 3 (Desirable) non-essential car users who may exceptionally be required to travel on Trust business where such journeys could also be reasonably be made by public transport.