



JOB DESCRIPTION

Specialist Public Health Nurse (Health Visitor) Public Health Nursing 4 Slough 0-19 (25) Integrated Service

Employing Organisation:	Solutions 4 Health
Contract Type:	Full time, permanent
Salary:	£29 - £39k per annum depending on level of experience
Place of Work:	Slough
Responsible to:	Public Health Nursing Manager
Accountable to:	Head of Public Health Nursing and Safeguarding
Company Division:	Healthcare

Closing date: 11th March 2019

Please note: If you have not heard within 6 weeks of the closing date you have not been successful on this occasion.

JOB SUMMARY

We are looking for enthusiastic and motivated individuals who are passionate in delivering public health to the local community. This is an exciting time for SCHPNs looking for new challenges to join our team with many opportunities for development.

We are looking for newly qualified, or experienced innovative health visitors to join our service.

The ideal candidates will be hardworking and adaptable individuals who are passionate about high quality team work. The post holders need to be able to evaluate and prioritise work, responding quickly to daily changes in work pattern.

Values

The Health Visitor working within the Public Health Nursing 4 Slough 0-19 (25) integrated service will act in a way which demonstrates our core values, mission statement and vision by putting them into practice with service users, their friends, family and carers, other staff members and multi-agency partners.

MAIN DUTIES AND RESPONSIBILITIES

The specific accountabilities of this role will be flexible and will change to meet the needs of the organisation as required but will include (or be equivalent in nature to) those listed below:

- Deliver the Healthy Child Programme across Slough
- Search for health needs in the community, identifying need in relation to national and local agendas
- Act as a health link for other agencies e.g. voluntary services, public and private agencies
- Identify vulnerable families and mobilise appropriate resources
- Manage workload in a corporate way within the integrated team
- Prioritise workload to reflect a service based on reducing health inequalities
- Undertake leadership responsibilities
- Demonstrate commitment to safeguarding
- In accordance with objectives and priorities agreed; deliver a quality, accessible service
- Accept accountability for own clinical practice including clinical supervision
- Proactive in multiagency working and collaboration to improve life chances for all children
- Carry out specific health and developmental screening where identified, or delegate responsibility where appropriate to other team members
- Facilitate group work for health promotion programmes
- Work in partnership respecting equality and valuing diversity.
- Participate in the evaluation and review of the post with team manager and service lead
- Work flexibly to meet the needs of the local population - this will include some evening and occasional weekend work.

Analysis, judgements and decision making

- Assess the physical, developmental and emotional needs of children within the context of the family and environment.
- Assess the need for further support for disadvantaged families and those in need of safeguarding. Ensure that the analysis and decision-making process is explicit within records.
- Innovate and implement identified target services to reduce health inequalities.
- Access Safeguarding Supervision, Clinical Supervision and Management Supervision as stated within the current organisation's policy documents.
- Manage, analyse and communicate information relating to health and performance data.
- Contribute to the audit and evaluation of service delivery

Planning and Organising

- Lead and deliver the Healthy Child Programme, in line with local standard operating guidance.
- Deliver health promotion relevant to local need.
- Assist and take the lead in project development to meet the service needs and relevant KPIs
- Plan, organise and evaluate straightforward and complex activities or programmes.
- Plan and organise own workload
- Able to prepare & deliver presentations to a multi-agency audience
- Able to deliver presentations to different age groups
- Provide a suitable learning programme for pre/post registration nursing students and new members to the team, through the development of induction programmes, mentorship and preceptorship.
- Manage own workload, reporting issues to the Public Health Nursing Manager, when difficulties arise and offering solutions where possible.

Clinical

- Undertake and delegate health assessments of individuals in a wide range of environments and across a broad spectrum of the community
- Maintain accurate and comprehensive nursing administrative and statistical records, regularly providing management with returns and statistics as requested and required by Solutions4Health, ensuring legal requirements are met
- Work in partnership with clients to assess, plan, implement and evaluate programmes of care for individuals and families.
- Support children, young people and their parents/carers and schools to manage children with long term conditions.
- Contribute appropriately to outbreak responses in line with PHE Health Protection Unit.
- Deliver programmes of care in accordance with Standard Operating Guidance and Care Pathways.
- Promote the health, wellbeing and developmental needs of children and young people and their families.
- Promote the safeguarding of children through multi-disciplinary team working and work within the Slough LSCB's policies and S4H procedures and guidance for the protection of children.
- Update clinical knowledge and demonstrate awareness of emerging issues such as sexual exploitation.
- Maintain caseload responsibility for children with a safeguarding plan and delegate appropriately to other members of the team.
- Ensure that confidentiality and the rights of consent relating to young people are followed and that young people are treated with dignity, respect and empathy and in a non-judgemental manner by all members of the team following Department of Health and Education Guidelines.
- Work in partnership supporting individuals and families; to develop problem solving skills, the fostering of positive relationships and promotion of health.
- If an independent non-medical prescriber, work within the framework of professional accountability.

- Report relevant clinical information/clinical issues to the Professional Lead and Public Health Nursing Manager.
- Maintain knowledge of infection control procedures and implement recommendations as necessary
- Plan, facilitate and deliver Public Health promotion opportunities through one to one and group activities in the community.

Professional

- Use a range of skills to communicate taking account of the culture, ethnicity, disabilities, developmental age and environmental settings
- Maintain appropriate professional boundaries in the relationships you have with patients and clients
- To work in a safe manner at all times and comply with S4H, NMC and health and safety policies and procedures at all times
- Work within a framework that actively supports clinical governance principles. Participate in activities relating to the promotion of the quality of services including audits.
- Support development by attending training
- Develop practice in response to changing needs to specific groups in accordance with NMC Code of Professional conduct (2002).
- Prepare and write referrals and reports for relevant agencies and multi-agency meetings, including Safeguarding Case Conferences, court reports and multi-disciplinary conferences on children with special needs, supported by Team Leads and Named Nurses as required.
- Complete accurate electronic records (CarePlus)
- Ensure personal portfolio is kept up to date in line with the NMC's revalidation requirements

ADDITIONAL INFORMATION

Other Duties

The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties that may be required from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.

The post holder may be required to work flexibly to meet the needs of the local population. This may include some occasional evening and weekend work.

Information Governance

Employees of S4H must comply with the provisions of the Data Protection Act 1998. The post holder must not; either during the course of their employment, or following termination of their employment, disclose any information relating to service users or employees, or of the lawful business practices, of the organisation.



The post holder will be required, when and where appropriate to the role, to comply with the processing of requests under the Freedom of Information Act 2000.

The post holder must comply with S4H policies that protect the information assets of the organisation from unauthorised disclosure, modification, destruction, inappropriate access or use.

The post holder will be responsible for maintaining all clinical and/or corporate records that fall within the remit of this role to the standards in S4H's records management policies, and data quality processes and standards.

Health & Safety

Compliance with the Health & Safety at Work Act 1974 – the post holder is required to fulfill a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards, and a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions.

Safeguarding is Everyone's Business

S4H has a responsibility to ensure that all children, young people and adults are adequately safeguarded and protected. Therefore, all S4H employees, temporary staff and volunteers are required to adhere to S4H safeguarding policies and procedures in addition to local and national safeguarding policies and to act upon any concerns in accordance with them.

For children you should be aware of your responsibilities detailed in the '4 Local Safeguarding Children Boards Child Protection Procedures' and for adults as detailed in the Care and Support Statutory Guidance issued under the Care Act (2014).

Training & Professional Development

The post holder will work within the NMC Code of Professional Conduct and demonstrate relevant professional development activities including CPD, clinical updates, attendance at Journal clubs and production of portfolios.

The post holder must attend any training that is identified as mandatory to their role.

Clinical Supervision

It is mandatory for all professionally qualified staff and clinical support staff to actively participate in clinical supervision as an integral part of their professional development. Clinical Supervision will be monitored via agreed review and appraisal mechanisms.

Equality, Diversity & Human Rights

It is the responsibility of every person to act in ways to support equality and diversity and to respect human rights, working within the spirit and detail of legislation including the Equality Act 2010 and the Human Rights Act 1998. S4H is an equal opportunities employer and aims to challenge discrimination, promote equality and respect human rights.

Quality & Risk

S4H requires all of its employees to actively participate in quality improvement and risk management, both at a professional level and service level. The post holder will therefore be required to participate in quality and risk programs as an integral part of their position.

Confidentiality

S4H employees are required to exercise discretion and maintain confidentiality at all times according to Policy

Eligibility to Work in the UK

All applicants must be eligible to work in the UK. We only accept applications from candidates who are legally entitled to work in the UK.

Disclosure and Barring Service Check

All Solutions 4 Health employees either in direct contact with patients and/or with access to patient data are required to pass a Disclosure and Barring Service (DBS) check.

It is a requirement of this post that you undertake an enhanced DBS check, and you will be asked to complete and sign a Disclosure Form giving permission for the screening to take place. If you refuse to sign the form your appointment will not be progressed further.

No Smoking Policy

Solutions 4 Health has a No Smoking Policy, which does not allow smoking by staff or visitors on any of our premises.

Occupational Health Clearance and Immunisation

The post may be subject to Occupational Health clearance, and immunisation against certain diseases may be required. These will be discussed with you during the recruitment process where applicable.

OUR MISSION



To empower Families in our Community to find
Solutions 4 Health and Wellbeing

**Person Specification for
Specialist Public Health Nurse (Health Visitor)**

Criteria	Essential	Desirable
Qualifications Special/vocational training/or equivalent experience	Both of the following qualifications: Registered Nurse/Midwife BSc/MSc Hons Public Health Specialist Practitioner (Health Visitor) or equivalent (NMC Registered Part 3)	<ul style="list-style-type: none"> • Teaching/Mentorship qualification • Evidence of ongoing learning & professional development
Knowledge	<ul style="list-style-type: none"> • In depth knowledge of the policies related to: <ul style="list-style-type: none"> ○ Healthy Child Programme (DOH 2009) ○ Children Act 2014 ○ Working Together to Safeguard Children (2015) • Knowledge of safeguarding issues, policies, procedures, current legislation and relationship to practice • Child Protection • Normal child development • Current political drivers relevant to CYP. i.e. healthy eating/lifestyles, smoking cessation, behaviour management, positive parenting, inequality and its impact on health • Clinical governance & knowledge of policies/guidelines in relation to maintaining confidentiality and security of information • Clinical supervision • Understanding of the process of research, and evidence-based practice to promote good health 	<ul style="list-style-type: none"> • Special Education Needs and Disabilities Act 2001 • Evidence of building community capacity • Motivational Interviewing or Solution Focussed Brief Therapy approaches
Experience (general/specific)	<ul style="list-style-type: none"> • Experience of working in integrated teams • Delivering the Healthy Child Programme in a range of health settings • Conducting clinical audit and risk assessments • Knowledge and skills necessary for the development, documentation and evaluation of health promotion programmes. • Experience of working collaboratively and communicating professionally to build effective partnerships with other disciplines and agencies • Experience of appraisal and staff development. • Mobile working 	<ul style="list-style-type: none"> • Experience of staff conflict resolution and operational planning. • Managing skill mix teams. • Challenging clinical practice • Experience of mentoring students • Special Education Needs and Disability - working with children, young people and families
Skills / Values Patient and Person Centred	<ul style="list-style-type: none"> • Effective negotiating and influencing skills. • Ability to work in partnership with CYP, families and colleagues • Ability to work autonomously and as part of a team 	<ul style="list-style-type: none"> • Proven skills in leading, managing and developing teams

<p>Valuing Achievement</p> <p>Value through innovation</p> <p>Forging Relationships</p>	<ul style="list-style-type: none"> • Ability to prioritise caseloads and service delivery within the team, and co-ordinate clinical staff • Ability to motivate others & to promote cohesion and team working • Ability to adapt to the demands of a constantly changing environment • Ability to meet deadlines and work under pressure • Ability to prioritise and manage time effectively • Ability to undertake health needs assessment with CYP and families • Ability to identify safeguarding concerns and liaise appropriately with other agencies • Ability to facilitate learning with individuals and groups in a variety of settings • Good standard of IT skills 	
<p>Record keeping and Documentation</p>	<ul style="list-style-type: none"> • Maintain legible and up to date records in accordance with S4H Policies and Nursing and Midwifery Council Guidelines on Record Keeping. • To adhere to confidentiality guidelines and security of information policy 	<ul style="list-style-type: none"> • Ability to undertake record keeping audits.
<p>Approach</p> <p>Patient & Person Centred</p> <p>Valuing Achievement</p> <p>Value through innovation</p>	<ul style="list-style-type: none"> • Assertive, honest and open • Respectful of different values with a holistic approach to care • Responsive, flexible and solution focused in delivering service • Ability to adapt, prioritise and respond appropriately to the changing needs of the service • Innovative approach to improving client experience and service improvement • Ability to manage complex situations effectively and to deal with sensitive and diverse issues • Willingness to enhance personal and professional development • Awareness of the family dynamics in communication & understanding of the barriers to communication • Ability to demonstrate active listening • Ability to be proactive and initiate actions in line with your professional role • Car driver with full driving licence and access to vehicle for work purposes. 	