

JOB DESCRIPTION & PERSON SPECIFICATION

Director Area: Children's Services

Job Ref Number: 02476

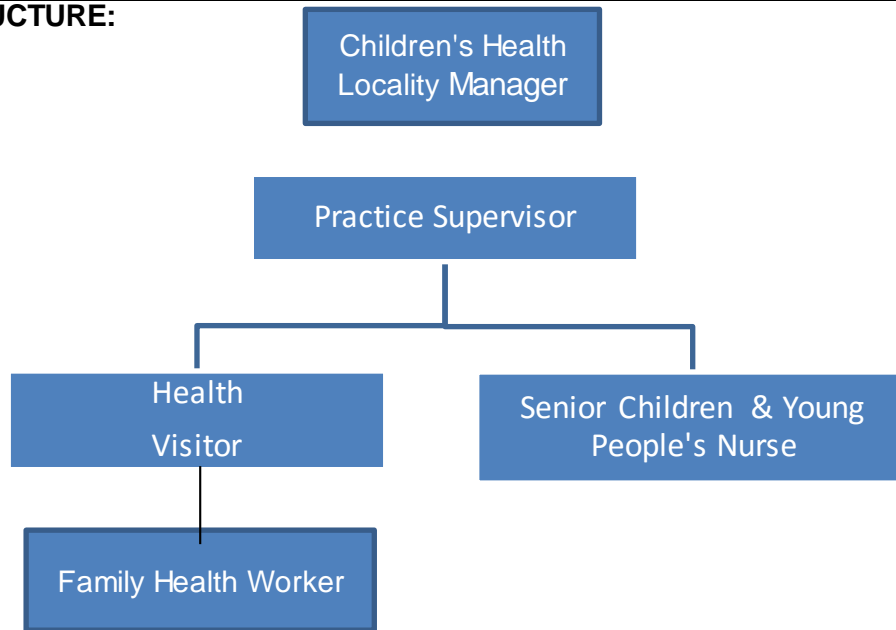
Service Area: Children's Health 0-19 (25 SEND)

Grade: 10 (click [here](#) for value)

Job Title: Senior Health Visitor

PURPOSE OF JOB: This service includes the delivery of the Healthy Child Programme by Health Visitors, Public Health Nurses and support staff. The service is a separate service but integrated in the Council's Early Help Teams and is focused on providing a strong universal input to all children and families antenatally and in the early years. Intensive support will be provided to families and children aged 0-6 identified as having greater needs. Will act as a named health visitor for specific families and will be responsible for:

- To plan, deliver and evaluate an efficient and cost effective Health Visiting service for an identified population.
- Lead on delivering innovation and service improvement to meet the requirements of the local and national public health agenda and take a specific lead role for the locality on one of the public health outcomes six high impact areas for health.
- Working in partnership with other agencies including GPs and Early Help to meet agreed standards, objectives and statutory requirements to keep children healthy and safe.
- Managing vulnerable and complex caseloads, attending safeguarding, child protection and other professional meetings where appropriate, in addition mentoring and supporting less experienced Health Visitors and health visiting students in the management of safeguarding cases.
- Assisting as appropriate in providing an integrated approach to performance management, quality standards and service delivery within the 0-6 Children's Health Service.
- Embedding new ways of thinking and working using evidence based practice.
- Developing and maintaining strong, positive working relationships with commissioners, their teams/partners and other professionals aligned to the 0-6 Children's Health Service.

TEAM STRUCTURE:**MAIN DUTIES:**

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| 1 | To deliver an efficient and cost effective Health Visiting service for an identified population within Lincolnshire County Council. |
| 2 | To lead and deliver the Healthy Child Programme 0-6 and provide clinical expert advice and guidance as appropriate for own area of expertise within the 0-19 (25 SEND) Children's Health Service and focus early interventions based on timely and comprehensive assessment of a child and their family's needs. |
| 3 | Maintain an active mentor role and be responsible for providing mentorship, advice, guidance and support for student Health Visitors and other relevant students and professionals. |
| 4 | To be a lead member of the Health Visiting team with responsibility for the assessment of health care needs and the development, implementation and evaluation of programmes of care relating to individuals and families. |
| 5 | Undertake health assessments and child development reviews, identifying any deviations from the norm and taking appropriate action. |
| 6 | Utilise specialist clinical skills using evidence based practice to identify any risks and needs in protecting children and adhere to agreed safeguarding policies and procedure identify children in need and children in need of protection and work in partnership with all partner agencies to support families and protect children. |
| 7 | Provide clinical advice to the single point of access (SPA) when required on a rota basis within the hours of 8am-8pm in line with the local standard operating procedure. |
| 8 | To profile the health needs of an identified population and develop targeted services to meet the needs of disadvantaged groups and in partnership with Early years colleagues, identify and deliver innovative programmes and new ways of |

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| | working that strengthen the children centre offer to ensure it meets the needs of the local community. In addition, evaluate effective outcomes of any intervention or programme. |
| 9 | To lead on the planning, development, implementation and evaluation of child health promotion programmes in order to promote health and wellbeing and prevent adverse effects. |
| 10 | To offer support and advice to parents and carers, especially those of vulnerable children utilising an early help approach and by working closely with other agencies and voluntary organisations, and through home visiting and other interventions as appropriate. |
| 11 | Ensure the voice of the child is incorporated into all aspects of Health visiting. |
| 12 | To line manage where appropriate other members of the 0-19 team and provide supervision for delegated programmes of care. |
| 13 | To maintain accurate, contemporaneous and comprehensive records in accordance with LCC guidelines and NMC standards. |
| 14 | To maintain clinical / safeguarding and clinical supervision. |
| 15 | Provide mentorship and support for pre-nursing and other students, e.g. Health Visitors students. |

| Requirements | Where identified* | Essential | Desirable |
|---|-------------------|-----------|-----------|
| Registered General Nurse or Midwife | A/I | Y | |
| Specialist Community Public Health Nursing - Health Visiting qualification | A/I | Y | |
| Evidence of post qualifying and continuing professional development. | A | Y | |
| Member of relevant professional body with an active NMC registration | A/I | Y | |
| Excellent presentation, written and verbal communication skills | P | Y | |
| Excellent interpersonal skills | I | Y | |
| Demonstrable experience of managing and implementing changes to service delivery | P/I | | Y |
| The ability to influence others effectively | I | Y | |
| The ability to establish credible relationships across partner and other external organisations | I | Y | |

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| Knowledge of National, Regional and Local Health Visiting issues. | I | Y | |
| Significant experience of Safeguarding Children | I | Y | |
| Significant Experience of mentoring | A | | Y |
| Computer literacy | A | Y | |
| Satisfactory DBS check | | Y | |

*A = Application form T = Test/Assessment I = Interview P = Presentation

GENERAL

The postholder is required to take personal responsibility for contributing to organisational transformation and changes in ways of working, maximising the benefits and efficiencies for both internal and external customers, including the promotion and use of self-service to achieve maximum cost effectiveness.

The postholder is expected to work to the [Lincolnshire County Council Core Values and Behaviours](#) and to carry out the duties in accordance with Lincolnshire County Council policies.

Other Duties - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties 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.

Safeguarding - All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Lincolnshire County Council Safeguarding Policy. In addition employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.

Job Details:

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| Job Title | Senior Health Visitor |
| Identifier | 02476 |
| Director Area | Children's Services |
| Service Area | |
| Section | Children's Health |
| Date | 15/01/2018 |
| Score | 572 |
| Grade | Grade 10 |
| Description | |

Factor Levels:

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| Supervision/Management Of People | 3.1 |
| Dispersal Awarded | Yes |
| Creativity & Innovation | 4 |
| Contacts & Relationships | 5 |
| Decisions - Discretion | 3 |
| Decisions - Consequences | 3 |
| Resources | 1 |
| Work Demands | 3 |
| Physical Demands | 1 |
| Working Conditions | 2 |
| Work Context | 2 |
| Knowledge & Skill | 6 |