

JOB DESCRIPTION & PERSON SPECIFICATION

Director Area: Children's Services	Job Ref Number: 02484
Service Area: Children's Health 0-19 (25 SEND)	Grade: 7
Job Title: Student Specialist Community Public Health Nurse (SCPHN) 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 Lincolnshire County Council's (LCC), Early Help Teams and is focused on providing a strong universal input to all children and families in the antenatal period and in the early years. Intensive support will be provided to families and children aged 0-6 identified as having greater needs. Students will be required to achieve academic and practical competencies in line with NMC requirements.

The Specialist Community Public Health Nurse student will undertake an academic programme at a University, usually Sheffield Hallam University, who stipulate the course length, usually one academic year. The course is a combination of theory and practice placements. The learning environment for the practice placements will be facilitated by a Long Arm Supervisor and a Community Practice Educator. Other staff members may be expected to act as Long Arm Supervisors. Employment conditions apply to students as they apply to employed staff:

JOB OUTLINE

- ☐ Assisting in the delivery and evaluation of an efficient and cost effective Health Visiting service for an identified population.
- ☐ Assisting in delivering the national and local public health agendas in response to identified health and social need.
- ☐ 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.
- ☐ Under direct supervision assist in managing vulnerable caseloads, attendance at safeguarding meetings and other professional meetings where appropriate
- ☐ Incorporating new ways of working using evidence based practice.
- ☐ Developing and maintaining strong, positive working relationships with their teams/partners and other professionals aligned to the 0-6 Children's Health Service

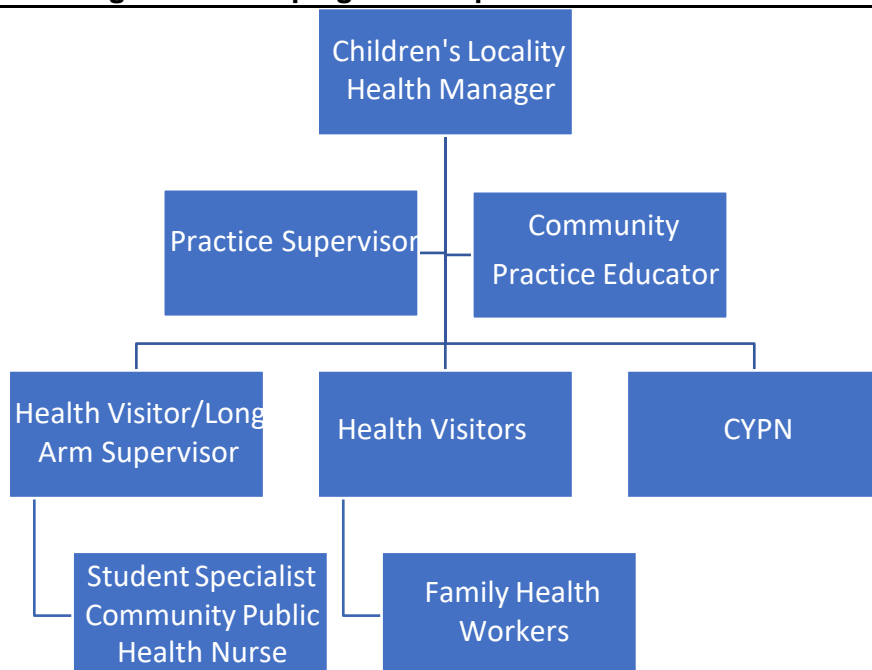
SCOPE AND RANGE

To attend all course lectures and access all learning facilities as made available by the university.

To attend practice placement and work with Long Arm Supervisor and Community Practice Educator to develop specialist practitioner skills and access all facilities within the learning environment.

To work with members of the 0-19 Children's Health team in learning the skills of

health needs assessment, leadership and management, evidence based practice, nurse prescribing and developing clinical practice.



MAIN DUTIES:

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| 1 | To work under the direction of a long arm supervisor (Health Visitor) and a Community Practice Educator to assist in the delivery of an efficient and cost effective health service for an identified population within Lincolnshire County |
| 2 | Is responsible for accessing all learning facilities, lectures and learning Environments, as made available by both the university and practice placement. Adheres and maintains University policies and procedures. |
| 3 | To assist in the delivery of the Healthy Child Programme 0-6 commensurate with stage of training and on completion of training, provide clinical expert advice and guidance as appropriate for own area of expertise within the 6 -19 (25 SEND) Children's Health Service |
| 4 | To focus early interventions based on timely and comprehensive assessment of a child and their family's needs. |
| 5 | To provide evidence of the skills and competencies required to become responsible for the assessment of health care needs and the development, implementation and evaluation of programmes of care relating to individuals and families. |
| 6 | To undertake health assessments and child development reviews under the direction of a Health Visitor, identifying any deviations from the norm and taking appropriate action |
| 7 | To utilise specialist clinical skills using evidence based practice to identify any risks and needs in protecting children and adhere to agreed safeguarding policies and procedures identify children in need and children in need of protection and work in partnership with all partner agencies to support families and protect children |
| 8 | To profile the health needs of an identified population, target services to meet the needs of disadvantaged groups and evaluate the outcomes of any intervention |

9	Support and empower individuals, families and communities to take appropriate action to influence health care and health promotional activities by means of a community development approach.
10	With the health visiting team, participate in the planning, development, implementation and evaluation of child health promotion programmes in order to promote health and wellbeing and prevent adverse effects.
11	Work towards being able 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 required.
12	Ensure the voice of the child is incorporated into all aspects of Health visiting
13	To maintain accurate contemporaneous and comprehensive records in accordance with LCC guidelines and NMC standards
14	Delegate and co-ordinate the work of skill mix practitioners, ensuring that work delegated is carried out correctly, safely, effectively and efficiently.
15	Act in accordance with the NMC code of professional conduct.
16	Health and safety. The post holder is required to take reasonable care for his/her own safety and that of other persons who may be affected by his/her acts or omissions.
17	The post holder is also required to cooperate with Supervisory and Managerial staff to ensure that all relevant statutory regulations, policies, codes of practice and departmental safety procedures are adhered to, and to attend relevant training programmes.
<p>DECISIONS AND JUDGEMENTS</p> <p>Works under the supervision/guidance of the Long Arm Supervisor and Community Practice Educator</p> <p>Works within professional guidelines.</p> <p>Works at all times in accordance with the NMC Code of Professional Conduct.</p> <p>LCC promotes the opportunity to participate in Clinical Supervision and reflection from colleagues.</p> <p>COMMUNICATIONS AND RELATIONSHIPS</p> <p>Building confidence and competence to facilitate and lead, team around the child meetings whilst communicating effectively with colleagues, other agencies, children and caregivers. Community groups/ forums. To work with these groups in identifying needs and presenting information.</p> <p>Represent LCC at national/ regional conferences.</p> <p>Work with sub groups and working groups.</p> <p>Students and lecturers</p> <p>PHYSICAL DEMANDS OF THE JOB</p> <p>Work within client's homes of all different socio/economic circumstances.</p> <p>Variety of housing and community environments.</p> <p>Varying access to housing.</p> <p>Clinic conditions, space and facilities.</p> <p>Carrying clinical equipment</p> <p>Using IT and VDU equipment</p> <p>Access to transport and the ability to travel within the required geographical area.</p> <p>Some home working which would entail utilising home furniture.</p>	

MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Amount of academic assessment and practice assessment.

Exposure to distressing circumstances e.g. difficult family situations, children's safeguarding,

Domestic abuse, and working with families where there is a deteriorating or life limiting condition.

Balance of managing clinical teams, professional development and service delivery.

KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

- ☐ RGN or equivalent
- ☐ Appropriate demonstrable experience.Practice
- ☐ Supervisor/Practice Assessor
- ☐ Demonstrate leadership qualities
- ☐ Be adaptable and flexible in order to meet changing situations as they arise.
- ☐ Have a positive attitude/approach to all members of the general public needing health input, regardless of their personal situation.
- ☐ Demonstrates an ability to correctly interpret and respond to information.
- ☐ Demonstrates good documentation skills.
- ☐ Demonstrates the capacity to learn organizational skills, as necessary to manage a caseload, and to be able to prioritise.
- ☐ Be able to take responsibility of a caseload and other staff.
- ☐ Demonstrate an ability to be self-motivated, work individually and within a team.
- ☐ Have the understanding of the philosophy of primary care and the value of health in order to promote greater understanding of health amongst the community and reduce health inequalities
- ☐ Demonstrate good communications skills
- ☐ Be up to date with Public Health and Community Nursing issues
- ☐ Demonstrates a knowledge of the wider public health issues for Children, Young People and Families
- ☐ Access to transport and the ability to travel within the required geogr aphical area
- ☐ Have current NMC Registration.

PERSON SPECIFICATION

Requirements	Where identified*	Essential	Desirable
Motivated to become a Health Visitor	A/I	Yes	
Awareness of the demands of the SCPHN course	A/I	Yes	
Empathetic, non-judgemental, and client/patient focused	A/I	Yes	
Understanding about issues relating to equality and diversity	A		Yes
Registered Nurse or Midwife	A /I	Yes	
Evidence ofcontinued professional development	A/I	Yes	
Evidence to meet the University entry requirements for SCPHN	A	Yes	
Member of a professional body	A	Yes	

and active membership of NMC			
Excellent written and verbal communications and the ability to complete presentations	I	Yes	
Involvement in the preparation of statements/reports for formal purposes (e.g. case review meetings, court hearings)	A/I		Yes
Excellent interpersonal skills (self-awareness, body language, listening, clarifying, tact and diplomacy, ability to make themselves understood, sensitivity to others)	I	Yes	
Leadership skills	A/I	Yes	
Critical Analysis and reflective skills	A/I	Yes	
Effective clinical problem solving abilities (ability to analyse associated factors, prioritise needs for action, initiate an action plan and review/reflect on outcomes)	A/I	Yes	
Problem solving skills in the community	A/I		Yes
Experience of audit/evaluation/research	A/I		Yes
The ability to develop credible relationships across partner and external agencies	I	Yes	
Awareness of local, regional and national health visiting policies	I	Yes	
Awareness of safeguarding issues/experience	A /I	Yes	
Practice Assessor/Practice Supervisor	A	Yes	
Computer Literacy	A	Yes	
DBS Status	I	Yes	
Access to transport and the ability to travel as course requirements demand	A	Yes	

*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:	
Job Title	Specialist Community Public Health Nurse Student (SCPHN Health Visiting)
Identifier	02484
Director Area	Children's Services
Service Area	Locality
Section	0-19 Children's Health (25 SEND)
Score	454
Grade	Grade 7
Description	

Factor Levels:	
Supervision/Management Of People	1
Dispersal Awarded	No
Creativity & Innovation	4
Contacts & Relationships	5
Decisions - Discretion	3
Decisions - Consequences	2
Resources	1
Work Demands	3
Physical Demands	1
Working Conditions	1
Work Context	2
Knowledge & Skill	4