

JOB DESCRIPTION & PERSON SPECIFICATION

Director Area: Children's Services

Job Ref Number: 03365

Service Area: Children's Health

Grade: G8

Job Title: Registered Nurse

The Purpose:

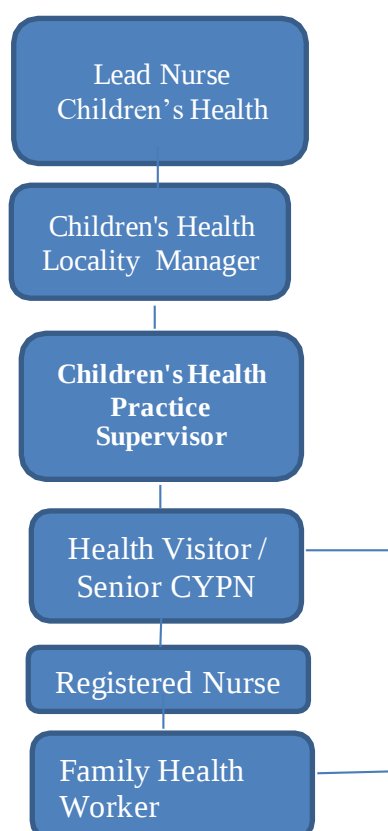
The Children's Health Service 0-19, alongside others, will support the delivery of the Healthy Child Programme (HCP) across Lincolnshire for children, young people, and their families (aged 0 – 19 years) and up to the age of 25 years for young people with Special Educational Needs and/or Disabilities (SEND).

The Children's Health service uses evidence-based practice to plan, deliver and evaluate Health Visiting and Children and Young People's Nursing, and other relevant interventions in a variety of settings to deliver a family centred service, which enables individuals, families, and communities to achieve their optimum physical, psychological, educational, and emotional wellbeing through a public health approach.

The post holder will accept delegated responsibility for the delivery of health promotion activity and programmes commensurate with the experience, competencies and knowledge required by the role. Working under the supervision of a registered Health Visitor or Senior Children's and Young People's Nurse the post holder will use evidence-based practice to deliver health promotion activity in a variety of settings using a family centred, public health approach that enables individual families and communities to achieve their optimum physical, psychological, educational, and emotional wellbeing.

The post holder will always work within the NMC's Code of Professional conduct.

TEAM STRUCTURE:



MAIN DUTIES:	
1	Under the supervision of the Health Visitor or Senior Children's and Young People's Nurse, effectively manage a defined caseload as allocated nurse ensuring early intervention and reducing health inequalities. Delivering care programmes/packages that promote a child or young person's health, safety and development and that support a child or young person's individual health needs that are outside of the responsibility of specialist health care services. This will include delivery of certain aspects of the Healthy Child Programme such as Antenatal groups and health promotion and core contacts but only where training and competencies are completed.
2	Work with the children's health service developing and maintaining appropriate relationships with individuals, families, service users, stakeholders, and support an integrated provision of services to children, young people, and their families as part of the Council's Early Help approach
3	Where relevant, liaise with other members of the 0-19 (25, SEND) children's services workforce e.g., early help, social care and outside agencies to identify/agree how the needs of the child or young person are best met and when/where additional support is required.
4	Under the supervision of the Health Visitor or Senior Children's and Young People's Nurse, deliver specific health interventions/care programmes based on individual health needs assessments to children and young people on a child protection plan, child in need, TAC and ESCO relevant to the child's individual needs and act in accordance with safeguarding policy and procedures. Attending child protection conferences, core groups, child in need meetings as allocated, with support and guidance from the Health Visitor or Senior Children's and Young People's Nurse.
5	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 of Children's Services Directorate and Lincolnshire Safeguarding Children Partnership / Lincolnshire Domestic Abuse Partnership .
6	Under the supervision of the Health Visitor or Senior Children's and Young People's Nurse act as lead professional where relevant and the child or young person is in receipt of a children and young people's health intervention/care programme.
7	Provide mentorship and community experience for pre-registration students. The role will also provide 1-1 support, guidance and supervision for Family Health Workers where required. This will also include the provision of appraisals for Family Health Workers.
8	Support managers within Children's Services in the delivery of operational objectives, plans and targets and to review and monitor these to improve team / directorate policy by operating effectively as a member of the Children's Services Directorate.
9	Participate in the development of quality intervention and excellent standards through quality audits.
10	Act as a role model to others helping them to manage uncertainty and to respond positively and creatively to change.
11	Work flexibly as required across the core hours of the service 8-8pm including weekends
12	The post holder will maintain their own expert level of clinical competence and maintain a professional profile and Nursing and Midwifery Council revalidation requirements. The post holder will receive clinical supervision and safeguarding supervision to support their own practice.
13	As an employee, create a positive image of the County Council to support an integrated provision of services to children, young people and their families as part of the Council's Early Help approach and deliver excellent customer service, incorporating the Council's equality and diversity objectives and supporting the council to achieve best practice in all it delivers.
14	Maintain and record accurate contemporaneous documentation regarding interactions between service users, colleagues and other agencies in the appropriate legal records and formats.

15	Always utilise and apply appropriate communication skills with service users. Where English is not the first language or understanding is limited or required in different mode to seek advice regarding methods of communication to support the individual e.g. translator services or resources for the visually or hearing impaired.
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16	Work according to their qualifications and experience with an expectation that they undertake training and development opportunities to enhance their skills as a public health practitioner.		
PERSON SPECIFICATION			
Requirements	Where identified*	Essential	Desirable
Registered Children's Nurse (or other registered nursing domain with children's experience). Current registration with NMC	A	Y	
Post registration experience in Children's Health / pediatrics.	A	Y	
Evidence of post qualifying and continuing professional development	A	Y	
Experience and knowledge of current safeguarding children policy and process.	A/I	Y	
Evidence of maintaining a clinical learning environment	I		Y
Knowledge of health issues affecting infants, children and young people.	A/I	Y	
Knowledge of clinical governance including CQC compliance, audit and embedding lessons learned.	I	Y	
Ability to organise workload efficiently and effectively.	I	Y	
Good written and verbal communication skills	A/I	Y	
Ability to work in changing environments	I	Y	
Committed to providing high standards of care	I	Y	
Maintain personal and professional development	A	Y	
Committed to working collaboratively and in partnership with early help and social care colleagues to help improve outcomes for children and young people.	I	Y	
Satisfactory DBS check		Y	

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

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GENERAL

The post holder is required to take personal responsibility for contributing to organizational transformation and changes in ways of working, maximizing 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	Registered Nurse
Identifier	03365
Director Area	Children's Services
Service Area	Children's Health
Section	
Date	05/05/2022
Analyst Name	
Job Status	Manager appeal
Score	468
Grade	Grade 8
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	2
Work Context	3
Knowledge & Skill	4