

JOB DESCRIPTION

Job Title:	Specialist Community Public Health Nurse (SCPHN) (Health Visitor HV)
Band/Pay:	Band 6
Department:	0 to19 Torbay Torquay ISU

0 to 19 Torbay



Job overview

The post holder will be a Specialist Community Public Health Nurse (SCPHN) Health Visitor (HV) within the integrated 0 to 19 Torbay Partnership. They will provide the expertise, knowledge and resources to deliver the Healthy Child Programme (HCP) to families living within Torbay.

They will work with the 0 to 19 Torbay workforces to ensure pathways are followed in supporting children, young people, families and carers.

The SCPHN-HV works autonomously and collaboratively to deliver a family centred public health service, taking responsibility for a defined population in partnership with the wider multi-disciplinary and inter-agency teams.

The job role includes the identification, monitoring and support to vulnerable children, including those whose welfare and safety may be at risk; working within child protection procedures and in collaboration with other agencies.

Main duties of the job

- The post holder will be flexible when providing care to meet the needs of clients
- Promote and lead on providing a strength asset-based approach to services delivered
- To value differences and individuality, showing respect to all when working with children, young people and their families and carers
- Develop effective client centred decision-making processes
- Diversity aware where there are barriers to understanding, such as hearing, mental capacity impairment and other difficulties of comprehension, and use adjustments and adaptations to communicate
- Use Knowledge of local area and services to benefit the client
- To take a proactive role in quality and service improvement
- Ensure informed consent is obtained prior to making referrals
- Follow trust policies and pathways and use discretion in interpreting them according to the setting and circumstances
- The post holder will work closely with the 0 to 19 Torbay teams in providing joined up care to clients
- The post holder will be required to maintain constructive relationships with a wide range of internal and external stakeholders
- The post holder will work closely with TSDFT Children's Safeguarding team
- The post holder will signpost staff to wellbeing at work services including counselling/coaching
- The post holder will remain professional when dealing with highly emotional situations
- Attend in-house training as required to develop current role
- Participate in internal audits and support quality improvements to inform practice and improve service delivery

About your new team and department

0 to 19 Torbay is a partnership between TSDFT and The Children's Society and Action for Children.

These services have come together to provide a universal service to children, young people and their families in Torbay.

We do this by:

Working together with statutory and community services.

We will strengthen our relationships and work with partners to build on what works well and ensure no child 'slips through the net' working together more effectively to identify neglect, prevent it and intervene early.

Through supporting the whole family and building on strengths.

When working with a child or young person we will consider their family relationships, the role of adult behaviour and the wider context such as friends and the local community.

By giving children the best start in life, to stay well and thrive.

Before and after birth we will support parents and babies to create the conditions where stress is reduced, positive bonds and attachments can form, and language and communication skills develop.

Being baby, young person and family friendly.

Ensure services are equipped to support families with feeding and developing close, loving relationships, ensuring that all babies get the best possible start in life (BFI) and to take young people's needs into account (You're Welcome).

Broadening the skills of the workforce.

Trauma and adversity are significant risk factors for poor health and wellbeing and reduced life chances over the course of a lifetime. Therefore, developing our approach to become a trauma informed workforce and services is important to ensure that people affected by trauma and adversity receive the best possible care and support and that responses to their needs are safe, effective, person-centred and trauma informed.

Detailed job description and responsibilities

Communication and working relationships

- The Post holder will use advanced listening, probing and facilitative skills to assess health needs
- The SCPHN-HV will develop an on-going professional relationship with families, offering support as part of a multi-agency team where families have complex needs, e.g. a child with special educational needs or disability, or where there are identified safeguarding concerns
- To carry out complex assessments, care planning and monitoring of outcomes for children and families to improve health and wellbeing
- To develop, monitor, evaluate and review care plans to meet health and wellbeing needs at community, family and individual level
- To delegate appropriately to a skill mixed team, components of the Healthy Child Programme and areas of work identified in the care plan. The health visitor remains accountable for the delegated service provided
- To be able to communicate with and relate well to a wide variety of individuals and groups, including children, young people and their families, using high level interpersonal and communication skills to provide and receive complex and often highly sensitive information, e.g. domestic abuse, child protection, children with additional needs
- The SCPHN-HV will be able to use tact and diplomacy to deal with verbal aggression
- To be able to produce verbal and written reports to a high standard, such as may be used in court, as well as producing presentations and briefings for other team members
- To be aware of and respect responsibilities involved in the confidential nature of the work and have an awareness of complex issues surrounding confidentiality and consent for all clients
- Develop and maintain effective communication links with multi-agency partners in order to improve collaboration, promoting the welfare of children, young people and their families
- To lead a skill mixed team delivering Child Health clinics to a defined population

- Use professional judgement at all times, and with the support of the electronic Health record and assessment tools, provides skilled and effective assessments of clients
- Contribute towards producing safeguarding reports
- Direct clients to resources e.g. the 0 to 19 Torbay websites
- Make every contact count (MECC) recognizing opportunities for providing health education during the consultation process and to supply such information either in person or by referring to appropriate professionals e.g. lifestyles services, the chest clinic and local dental services

Planning and organisation

- Attend the 0 to 19 Torbay record keeping groups when required to do so
- Support the collection and collation of data for the quarterly report on Key Performance Indicators to commissioners
- Complete and update risk assessments when required
- The post holder will have excellent organizational skills being able to prioritize effectively, completing and finishing tasks in a timely manner
- To participate in the setting of team and individual objectives
- To prioritise own and others' work, manage time effectively by utilising skills, knowledge and competencies
- The SCPHN-HV will work according to standards, policies and procedures set out by the Nursing and Midwifery Council, Torbay & South Devon NHS Foundation Health Trust (TSDFT) and the local Safeguarding Children Board
- The SCPHN-HV will offer leadership and line management to members of the 0 to 19 Torbay team and act as a mentor to pre-registration and post-registration student nurses as required
- The SCPHN-HV will be an active participant within the community in delivering the national and local public health agenda

Analytical and judgement

- Be able to use research to shape practice
- Define problems and develop solutions to resolve these
- Think creatively and make decisions with confidence and clarity
- Make decisions in a timely manner
- Use impactful analysis, applying experience and modifying to suit the situation

Responsibility and accountability

- Apply critical analysis to synthesis of complex information during the consultation to provide accurate advice and health information to clients in order to empower and enable them to act upon advice given
- Maintain an up to date awareness of current policies and use acquired skills in Public Health Nursing, safeguarding children, social care and other aspects of general health
- Be accountable for own professional actions as determined by professional bodies
- Be accountable for work delegated to others within the team, ensuring staff are competent to undertake delegated work
- Accurately document consultation notes within the electronic Health record, following NMC guidelines and 0 to 19 Torbay standards, in a timely fashion

- Adhere to transfer in policy ensuring that blood spots are completed and linking with surgeries supporting the PHE Hepatitis B pathway and BCG
- To prescribe appropriate medication, where necessary, within the Nurse Prescribing Formulary, working in accordance with Trust Policy and Procedures for Nurse Prescribing
- In collaboration with the members of the multi-agency team, to work with families where children are at risk of significant harm or are in need, assessing, planning and delivering care. This includes participation in Child Protection Plans agreed at multi-disciplinary case conferences. To offer evidence-based advice and refer to the Named Nurse, Safeguarding Children and other agencies where appropriate, in line with Torbay Children's Safeguarding Partnership (TSCP) guidance. Provide court reports and attend court hearings on request from TSDFT
- To maintain and develop own professional expertise by arranging and attending meetings, study days and in-service training, including mandatory training as agreed with the manager and professional lead
- To assist in creating a positive work environment, thereby promoting productivity, mentoring, teamwork and collaboration

Responsibility for patients and client care

- Participate in audits to evaluate the service offer reporting how the service is responding to need when required to do so
- Participate in reviewing incidence and complaints

Policy and service responsibility

- Contribute to the development of pathways in delivering care
- Participate in reviewing incidence and complaints
- To be able to conduct hearing screening and other developmental tasks
- Weighing and measuring, as part of the Healthy Child Programme, child health surveillance, including plotting measurements accurately and using the Ages & Stages Questionnaire tool (ASQ 3 & ASQ SE)
- To complete comprehensive Family Health Needs Assessments (FHNA) in order to plan, implement and evaluate programmes of care, including analysis, interpretation and comparison of options available to meet identified need
- To offer advice and support to parents in respect of the immunisation programme for the pre-school child
- To participate in group work including antenatal education & parenting programmes
- In partnership with the Health Protection Unit and Public Health Team, to respond to local outbreaks of communicable diseases
- To adhere to standard operational policies and pathways for the health visiting service and to monitor standards as required ensuring the highest quality of care
- To participate in working groups leading areas of service development, protocol and clinical policy development
- To contribute to quality assurance by complying with NICE guidelines
- Where appropriate, to engage in research and development in relation to public health nursing and the improvement of health and wellbeing, guided and assisted by the Trust Research and Development team

- To assess, plan, implement and audit provision of local and national health promotion campaigns, including the UNICEF Baby Friendly accreditation audits initiative

Responsibility for finance, equipment and other resources

- Be responsible for safe use and maintenance of equipment and supplies
- Be aware of the budget and ensure all effort is made to work within it
- To ensure that regular maintenance of equipment takes place

Responsibility for supervision, leadership and management

- Work with the management team within the Partnership to deliver training to staff ensuring agreed standards of work are adhered to
- Provide placement, supervision and assessments of students, undertaking annual supervisor /assessor updates if required to do so
- Will be required to demonstrate own duties to students, new starters and/or less experienced staff
- Contribute to the Supervision of colleagues within the skill mix team
- Support teams in providing 48 hour safeguarding requests/welfare summary when requested by management
- Provide training opportunities for staff
- Participate as required in the investigation of incidents and complaints.
- Responsibility for research and development
- To maintain and develop own professional expertise by arranging and attending meetings, study days and in-service training, including mandatory training as agreed with the manager and professional lead
- To participate in supervision according to Trust policy
- To participate in the selection and recruitment of staff
- To participate in an annual appraisal with line manager following Trust policy, and to complete annual appraisals for delegated members of the skill mix team

Information technology and administrative duties

- Develop an excellent working knowledge of current IT systems
- Ability to use and maintain IT data bases and have a basic understanding of spreadsheets being able to save data safely
- Mobile working when required to do so
- Make sure information is available and delivered in a culturally sensitive way using appropriate IT systems to support this
- Contribute towards the quarterly collection of data for the 0 to 19 Torbay Key Performance Indicators
- To prepare and write referral letters and reports for a wide range of professions and agencies, in accordance with TSDFT information governance policy
- Promote mobile working and use of other IT to improve efficiency in the team

PERSON SPECIFICATION

Attributes	Essential	Desirable
Qualifications and training	<ul style="list-style-type: none"> • Active registration on Part 1 of the NMC Register • Specialist Community Public Health Nurse (SCPHN) Health Visitor (HV) qualification • Evidence of continued professional development in the last 2 years • Safeguarding Children training 	<ul style="list-style-type: none"> • Educated at degree level • V150 nurse prescriber qualification • International Computer Driving Licence • Solihull Foundation course • Mentorship qualification
Knowledge and experience	<ul style="list-style-type: none"> • Ability to manage conflict • Knowledge of 0 to 19 Torbay contract and Key Performance Indicators • Knowledge of Policies and Key Documents to improve health outcomes for children & young people • Ability to work as part of a team • The ability to manage constant change • Ability to be reflective on situations and show learning • Demonstrate the ability to remain focused on service delivery whilst dealing with an unpredictable, diverse and challenging workload 	<ul style="list-style-type: none"> • Knowledge of 0 to 19 Torbay commissioning arrangements

	<ul style="list-style-type: none"> • Time Management Skills • Leadership skills • Understanding accountability and responsibility when delegating work in a skill mix team • Working with complex families • Managing challenging safeguarding situations • Lone working • Supporting SCPHN students 	
Specific Skills	<ul style="list-style-type: none"> • Excellent presentation skills with an ability to communicate highly complex information • IT literacy skills and ability to use Electronic record keeping systems • First line management skills • Time management skills • Demonstrate problem solving skills • IT Skills • Communication skills 	<ul style="list-style-type: none"> • Demonstrate research skills in current role • Coaching skills • Change management skills • Project management skills
Requirements due to work environment/conditions	<ul style="list-style-type: none"> • Ability to travel short and long distances as required to carry out duties • Willingness to undertake professional development as required for this post • Ability to meet the transport requirements 	<ul style="list-style-type: none"> • A full UK driving license
Physical skills	<ul style="list-style-type: none"> • Be resilient and physically able to sit and move easily around the office space and teams • Be adaptable to different areas of working 	

Physical effort	<ul style="list-style-type: none"> • Use of keyboard
Emotional effort	<ul style="list-style-type: none"> • Confident and competent in managing distressing & complex situations • Excellent interpersonal skills • Ability to be resilient • Ability to remain professional when challenging situations arise
Mental effort	<ul style="list-style-type: none"> • Ability to manage complex issues and maintain professional integrity • Ability to cope with continuous change • Use of a computer for short and long periods of time