

Job Description

Title:	Student – Health Visitor/School Nurse (Specialist Community Practitioner)
Grade:	Sponsorship Band 5
Tenure:	Fixed term for 1 academic year
Department:	Children's & Young People Services
Responsible to:	Specialist Community Practice Educator
Accountable to:	Locality Manager
Location:	Based within the community setting (Haringey or Islington)

POST SUMMARY

To work towards gaining the standards of proficiency for entry to the NMC register/recordable for Specialist Community Practitioner.

To provide the Specialist Community Practitioner Student with a learning environment which will enable the student to develop knowledge, skills and competencies to take on the role of a qualified Specialist Community Practitioner within a defined pathway.

To gain the knowledge and skills and competence required in order to exercise higher levels of judgment, discretion and decision making in clinical care focusing on four broad areas:

- Clinical practice
- Community Engagement
- Clinical practice development
- Leadership in clinical practice

The post of Specialist Community Practitioner Sponsorship Student is a development post building on existing knowledge, skills and competencies to achieve a higher level of practice resulting in an academic qualification as well as a recordable/registerable qualification with the Nursing and Midwifery Council.

MAIN DUTIES

The fundamental responsibilities of the post holder are to attain the academic credentials and the clinical skills required to practice as a NMC registered Specialist Community Public Health Nurse on a defined pathway. These are summarised below:

- To fulfil the requirements of the Specialist Community Practitioner programme by attending university course dates and practice placement days in accordance with the Trust and University regulations



- To work with the Specialist Community Practice Teacher to develop the skills and competencies to achieve NMC Registration Standards for Specialist Community Practice
- With the support of the Specialist Community Practice Teacher to link the theoretical knowledge gained through the university programme to the practice situation
- To demonstrate an understanding of current and emerging National, Regional and local healthcare legislation, policies and guidelines as they pertain to chosen pathway
- To develop/build on skills of caseload and team leadership and management
- To work within University Regulations pertaining to academic work and student conduct
- To work within Whittington Health policies as they pertain to the relevant clinical setting
- To work within Whittington Health policies relating to employee responsibilities.

Revalidation and Registration

It is the responsibility of all staff registered with a professional body to:

- Act within the Professional Bodies Code of Practice
- Maintain their own work profile to ensure revalidation standards are met, and assist junior registered staff in achieving revalidation.
- Contribute and participate in the development of colleagues professional practice across the trust through leading ward and/or department projects, and supporting training.
- Ensure optimum use is made of working time.

Equal Opportunities

Our latest policy known as “Promoting Equality, Diversity and Human Rights” outlines the Trust’s commitment to ensuring that no job applicant or employee receives less than favourable treatment on grounds of sex, marital and civil partnership status, gender reassignment, pregnancy and maternity, race, colour, creed, religion or belief, physical disability, mental health, learning difficulty, age or sexual orientation and is not placed at a disadvantage by conditions or requirements that cannot be shown to be justifiable.

For more information about our policy and commitment to equality, click: <http://www.whittington.nhs.uk/default.asp?c=10505&q=equality>

Infection control

All staff have a responsibility to prevent and control infections within the Whittington. This includes ensuring personal and team compliance with all relevant policies, especially hand hygiene, the trust dress code, and MRSA screening policies.



Working patterns

The Trust is currently exploring ways in which patients can be given more choice about when they can attend appointments at the hospital. In order to make this possible there may be a future requirement for administrative staff scheduling appointments for patients to contact them by telephone in the evenings or at weekends. This means that administrative staff may be required to work a shift pattern in future. Shifts will not normally operate beyond 9 pm in the evenings and appropriate pay enhancements will apply. Staff will be consulted about the introduction of / changes to shift systems.

Staff working in any department where an on 'call rota' operates will be required to participate in the rota. Managers will discuss with staff the level of 'on call' cover required taking into account their individual circumstances.

Staff in nursing posts may be requested to work in any area throughout the Trust by the matron or the site manager.

Health & Safety Policy

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain a safe environment for employees and visitors.

Safeguarding

To comply with the Trust's Safeguarding Children and Adults policies, procedures and protocols. All individual members of staff (paid or unpaid) have a duty to safeguard and promote the welfare of children, young people and vulnerable adults This will require you to:

- Ensure you are familiar with and comply with the London Child Protection Procedures and protocols for promoting and safeguarding the welfare of children and young people.
- Ensure you are familiar and comply with the Croydon Multi Agency Safeguarding Vulnerable Adults Pan London Procedures.
- Ensure you are familiar and comply with local protocols and systems for information sharing.
- Know the appropriate contact numbers and required reporting lines.
- Participate in required training and supervision.
- Comply with required professional boundaries and codes of conduct

Whittington Health is committed to safeguarding all children and vulnerable adults and expects all staff and volunteers to share this commitment.

Data Protection

This post has a confidential aspect. If you are required to obtain, process and/or use information held on a computer or word processor you should do it in a fair and lawful way. You should hold data only for the specific registered purpose and not use or disclose it in any way incompatible with such a purpose and ought to disclose data only to authorised persons



or organisations as instructed. Breaches of confidence in relation to data will result in disciplinary action, which may result in dismissal.

Confidentiality

You are required to maintain confidentiality of any information concerning patients or staff which you have access to or may be given in the course of your work, in accordance with current policy on confidentiality at Whittington Health.

Whittington Mission, Vision and Goals

We have an excellent reputation for being innovative, responsive and flexible to the changing clinical needs of the local population. We are treating more patients than ever before and are dedicated to improving services to deliver the best for our patients.

Our mission

Helping local people live longer, healthier lives.

Our vision

Provide safe, personal, co-ordinated care for the community we serve.

Our goals

We have developed six key strategic goals to make sure we continue to support people to live longer, healthier lives.

- To secure the best possible health and wellbeing for all our community
- To integrate and coordinate care in person-centred teams
- To deliver consistent, high quality, safe services
- To support our patients and users in being active partners in their care
- To be recognised as a leader in the fields of medical and multi-professional education, and population-based clinical research
- To innovate and continuously improve the quality of our services to deliver the best outcomes for our local population

Whittington Values

Our values underpin everything we do. Our staff are committed to delivering the following values in everything they do.

Our ICARE values have been created by our staff and are embedded in our appraisal and planning processes and form part of our staff excellence awards.



Carbon Reduction

All staff have a responsibility to contribute to a reduction in the organisation's carbon footprint. You should actively encourage others through your own actions to reduce their contribution to carbon emissions. This includes switching off electrical appliances that are not in use, turning down heating, closing windows, switching off lights and reporting carbon waste.

Security

It is the responsibility of all employees to work within the security policies and procedures of the Whittington Health NHS Trust to protect the patients, staff and visitors and the property of the Trust. This duty applies to the specific work area of the individual and the Hospital in general. All staff are required to wear official identification badges.

No Smoking

Whittington Health promotes a No Smoking Policy as part of employee's healthy living style. You will be required to work within the framework of this policy. Smoking is not permitted within Whittington Health premises.

Method of Payment

Payment of salaries is made into your bank account/building society account by direct bank system. Details of a bank account or building society account will be required on the first day at work. There is no facility for any other form of payment.

Probationary Period

Employment at Whittington Health is offered subject to successful completion of a 6 month probationary period for all staff with the exception of GMC Registered Doctors.



Person Specification

Post:	Student Health Visitor	Grade:	Sponsorship Band 5		
Department	Children's Services – Health Visiting	Candidate Name			
Attribute		Essential	Desirable	How Assessed	Notes
Education / Qualifications	Current NMC Registration for nursing or midwifery	X		A/I	
	Nursing / Midwifery Degree/ Post Grad Diploma/ qualification equivalent to 120 credits at level 6 (of the Higher Education Credit Framework for England) or evidence of previous education and learning to this level.	X		A/I	
	Evidence of level 7 training/learning within last 5 years.	x		A/I	
Knowledge & Experience	Knowledge of the Public Health role of contemporary health visiting/school nursing & working in community settings	X	<ul style="list-style-type: none"> 1 year + post registration experience Experience of managing staff within a team Evidence of working without direct supervision and managing own workload 	A/I	
	Knowledge of local and national policies which influence the provision of health visiting /school nursing	X		A/I	
	Current knowledge of safeguarding issues	X		A/I	
	Knowledge of quality issues, the audit process and clinical governance	X		A/I	
	Experience of working within multi-disciplinary teams	X		A/I	
	Evidence of involvement in the management of	X		A/I	

	difficult situations and conflict resolution		X		
	Post registration experience			A/I	
	Experience of managing staff within a team		X		
			X	A/I	
	Evidence of working without direct supervision and managing own workload			A/I	
Skills and Abilities	Academic ability to study independently at degree or postgraduate level	X		A/I	
	Good computer literacy skills e.g. Microsoft word, excel	X		A/I	
	Excellent, adaptable communication skills both written and verbal	X		A/I	
	Numeracy and Literacy Level 2	X		A/I	
	Ability to support children and families to make informed decisions in relation to their health and well-being	X		A/I	
	Demonstrate ability to adapt to working within a changing environment	X		A/I	
	Demonstrate knowledge of research - based practice	X		A/I	
	Evidence of supporting equality and valuing diversity in own practice	X		A/I	

	Have a flexible approach to team and autonomous working, acknowledging own limitations	X		A/I	
	Demonstrate the ability to deal with potentially distressing situations e.g. critical incidents	X		A	
Other	Right to work - Eligibility to work in the UK.	X			
	ALL sections of application form completed FULLY according to written guidelines	X			
	Literacy and Numeracy at the level of the National Qualifications Framework at level 1-2 for Numeracy (equivalent of GCSE) and 3-4 for Literacy (equivalent of A level).	X		Literacy/numeracy testing	
	The ability to travel to a variety of sites within the organisation	X		A	

Completed by:

Date:.....

Offer post Yes/ No

Comments