

Health Visiting Service

Job Description

Post:	Health Visiting (HV) Practice Assessor
Salary:	Band 7 (37.5 hours/week. 30 hours/week minimum)
Reports to:	Health Visiting Leads
Accountable to:	Lead Nurse for Community Children's Services

Main Purpose of Job

The post holder will:

- Act as practice education lead for service wide practitioners.
- Work closely with the universities to contribute to a high quality health care learning environment
- Provide guidance and mentorship to students undertaking the Specialist Community Public Health Nurse (SCPHN) Course
- Be responsible for supporting student/s through all aspects of their training programme
- Contribute to the development and monitoring of an effective student mentorship model in partnership with service leads and course tutors.
- Support practice assessor colleagues undertaking a modular based course where available.
- Ensure NMC standards for education and training are maintained.
- Work with colleagues and HV leads to embed a culture of pro-active early intervention and public health within the wider health visiting service
- Work with team leads, relevant stakeholders and partner organisations to ensure appropriate delivery and evaluation of interventions on key Healthy Child Programme (HCP) outcomes.
- Be a positive role model upholding professional values and attitudes at all times.
- Provide senior professional leadership within the HV service and provide a training package to ensure the workforce is informed of evidence base practice updates.
- Take responsibility for the management of a HV caseload.
- Work in partnership with families and children implementing appropriate packages of care in response to identified need
- Contribute to the development and implementation of agreed nursing and health visiting policies, guidelines and standards.

Responsibilities for care delivery

- Work within a HV team having continuous responsibility for a caseload.
- Work in partnership with families implementing appropriate packages of care across the community, universal, universal plus and universal partnership plus spectrum of the HCP.
- Participate in the planning, development and provision of healthy child drop-ins (formerly baby clinics) and health and development review sessions in accordance with Healthy Child Programme and current model of care delivery.

- Contribute to the development and implementation of agreed nursing and health visiting policies, upholding professional values in accordance with the Trust's Nursing Strategy
- Be conversant with and work within local safeguarding and looked after children procedures and advise and support others within the team.
- Work within local partnerships to identify and respond to population needs.
- Be a competent nurse prescriber.
- Be conversant and comply with Trust policies and procedures.
- Work in partnership, in integrated teams where appropriate, with other professionals both statutory and voluntary, for the benefit of children and their families.
- Participate in the identification, referral and support of children with additional needs utilising the Early Help Assessment (EHA).
- Respect confidentiality and ensure that professional standards are maintained in accordance with the NMC requirements.
- Maintain accurate, contemporaneous professional records in accordance with NMC guidelines and Trust policy.

Responsibility for SCPHNs

- Work collaboratively with the Universities to provide an excellent learning environment for students
- Promote and maintain effective communication channels between clinical placements and the Universities.
- Participate in the selection and recruitment of nursing students to the SCPHN course
- Maintain a current Practice Assessor portfolio.
- Attend updates and preparation days.
- Support students in identifying their learning needs; meeting the objectives described in their curriculum outcomes.
- Ensure that all teaching is evidence based and consistent with current national and local guidelines.
- Provide ongoing support and preceptorship to newly qualified health visitors.

Responsibility for Human Resources

- Participate in the appraisal process with designated team members.
- Support the development of, and facilitate the provision of student and professional training opportunities.
- Participate in the recruitment and selection of HV staff and SCPHNs.
- Participate in induction programmes in line with Trust Policies.

Responsibility for Physical and Financial Resources

- Be responsible for the maintenance and ordering of stock, to support the service as required.
- Be responsible for equipment used, and to adhere to service policy including competence to assess, and ensure the safe practice of any others, through teaching, training and supervision.
- Ensure the cost effective use of equipment and materials.

Communication and Leadership

- Be a professional role model within the HV service.

- Support the development of a learning culture within the team and support team members to develop appropriate skills that contribute to overall Trust objectives.
- Communicate relevant and timely information to team lead and colleagues.
- Take a lead on embedding HV participation in professional development in accordance with NMC standards.
- Encourage a culture of openness, finding solutions and support within the team.
- Be confident and willing to represent HV service at all relevant HV forums.

Partnership Working

- Liaise and work in conjunction with other professionals both statutory and voluntary for the benefit of children and their families.
- Be conversant with and work within the Manchester Safeguarding Children Board (MSCB) policies and procedures.
- Establish and maintain effective working relationships with partner agencies including GPs, midwives and social workers.

Information and Data management

- Input and collate appropriate activities, interventions, data and figures as required by Trust.
- Undertake service-led data collection, audit and analyses as required for the purpose of service monitoring, evaluation and development.

This job description is an outline of the key tasks and responsibilities of the role and is not intended as an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services, as well as the personal development needs of the post holder.

Where particular Directorates require the post holder to focus on specific issues and/or areas of concern, this will be discussed through the performance management process.

Safeguarding Children and Vulnerable Adults

All staff are expected to adhere to CMFT policies and procedures in relation to Safeguarding Children and Vulnerable Adults and to undertake the appropriate level of mandatory training in this area.

Health and Safety

The Trust has a statutory responsibility to provide and maintain a healthy and safe environment for its staff to work in. You equally have a responsibility to ensure that you do nothing to jeopardize the health and safety to either yourself or of anybody else. The Trust's Health and Safety Policies outline your responsibilities regarding Health & Safety at Work.

The post holder must not willingly endanger him/herself or others whilst at work. Safe working practices and safety precautions must be adhered to. Protective clothing and equipment must be used where appropriate.

All accidents/incidents must be reported to your Senior Manager and documented as per Trust Policy, including the reporting of potential hazards.

Security

The post holder has a responsibility to ensure the preservation of NHS property and resources.

Confidentiality

The post holder is required to maintain confidentiality at all times in all aspects of their work.

Smoking Control Policy

The Trust operates a smoking control policy, which applies to all staff, patients and visitors and extends to the hospital grounds as well as internal areas. Staff appointed will only smoke in designated areas.

Signed (Employee) Date

Signed (Manager) Date

Health Visiting Service

Person Specification – Ref:

Health Visitor Specialist Community Practitioner Teacher

	Essential	Desirable
Qualifications	Registered Nurse/RSCN Registered Specialist Community Public Health Nurse – Health Visitor (Degree Qualified) Nurse Prescriber	Evidence of Management/Leadership Development Evidence of further Professional development relevant to Mentor/practice assessor role Teaching and assessing qualification experience
Skills and ability	Professional leadership skills Good presentation skills Excellent communication, listening and interpersonal skills Caseload management skills Able to organise, prioritise and delegate Teaching and assessment skills Strong skills of reflection Excellent record keeping skills Assessment and critical analysis skills Knowledge of community development Time management skills IT literate	Change management skills Clinical supervision skills Audit and evaluation skills

Knowledge and understanding	<p>Understanding of the HCP and public health agenda</p> <p>Knowledge and understanding of national and local strategic drivers for HV service development</p> <p>Up to date knowledge and understanding of current evidence based practice</p> <p>Knowledge and experience of community development</p> <p>Knowledge and understanding of safeguarding policies, procedures and practice.</p> <p>Understanding of the need for appropriate information sharing and integrated working to support positive health outcomes</p>	
Other requirements	<p>Strengths based approach to practice.</p> <p>Self-awareness</p> <p>Committed to positively promoting the health and well-being of children and families</p> <p>Flexible and adaptable to the changing needs of the health visiting service</p> <p>Sensitive and responsive to a variety of learning styles.</p>	