

JOB DESCRIPTION

Job Title: Specialist Public Health Practitioner – Health Visiting/School Nursing (Band 6)	
Reports to (post title): Professional Service Lead	
Role Purpose: To lead the Healthy Families Team in the delivery of the 0-19 Healthy Child Programme and Public Health Nursing Programme children in line with local and national public health priorities.	
Role Context: The post holder taking the lead for the Healthy Families Team will be responsible for the case management, assessment, triaging, planning and delivery of care for parents, children and young people using evidence based interventions. This will be delivered in line with the National and Local guidelines and public health priorities. The post holder is responsible for the operational overview of the Healthy Families Team allocated to a defined geographical population. The team will be working proactively using a partnership approach to promote health and contribute to tackling health inequalities within the level of competencies required for the post. The post holder will work with children, young people and families within the home environment, school or other identified community setting. A key aspect of the role is to work flexibly to meet the needs of the service as required.	
Trust Values All colleagues are expected to demonstrate at interview and throughout employment that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: <p style="text-align: center;">Trust Honesty Respect Compassion Teamwork</p>	
Key Accountabilities	Performance Measures
Working Practice Lead the integrated Healthy Families Team to deliver 0-19 Healthy Child and Public Health Nursing Programme. Undertake leadership & supervision of the Healthy Families Team within a defined geographical cluster. Have the operational overview of the Healthy Families Team with responsibility for reporting performance and data recording to the Professional Service Lead. Responsible for management of own workload specifically for completing the Antenatal / Birth Review	Key performance data. Participation and feedback from various meetings. Exception reporting. Performance data.

<p>& 6-8 week Review.</p> <p>To undertake non-medical prescribing and maintain prescribing competencies.</p> <p>Determine the level of need and support required by parents, children and young people.</p> <p>Accountable for the case management, assessment, triaging, planning, delivery and evaluation of interventions.</p> <p>Responsibility for operational overview & delegation of Safeguarding /Complex Care cases within the Healthy Families Team still retaining the case management</p> <p>Working with partners to identify population health needs / representation at 'Acting Early Meetings'</p> <p>Planning and delegation of health promotion sessions/activities delivered in a variety of settings on local public health priorities.</p> <p>Work in partnership with other members of staff, teams, voluntary and statutory organisations in response to service user and local community needs contributing to the Public Health Priorities.</p> <p>Signpost and provide information for parents and young people, communicating information in an understandable form to children and young people.</p> <p>To promote effective team working, sharing knowledge and information, encouraging a supportive environment to promote good working practice and outcomes.</p> <p>To be visible and accessible for staff, service users and families for giving assistance, expert advice and support.</p> <p>Demonstrate within their role and embed the 6 C's of nursing within the culture of the Healthy Families Team.</p> <p>Be sensitive to the needs of children, young people and their carers who may have communication problems. Where English is not the first language or understanding limited identify appropriate resources to optimise understanding for parents and young people.</p> <p>To work with Nottinghamshire Safeguarding Board and organisational Safeguarding child and adult policies</p>	<p>Health record audit of level of need.</p> <p>Attendance and participation in meetings</p> <p>Service User & Carer Experience Survey</p> <p>Participation in team meetings</p> <p>Patient satisfaction survey and feedback from staff and partner agencies</p> <p>To maintain up to date knowledge of policies and procedures</p>
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<p>and procedures, being proactive in identifying concerns and promptly informing a senior member of the team.</p> <p>To access and participate in Safeguarding supervision as per organisational policy.</p> <p>To complete audit activities to ensure appropriate, safe and evidence base practice.</p> <p>To actively engage service user and carer representation in service monitoring and development.</p> <p>Act in accordance with the Data Protection Act and Information Governance Policy to ensure confidentiality and protection of client information.</p> <p>To maintain accurate, up-to-date contemporaneous records in line with the organisation policy and NMC guidance. This includes SystmOne data entry of all activity.</p> <p>To access and deliver Clinical Supervision as per organisational policy.</p> <p>To demonstrate continuous personal development and maintenance of competencies required for the role.</p> <p>To undertake mentorship, preceptorship as appropriate to contribute staff development and quality of performance.</p> <p>To initiate and/or contribute to research, service development and innovation.</p> <p>To work within NMC, National and organisational policies including Health and Safety.</p> <p>To promote equality, diversity and rights, treating others with dignity and respect at all times.</p> <p>To undertake any other duties which may reasonable be required within the remit of the role.</p> <p>To conduct oneself in a corporate and professional manner at all times.</p>	<p>SystmOne training and clinical record audits.</p> <p>IG Training and compliance</p> <p>Clinical record audits</p> <p>Quality performance data</p> <p>Compliance with mandatory training, Personal Appraisal & Development reviews</p> <p>Health and Safety practices are adhered to</p>
Dimensions	
<p>Staff Healthy Families Team:- Service Manager</p>	

Professional Service Lead
Public Health Practitioner
Assistant Public Health Practitioner
Healthy Child Assistant
Screening Assistant

School Age Immunisation Service
Children in Care and Adoption Team
Primary Care
Child Health Team
Local Authority
Secondary Care
Education

Safeguarding

All employees are responsible for taking all reasonable measures to ensure that the risks of harm to children and vulnerable adults are minimised. They should take all appropriate actions to address concerns, working to agreed local policies and procedures including the guidance on Safeguarding, in partnership with other relevant agencies. This includes accessing appropriate training, advice and support

Disclosure and Barring Services

Where this post relates to the types of work, activity, employment, or profession as set out in The Exceptions Order made under the Rehabilitation of Offender Act 1974; the post will be subject to a DBS Disclosure check at the point of recruitment and thereafter, as the Trust determines appropriate. The level of the check will be determined by the type of activities undertaken and the level of contact the post holder will have with children and/or adults in receipt of health services.

Infection Control

All employees of Nottinghamshire Healthcare NHS Trust have an individual responsibility to have knowledge of and employ the basic principles of infection prevention and control practice. All employees must comply with Infection Prevention and control mandatory training requirements specific to their role

Equality & Diversity

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation

Sustainability and Net Zero – Supporting Our Green Plan

The Trust places great importance on reducing its carbon footprint and maximising the positive social, economic, and environmental outcomes of Trust actions and activities on its patients and the planet. It is the responsibility of all staff to support the delivery of the Trust's Green Plan and contribute to achieving Net Zero Carbon. This will include using energy and water efficiently, reducing the consumption of materials, reducing waste, and increasing recycling, printing less, reporting faults or heating/cooling concerns promptly and minimising travel.

Communication

Communicate clinical information in an understandable form to children, young people and their carers in order to gain their consent and compliance for treatment.

Providing and receiving complex, sensitive and confidential information where there is a requirement to communicate in a professional manner with children, young people, parents, carer's and other healthcare professionals and agencies.

Demonstrate excellent communication, verbal, written and IT skills.

Make clear decisions with confidence and communicate these effectively.

Have empathy and ability to reassure, advise parents, children and young people appropriately.

Be sensitive to the needs of children and young people and their carers who may have communication problems.

Establish and maintain effective communication with individuals and groups in a wide variety of settings and situations.

Liaise and interact with other professional colleagues, statutory, voluntary and independent organisations.

Ensure effective communication and feedback within the team and other professional colleagues.

Leads team meetings and professional meetings as required.

Can demonstrate awareness of children, young people and carer's needs, respecting their privacy and dignity and rights as individuals.

Refer to other agencies, in a competent and confident way.

Knowledge, Training and Experience

To be a registered nurse with a current valid registration and hold the Specialist Public Health Degree (including the V100/V150 Non-Medical Prescribing)/Professional Qualification (General) plus significant further specialist knowledge/post registration experience to diploma level or equivalent underpinned by theory.

To have significant experience of working in a Health /Community setting with good knowledge and understanding of health inequalities and the public health agenda.

To be able to demonstrate knowledge and skills of Safeguarding legislation and procedures.

To have knowledge and understanding of the 0-19 Healthy Child and Public Nursing Programme and the key performance indicators.

Experience of prescribing.

Have experience of case management, assessment, triaging, planning, delivery and evaluation of interventions.

Accountable for own professional reflective practice learning and maintaining level of competence through attendance at mandatory and safeguarding training.

To plan, organise and implement own continual professional development and document accordingly.

To work in agreed areas of practice without direct supervision but knowing boundaries of practice and where professional assistance must be sought.

Participate in the planning and implementation of induction programmes for new staff.

Analytical and Judgement Skills

Assess, plan, implement and evaluate the delivery of the 0-19 Healthy Child and Public Nursing Programme, delegating tasks and work to members of the Healthy Families Team.

Assessment of individual needs of children, young people and families through completion of health needs assessments at the antenatal review and other checkpoint reviews to support care planning and delegation of targeted interventions to the Healthy Families Team.

Able to make decisions and judgments based on a range of information and facts with consideration of a range of options for the service user.

Able to work effectively with sound judgment when dealing with complex emotional situations and family dynamics in challenging situations within a variety of community settings.

Recognise the importance of making appropriate and timely referrals if required.

Recognise own professional limitations and supports other staff within this.

To be confident in highlighting and addressing under performance of any practitioner within the team.

An ability to respond to non-routine activity and work autonomously within sphere of own competence.

Reports all incidents and near misses appropriately as identified in organisational Policy.

Planning and Organisational Skills

To manage time and resources effectively.

Work in collaboration with children and young people, their carer's and all statutory and voluntary organisations to ensure appropriate, safe and well co-ordinated service delivery.

Has the ability to work in a variety of settings and continue to deliver high quality care.

Ability to prioritise workload and be flexible in response to individual and service needs.

To communicate information to enable signposting for the on-going care and management of the child or young person.

To be proactive in the assessment, planning, implementation and evaluations of interventions for individual children and young people who are not in education, are looked after or in the hard to reach cohort with the support of professional staff involved in their care.

Planning and co-ordination of multi-agency meetings that fall under the remit of Healthy Families Teams and Acting Early meetings in partnership with Children's Centres.

Physical Skills

Standard Keyboard skills.

Can demonstrate dexterity to enable clinical procedures to include administration of immunisations if required.

Physically preparing environment for health promotion activities/group sessions.

Ability to travel across Trust sites.

Responsibility for Patient/Client Care

To assess, plan, implement and evaluate safe and effective interventions in collaboration with the parent, child or young person.

To ensure that consent is obtained before any intervention is undertaken.

To deliver high quality interventions to parents, children and young people within the school, home or clinic setting.

Respect and understand the parent, child/young person's decision to refuse interventions or make unwise decisions.

Treat the parent, child or young person as individuals respecting privacy and dignity at all times.

Act as the parent, child / young person's advocate as appropriate.

Work in an innovative and flexible way to meet the needs of the parent, child / young person.

Promote and maintain best practice.

Responsible for signposting service users to the correct service to meet their individual needs if required.

Delegated interventions to members of the Health Families Team to meet the needs of the service users.

Plan and delegate health promotion activities/sessions.

Responsibility for Policy/Service Development

Follows and implements policies in own work area and proposes changes to working practices.

Promote and maintain best practice that ensures the health, safety and security of self, service users and colleagues in accordance with organisational guidelines.

The duties and responsibilities of the post will be undertaken in accordance with the policies, procedures and practices of the Nottinghamshire Healthcare NHS Foundation Trust. It is the post holder's responsibility to keep up to date with these policies and other policy documents.

Responsibility for Financial and Physical Resources

To work in a cost effective manner at all times.

Ensure safe storage and security of all equipment/ prescription pads in their possession.

Take responsibility for organising the equipment and resources required for the Healthy Families Team.

Responsibility for HR

Provide day to day management and supervision to skill mix staff within the Healthy Families Team including work allocation.

Participate in the training of pre-registration / under graduate students and new employees.

To undertake training and development in line with organisational Policy and PAD process including mandatory updates.

Planning induction and training needs of new staff.

Support, training and induction of new and existing staff within the Healthy Families Team.

Undertake PAD's for staff.

Responsibility for Information Resources

Will be responsible for accurately updating children's/young people's healthcare records.

Validation of data/records submitted by non-registered staff.

Participate in Health promotion strategies to improve the health outcomes of identified children and young people including the hard to reach groups.

Actively encourage children / young people and Carer feedback about the service.

Maintains accurate and contemporaneous documentation on SystmOne.

Provide information and data as requested.

Responsibility for Research and Development

To undertake clinical audits in line with Trust Policy.

Freedom to Act
Expected results are defined but the post holder decides how they are best achieved Works within the NMC code and professional guidelines in accordance with Trust policy and procedures, managing their own defined caseload and accountable for their own practice
Physical Effort
Occasional requirement to exert moderate physical effort for short periods during a shift when manoeuvring or carrying resources required to undertake interventions.
Mental Effort
Frequent concentration where the work pattern is unpredictable. Frequent concentration will be required during the planning, delegation and delivery of interventions/health promotion sessions, when data is inputted and information and data is collated for reporting performance.
Emotional Effort
<p>Frequent exposure to distressing or emotional circumstances due to client group.</p> <p>Coping with disclosure of information relating to child abuse.</p> <p>Supporting parents, children and young people during crises and stressful situations.</p> <p>Ability to recognise challenging situations and dealing with difficult family situations/staffing situations.</p> <p>Managing and supporting the team during emotional and distressing situations.</p> <p>Delivering clinical supervision to members of the Healthy Families Team.</p>
Working Conditions
<p>Working environment will be varied and unpredictable; this may include exposure to unsanitary conditions, aggressive behaviour, bodily waste, pets, intrinsic and extrinsic factors.</p> <p>Work proactively within Health and Safety Guidelines specifically with regard to infection control, manual handling, lone worker, personal safety, risk management and zero tolerance.</p> <p>Work within Infection Control guidelines when dealing with bodily fluids on a daily basis.</p>
Organisation Chart
<p>Children's Division</p> <div style="text-align: center;"> <p>Divisional General Manager</p> <p>↓</p> <p>General Manager</p> <p>↓</p> <p>Service Manager</p> <p>↓</p> <p>Professional Service Lead</p> </div>

Band 6 Specialist Public Health Practitioner (This post)

Public Health Practitioner

Assistant Public Health Practitioner

Band 3 Healthy Child Assistant

Screening Assistant

Our promise to you

We will ensure that you are supported and lead in line with our Trust Values: **Trust**, **Honesty**, **Respect**, **Compassion** & **Teamwork**



Nottinghamshire Healthcare NHS Foundation Trust actively works to fulfil the seven elements of the NHS People Promise.

We will adhere to the promise and support all our colleagues, assuring that we are continuously striving to listen to colleagues, adapting accordingly and striving always to be the best place to work.



Signatures

After reviewing the questionnaire please sign to confirm agreement

Post holder:

Date:

Line Manager:

Date:

Next level Manager :

Date: