
JOB DESCRIPTION

POST TITLE:	Community Staff Nurse for Health Visiting
BASE:	Reading Locality
BAND:	Band 5
LINE MANAGER:	Specialist Practitioner Health Visitor
PROFESSIONAL ACCOUNTABILITY:	Head of Universal Children, Family and All Age service.

OUR MISSION VISION AND VALUES

At Berkshire Healthcare, our mission is **to maximise independence and quality of life.**

The Trust's vision is **to be a great place to get care, a great place to give care.**

- Our values are: **Caring** for and about you is our top priority
- **Committed** to providing good quality, safe services
- **Working together** to develop innovative solutions

JOB SUMMARY

To work as a member of the Health Visiting team providing a service to children and their families as delegated by the Health Visitor. To participate in the implementation of The Healthy Child Programme under the direction of the Health Visitor. The post holder will be expected to work in various community settings including the homes of families.

Each Staff Nurse will be expected to complete and work within the designated competency framework book as provided by BHFT.

The post holder will be expected to work across the locality and participate in some out of hour's groups and health review sessions.

RESPONSIBILITIES

After a period of induction and upon completion of the staff nurse competency framework the post holder will be expected:-

- Work with the HV team to achieve the Key Performance Indicators (KPI) especially focussing on the antenatal and the 6–8-week postnatal contacts
- To provide support to families within a variety of community settings under the direction of the Health Visitor, considering the diverse needs of the community.
- To plan and deliver health enhancing activities for children and their families to include working in groups, child health clinics, developmental review clinics, and on an individual basis.
- To provide support to families using the Solihull approach model in behaviour management, parenting skills and delivering programmes of care to vulnerable families as identified by the health visitor.
- To support breastfeeding and parent infant relationships applying the Unicef UK Baby Friendly Initiative standards.
- To be fully aware and understand of local safeguarding policies and procedures.
- To work in partnership with Children Centres and Early Years settings to promote the health and well-being of the local population.
- To fulfil other professional responsibilities within the team or as a representative of the team, under the direction of the health visitor.
- To act as a practice supervisor for pre-registration nursing students and new staff and to support students in placement by providing a suitable learning environment and experience.
- To participate in clinical, management and child protection supervision.
- To liaise with other agencies and services to provide integrated and cohesive support for children and their families, under the direction of the health visitor.
- To provide care that is evidence-based and support others in their developing their practice.
- To contribute to the development of planned teaching programmes and participate in the training for students and new staff.
- To work within the boundaries of the staff nurse competency framework.
- To liaise with other agencies and services to provide integrated and cohesive support for children and their families, under the direction of the health visitor.

- To adhere to the NMC Code of Professional Practice and exercise professional accountability at all times.
- To maintain accurate, contemporaneous, and comprehensive records of care, following the standard operational procedures for the service.
- To participate in research, audit and data collection as required.
- To review and critically evaluate own professional practice and demonstrate commitment to on-going professional and practice development, including annual review.
- Support with our text-based [Chat Health](#) service to offer parents advice on health-related topics.

GENERAL

1. This is a varied role where you'll be expected to undertake the range of responsibilities specified above, working together with your line manager and colleagues to ensure that the activities of this post make a real difference to our patients. Your line manager may ask you to undertake other reasonable duties to facilitate the smooth running of your service or team.
2. We are an equal opportunities employer and you'll be expected to role model equality of opportunity, live the values and always operate in accordance with our Equal Opportunities Policy.
3. Health and Safety at work is important to us and we would like you to role model the highest standards of behaviour and go above and beyond by adopting excellent practice where it links to the health and wellbeing of our colleagues. It is important that you cooperate with us to ensure that statutory and departmental safety regulations are adhered to.

BEHAVIOURS

In addition to the responsibilities and requirements outlined in this job description, you should refer to the associated and expected behaviours that are relevant to this role - your line manager will be able to provide you with this detail.

Our values define the behaviours we are all expected to display during the course of our work and they underpin our organisational recruitment, appraisal, reward and development processes.

LOCATION/MOBILITY

We may require you to work at or from a different work base or location from time to time, to meet service demands and deliver an operational service. Given the geographical nature of the Trust, you may be required to travel between Trust premises as part of your role.

We also may need to change your work base on a permanent basis and if this is the case, we will consult with you in line with our policies and procedures.

FLEXIBILITY

We may need to amend your job description and/or your duties from time to time in order that we can continue to provide the best possible service to our patients. It is important that you work with us to deliver our services, by complying with lawful and reasonable instructions, by adapting to new ways of working, and by attending training courses as requested from time to time.

CONTINUING PROFESSIONAL DEVELOPMENT

You'll be expected to attend and contribute to staff meetings and forums, supervision sessions, training courses, seminars and workshops, all of which will contribute to the development and enhancement of our current working practices.

You will also be expected to participate in all personal review meetings and to take responsibility for your own personal and professional development and the professional accountability for your role.

DATA PROTECTION ACT

We are all expected to be aware of the Data Protection Act and to follow the local Codes of Practice to ensure appropriate action is taken to safeguard confidential information.

HEALTH & SAFETY

We all have a responsibility for health and safety, risk assessment and workplace inspections, and you will be expected to take reasonable care for your own health and safety and that of others.

You will also be expected to co-operate with your colleagues to ensure that statutory regulations, policies, codes of practice and departmental safety procedures are adhered to, and to attend any training programmes that we consider to be relevant.

INFECTION CONTROL

We all have a responsibility to make sure that Infection Control remains a priority in terms of attention and resources. If you work in a role that provides direct patient care then you'll be expected to follow our policies and procedures which are designed to reduce the risk of passing on the organisms that can cause infections.

We all, collectively and individually, have a duty of care to follow best practice and adhere to any guidelines which underpin the management of Infection Control.

CONFIDENTIALITY

We all have a responsibility to make sure that we don't disclose any information of a confidential nature relating to the services we provide or in respect of any service user, client or third party. This applies both during and after your employment.

You must not remove or copy any documents or tangible items including software which belong to the Trust or which contain any confidential information unless you have specific permission to do so. When

you leave our employment, or if you are asked, you must return all documents and tangible items which are in your possession or are under your control, but which belong to us or contain or refer to any confidential information.

You should be aware that a breach of confidentiality may result in your dismissal and that, regardless of any disciplinary action that we may take, a breach of confidence could result in civil action for damages.

DATA QUALITY

We are all responsible for making sure that our data and electronic records are updated, accurate, relevant, reliable, and completed in line with our record keeping standards and policies.

CLINICAL GOVERNANCE

We aim to provide the highest standards of care. To help us achieve this aim, you are expected to follow acceptable working practices as defined in our policies and guidelines. You also have a personal responsibility to your colleagues and patients to keep yourself up to date with any changes to policies and to report any practice that you consider to be unacceptable through the appropriate channels.

ASYLUM & IMMIGRATION ACT 1996 AND AMENDMENTS

We need to make sure that we comply with the Asylum and Immigration Act 1996. To do this, we check the documentation of all applicants to confirm that they have the right to work in the UK. We won't offer employment to any applicant who does not have valid leave to remain and work in the UK or whose leave is subject to conditions which prevent them from taking up employment with us.

If your leave to remain and/or right to work status changes during the course of your employment, we will determine what impact this may have on our ability to continue employing you.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a responsibility for safeguarding individuals who come into contact with our services, whether they are a child or young person, a person with Learning Disabilities or an older or vulnerable adult.

We adhere to the Berkshire Local Safeguarding Children Boards Child Protection Procedures, which places a duty of care and responsibility on us all to safeguard and promote the welfare of children.

SMOKE FREE

We operate a smoke free policy which means that smoking is not permitted on any of our sites. This also applies when you are travelling in vehicles (including owned and lease cars) whilst on official business, parked on our premises in privately owned vehicles, or transporting services users or visitors. We will not support taking additional breaks during the working day to smoke off site. Further information can be found in the Staff Smoke Free policy.

PERSON SPECIFICATION

CATEGORY	ASSESSMENT METHOD		
<p>1. Education/Qualifications/Training</p> <ul style="list-style-type: none"> Registered Nurse Mentor Qualification 	<p>Application Form Essential or Desirable</p> <p>Essential Desirable</p>	<p>Interview Essential or Desirable</p> <p>Essential</p>	<p>Selection Tool</p> <p>AF</p>
<p>2. Continuous Professional Development</p> <ul style="list-style-type: none"> Willingness to undertake further training and development Evidence of ongoing professional development 	<p>Essential Essential</p>	<p>Essential Essential</p>	<p>AF</p>
<p>3. Previous Experience</p> <ul style="list-style-type: none"> Paediatric Experience Community Nursing Experience 	<p>Desirable</p>	<p>Desirable</p>	<p>AF Interview</p>
<p>4. Knowledge, Skills & Abilities</p> <ul style="list-style-type: none"> Demonstrates some understanding of Health Visiting Evidence of effective team work 	<p>Essential Essential Essential</p>	<p>Essential Essential Essential</p>	<p>AF Interview</p>

<ul style="list-style-type: none"> • Well developed written and oral communication skills • Demonstrates an interest in public health and health education • Computer literate • Willingness to teach students and colleagues • Reflective and innovative practitioner • Ability to work without direct supervision • Ability to work flexibly in order to respond to service needs • Child Protection knowledge • Evidence of proactive and innovative practice • Leadership qualities • Presentation skills • Audit knowledge 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p>	<p>Essential</p> <p>Essential</p> <p>Desirable</p>	
<p>Additional Requirements</p> <ul style="list-style-type: none"> • Car Driver & have access to a car for work purposes • The post requires a degree of agility and the ability to carry/manoeuvre light to moderate loads 	<p>Essential</p>	<p>Essential</p>	<p>AF</p>