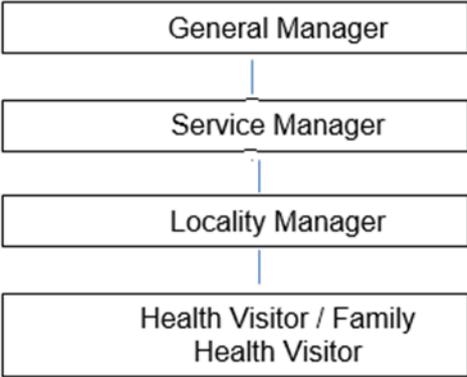


1. JOB DETAILS	
Job title:	Health Visitor/ Family Health Visitor – Specialist Community Public Health Nurse
Accountable to:	Service Manager
Managerially (if required)	Locality Manager
Professionally (If required)	Chief Nurse
Agenda for Change Band:	6
Location:	Various locations across HDFT geographical footprint
2. JOB SUMMARY	
(A brief description of the main purpose of the post)	
<p>To plan, deliver and evaluate an efficient and cost- effective Health Visiting service for an identified population. To provide line management and leadership within the Health Visiting team and be pro-active in delivering the National and Public Health agendas in response to identified health and social need, to work in partnership with other agencies and meet agreed standards, objectives and statutory requirements.</p>	
3. ROLE OF DEPARTMENT	
(The function of the department in which the post holder works)	
0-25 Family Health Service.	
4. ORGANISATIONAL CHART	
(Including in diagrammatic form to whom the post is responsible to and any posts which are responsible to the post holder)	
 <pre> graph TD GM[General Manager] --- SM[Service Manager] SM --- LM[Locality Manager] LM --- HV[Health Visitor / Family Health Visitor] </pre>	
5. KEY WORKING RELATIONSHIPS	
(The range of individuals and organisations the post holder has contact with, how regularly and for what purpose)	
<p>The post holder is required to liaise with a range of Trust and external partners in the management and delivery of services for children and their families.</p>	

6. DUTIES AND RESPONSIBILITIES OF THE POST

To be responsible for leading and delivering the Healthy Child Programme against the 6 early years high impact areas, ensuring services are provided within the tiered model approach – building community capacity, universal, universal plus and universal partnership plus. To be professionally accountable and responsible and adhere to and apply the NMC standard.

Making Every Contact Count to enable the opportunistic delivery of consistent and concise healthy lifestyle information.

Work with parents and children to promote the physical, emotional and social development of pre-school children and beyond. To apply the principles of the Solihull approach in all work undertaken with children, young people and families.

Apply the Best Start in Life principles where applicable.

The post holder will ensure inter-agency/professional partnership working between services, statutory and voluntary organisations to facilitate integrated approaches in meeting the needs of children.

Working in an integrated way partnership with local communities to build community capacity; utilising strength-based approaches.

Hold a caseload of families /children until the end of Early Years foundation stage (age 6 years), and beyond if working with identified families at universal plus and partnership plus at that stage, and be responsible for effective caseload/workload management, providing specialist evidence based advice, information and support to the population served, team members and relevant agencies.

Lead and Deliver the Healthy Child Programme with a drive towards reducing the gap in health and social health inequalities.

Completion of comprehensive Health Needs assessments of clients, families and communities and facilitation of the mobilisation of appropriate resources to meet identified needs.

Using communication, listening and negotiation skills interpret family history, dynamics, lifestyle and the support available to a family in partnership with parents/carers to enable them to identify their own health needs and facilitate solutions to identified concerns and needs.

Promote the needs of children with SEND, young people with SEND and their families in the development of community child health services.

Promote the needs of children, young people and families from the GRT community in the development of community child health services

Deliver a place-based approach with Key Delivery Partners (KDPs) to support the needs of Children, Young People and Families alongside building community resilience. Supported by the Community Anchor, practitioners will work within the community to build capacity and increase resilience utilising an asset-based approach. Practitioners will need to work in collaboration with KDPs and the Voluntary and Community Sector to map and align services to meet population need, whilst developing innovative ways of working

Analyse complex and multiple family health needs e.g. child protection.

Present complex and sensitive information and contribute to decision making within a multi-agency forum that includes parents and carers e.g. Child Protection Case Conferences, demonstrate commitment to safeguarding and promoting the welfare of children, young people and adults at risk of harm by working to relevant safeguarding legislation, multi-agency policies and procedures and work within local Safeguarding Children Partnership Multi Agency Child Protection Procedures.

Adhere and refer to Trust and Local Children's Safeguarding Partnerships Policies/procedures.

All registered nurses will be required to assess or supervise pre and post registration students during their training, and to act as a sign off mentor for unqualified staff completing the care certificate.

Participate in HDFT preceptorship support programme for identified staff.

Ensure efficient use of resources to manage the caseload effectively, appreciating the needs of children, families, communities and the service.

Demonstrate up-to-date research-based, clinically effective practice, ensuring awareness of current legislation, education and audit. Take responsibility for personal development and education in line with NMC revalidation requirements.

Maintain contemporaneous and accurate records as required by HDFT and in line with professional standards. Caseload, workload and community profiling skills and the analysis of data collected are essential to provide an effective equitable service to families/carers and the community.

Demonstrate efficient and effective prescribing within the nurses' formulary to enhance management of high quality patient care, within a supportive framework of clinical supervision.

Participate in individual performance and development review in accordance with HDFT Quality and Performance strategy. Participate with annual appraisal with line manager and contribute to own personal development.

Participate in Safeguarding/Clinical Supervision groups.

Establish effective and efficient communication with all statutory, partner and voluntary agencies ensuring the family is at the centre.

Establish and maintain positive interpersonal relationships with other team members. Positive relationships are characterised by open communication, trust and respect.

Autonomy to make direct referrals to statutory agencies/disciplines/voluntary sector

Accept appropriate referrals from statutory and voluntary agencies, together with self-referral from Clients

Ensure that the highest standard of patient care is achieved at all times in the most cost effective manner.

Promote the service at every opportunity.

Actively engage service user and carer representation in service monitoring and development.

Participate in audit which is ongoing throughout the service to help maintain clinical effectiveness.

Collect and prepare statistical information as required.

Initiate and /or contribute to research, service development and innovation

Report through line management any grievance or complaint.

7. WORK SETTING AND REVIEW

(Who is responsible for setting and reviewing the work, the extent to which the post holder works unsupervised, and the extent to which they are free to act without direct reference to a more senior person)

Responsible to Locality Manager/Service Manager.

The post holder will be expected to work in accordance with the commissioned service specification.

The post holder will appropriately delegate and supervise workload within the skill mix team, in line with service operating procedures and competency frameworks.

8. JOB DESCRIPTION AGREEMENT

Post holder's signature

Date

Line Manager's signature

Date

PERSON SPECIFICATION

POST TITLE: Health Visitor/ Family Health Visitor

Factor	Essential	Desirable
Education/ Qualifications/ Training	<ul style="list-style-type: none"> • Registered Nurse. • Specialist Community Public Health Nurse Qualification (HV) and on NMC register at time of application. • Highly developed specialist knowledge relevant to working with children and families underpinned by theory. 	
Experience	<ul style="list-style-type: none"> • Experience of partnership working. • Experience of working in multidisciplinary teams. • Sound knowledge and experience of promoting the safeguarding and wellbeing of children. • Influencing and negotiating skills. • Excellent oral and written communication skills. • Evidence of leadership. • Experience of staff management • Able to demonstrate a high level of enthusiasm and commitment. • Able to work flexibly under pressure, rapid pace, and with an unpredictable work pattern. • Able to work independently, on own initiative and to deadlines. 	<ul style="list-style-type: none"> • Experience in leading teams in the provision of health services to children, young people and families.
Skills/Aptitudes	<ul style="list-style-type: none"> • Up-to-date knowledge of national children's and family's policy and strategy. • Sound knowledge and experience of promoting the safeguarding and wellbeing of 	

	children. <ul style="list-style-type: none"> • Evidence of on-going continuing professional development. 	
Abilities/Knowledge	<ul style="list-style-type: none"> • Computer literacy 	
Other requirements	<ul style="list-style-type: none"> • Ability to travel independently to meet service needs. • Satisfactory DBS clearance. • Satisfactory occupational health clearance 	

PERSON SPECIFICATION AGREEMENT

Post holder

Date

Line Manager

Date

Each of the above points should be considered in the light of minimum requirements listed in the job description.