

Job Family:	Delivery – Front Line – Professional knowledge	Grade:	8
Job Title:	Specialist Community Public Health Practitioner- Health Visitor	Directorate:	Public Health/Chief Executive's
Date:	15th March 2019	Version:	1:2

Brief Description of job role and department

The post holder will be employed by the London Borough of Sutton (LBS) but will work as part of the Sutton Health and Care Alliance (SHC). SHC is a partnership of key local health and care providers including the Council, Epsom and St Helier's NHS Trust, South West London and St Georges MH Trust and the GP Federation. The SHC Alliance was formed so that local health and care providers could work together to deliver high quality health and social care for Sutton residents. The SHC Alliance is already starting to deliver innovative services in Sutton that are providing joined-up care. The first of these is Sutton Health and Care at Home which went live in April 18.

The post holder will work with the Head of Service to deliver the strategic vision for children's services in the Borough, promoting interagency working between Health and Local Authority services to achieve the best outcomes for children in Sutton.

The Health Visiting service is committed to the provision of comprehensive family health care, in partnership with family members, promoting health within the family and community to enable each individual to develop responsibility for their own health, thus empowering them to make optimum health choices. Health Visiting practice is underpinned by a systematic needs-related approach, the NMC Code of Professional Conduct, reflective based practice and the four principles of health visiting:

- To search for health needs
- To stimulate awareness of health
- To influence policies affecting health
- To facilitate health-enhancing activities

Key Tasks:

- To deliver the Healthy Child Programme to the resident population in Sutton.
- To facilitate early identification of health needs and interventions for children to maximise their potential
- To ensure all vulnerable children are identified and appropriate support and interventions provided in a timely way.

Representative accountabilities

- Deliver service activities and manage caseloads to ensure intended outcomes for families and the Council are delivered within agreed service standards.
- Identify and implement improvements in own work area in order to deliver continuous service improvement and improved outcomes to families
- Liaise with families to review service requirements and resolve problems.
- Keep up to date with changes in policy/legislation/contractual requirements in order to ensure service delivery is effective and complies with appropriate regulations.

Budgetary accountabilities

- To deliver the service within the available budget

Specific accountabilities

- To develop a child centred public health role in line with the local and national Public Health Agenda and deliver health promotion activities in a range of settings in line with the recommendations of the Healthy Child Programme.
- To act as an autonomously accountable practitioner and carry continuing responsibility for the management of a caseload, as part of a corporate team.
- To work closely and communicate effectively with healthcare services and to participate in multidisciplinary working with internal and external agencies and partners supporting the Children's Centre and Extended Schools agenda.
- To assess, plan, implement, and evaluate individual care packages for children and their families by identifying health problems, managing and referring them appropriately to ensure that children receive timely interventions to maximise their potential.
- To work in partnership with the GP and Immunisation Teams to encourage all children to achieve the recommended Department of Health immunisation programme as scheduled, or opportunistically.
- To identify, refer and support children with special health and educational needs and to contribute where appropriate to the EHCP process as part of the Education Act 1996 and Code of Practice.
- To work within national and local policies for Safeguarding to identify vulnerable children and children in need of protection, and to contribute to interagency planning for children requiring statutory social services involvement.
- To take responsibility for ensuring that the service key performance indicators are met by maintaining effective data entry and participating in service initiatives to increase performance.
- Participate in Clinical Governance and Audit activities to ensure the highest quality of practice is maintained.
- To participate in the Early Help offer and support the lead professional as appropriate
- To line manage Community Nursery Nurses as required
- To supervise, support and teach other staff and students providing appropriate leadership and mentorship and to assist in induction programmes for new staff.
- To maintain high standards of professional practice and competence in keeping the NMC Code of Professional Conduct, Scope of Professional Practice and Standards for Records and Record Keeping.
- To participate in regular Safeguarding Supervision

Role Profile - Details Specific to Job Family

These roles would be regarded as "front line" service delivery roles. Here, role holders are directly accountable for performance, often through the direct control of significant resources or through managed contracts. These roles may also deliver some of their results through collaborative working with co-producers or other third party agencies.

At the lower levels, operational managers may oversee a department or team and at the lowest levels, direct contact with service users will be a common feature of roles in this job family. At the higher levels, they may be in charge of a department, large operational area or the management of significant contracts and may be ultimately accountable for ensuring compliance with statutory obligations.

Role Profile - Details Specific to Grade

Will have accountability for achieving clearly specified and measurable results either personally or through the leadership of a team. Will be dealing with complex problems and issues within the boundaries of technical or professional skill and knowledge. Will make recommendations on procedural improvements and other initiatives to enhance team performance.

Roles requiring a level of professional expertise to deliver a front line service.

Person specification (knowledge, skills, experience and behaviours required in the role)

Education/Qualifications

- Registered Nurse/Midwife
- Registered Specialist Public Health Practitioner - Health Visitor
- Community Practitioner Nurse Prescriber (desirable)
- Mentorship Qualification (desirable)

Experience

- Delivery of health promotion activities
- Working with children and families in a range of settings
- Experience of working in partnership with other agencies to meet complex needs of children and families

Skills/Knowledge/Abilities

- Excellent communication skills: IT, written and oral
- Sound knowledge base in Child Development and factors that affect development
- Understanding of the Healthy Child Programme
- Willingness to support management of change, development and working practice
- High levels of clinical skills, with the ability to identify, respond to and evaluate health needs, including the delivery of public health programmes.
- Knowledge of current legislation and national guidance
- Understanding of the safeguarding process and child protection procedures and the ability to make decisions in these areas
- Ability to set personal objectives, and manage time, priorities and stressful situations
- Ability to work as part of a team and with other agencies
- Ability to travel around Sutton

Mandatory accountabilities/requirements for all LBS staff e.g.:

- Ensure all health and safety standards are adhered to for the relevant work area.
- Apply diversity and equal opportunities policies in the workplace.