

Job Description

Title:	Community Staff Nurse : Health Visiting
Grade:	5
Annual Leave:	27 days per annum increasing to 29 days after 5 years NHS service and 33 days after 10 years NHS service
Department:	Children and Young People's Services (CYP)
Responsible to:	Bright Start Health Visitor / Team Lead
Accountable to:	Bright Start HV Team Lead/ Locality Manager

POST SUMMARY

To support health visitors in delivering the Healthy Child Programme 0-5 years and Whittington Health Trust (Islington) Health Visiting service specification.

To work with the Bright Start Health Visiting skill mix team to improve health and life outcomes for children and families within a defined community through delivering packages of care/support following assessment by the Health Visitor.

To participate in the development of intervention pathways, services and health improvement activities.

To support the community BCG programme.

To work in collaboration with other health care and service providers, including Children Centres and Early Years to identify and address health needs as part of the wider Islington Bright Start Early Childhood offer.

MAIN DUTIES

1. To undertake mandated contacts as directed by the Specialist Community Public Health Nurse, in line with the service specification and scope of practice.
2. To undertake identified interventions as directed by the Specialist Community Public Health Nurse, in line with the service specification and scope of practice.



3. To assess the health needs of the child and community involving the carer and / or child in the process of meeting those health needs under the delegation of the Specialist Community Public Health Nurse
4. To monitor the health of the child and to involve the carers in promoting optimum health and development of the child through agreed interventions.
5. To support the assessment and provision of agreed interventions to parents/carers in accordance with the peri natal mental health pathway.
6. To liaise with other agencies statutory and voluntary and maintain good working relationships, making referrals and consulting as necessary with the informed consent of clients and within the policies of the unit.
7. To be aware of the deviations from the norm in health and behaviour and to intervene to protect vulnerable children by prompt action, by referral and working with other colleagues and agencies as part of a specialist team. Examples include Safeguarding Interventions, Health Needs Assessment and Referral.
8. To ensure good communication channels are maintained within the Team.
9. To assist the Specialist Public Health Nurse at Child Health Clinics monitoring the growth of babies and children, advising parents on aspects of parenting within his/her knowledge base and referring to the Specialist Public Health Nurse where there are problems or more detailed advice is required
10. To undertake developmental assessments when trained and competent to do so.
11. To deliver health promotion activities to children, young people and their families as part of the integrated Early Childhood offer.
12. Carry out visits to review aspects of development as directed by the Specialist Public Health Nurse.
13. Follow up visits supporting home safety, safe play and stimulation following attendance at A & E Departments.
14. Undertake pre-school contact as directed by the Specialist Public Health Nurse and handover to the School Health Team where required.
15. Participate in activities which support transition from the 0-5 services to Reception. (school)



16. Liaise with the GP and other members of the Primary Care Team as appropriate.
17. To undertake routine blood spot result giving when trained and competent to do so in line with service specification.
18. To undertake the delivery of the community BCG clinics when trained and competent to do so.
19. To assist the Specialist Public Health Nurse, contribute to the development of a plan, undertake delegated duties to meet the plan with Partnership Plus and Universal Plus , assessment and care of children when trained & competent to do so.
20. To be confident in the use of the electronic record system and associated systems such as Qlikview.

Partnership and Service Users

1. To ensure that there are opportunities for ongoing involvement of children, parents and carers in development of services and quality assurance.
2. To facilitate the use of the family and friends test.

Quality Assurance

1. To ensure that they are engaged with the Clinical Governance mechanisms and effective monitoring systems in place which assure the quality of the service.
2. To be involved in feedback of audit results and statistical data to staff and action planning based on those results.
3. To ensure that evaluation data is shared with teams / staff to support better learning.

Revalidation and Registration

It is the responsibility of all staff registered with a professional body to:

- Act within the Professional Bodies Code of Practice
- Maintain their own work profile to ensure revalidation standards are met, and assist junior registered staff in achieving revalidation.



- Contribute and participate in the development of colleague's professional practice across the trust through leading ward and/or department projects, and supporting training.
- Ensure optimum use is made of working time.

Equal Opportunities

Our latest policy known as “Promoting Equality, Diversity and Human Rights” outlines the Trust’s commitment to ensuring that no job applicant or employee receives less than favourable treatment on grounds of sex, marital and civil partnership status, gender reassignment, pregnancy and maternity, race, colour, creed, religion or belief, physical disability, mental health, learning difficulty, age or sexual orientation and is not placed at a disadvantage by conditions or requirements that cannot be shown to be justifiable.

For more information about our policy and commitment to equality, click: <http://www.whittington.nhs.uk/default.asp?c=10505&q=equality> ”

Infection control

All staff have a responsibility to prevent and control infections within the Whittington. This includes ensuring personal and team compliance with all relevant policies; especially hand hygiene, the trust dress code, and MRSA screening policies.

Working patterns

The Trust is currently exploring ways in which patients can be given more choice about when they can attend appointments at the hospital. In order to make this possible there may be a future requirement for administrative staff scheduling appointments for patients to contact them by telephone in the evenings or at weekends. This means that administrative staff may be required to work a shift pattern in future. Shifts will not normally operate beyond 9 pm in the evenings and appropriate pay enhancements will apply. Staff will be consulted about the introduction of / changes to shift systems.

Staff working in any department where an on 'call rota' operates will be required to participate in the rota. Managers will discuss with staff the level of 'on call' cover required taking into account their individual circumstances.

Staff in nursing posts may be requested to work in any area throughout the Trust by the matron or the site manager.



Health & Safety Policy

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain a safe environment for employees and visitors.

Safeguarding

To comply with the Trust's Safeguarding Children and Adults policies, procedures and protocols. All individual members of staff (paid or unpaid) have a duty to safeguard and promote the welfare of children, young people and vulnerable adults this will require you to:

- Ensure you are familiar with and comply with the London Child Protection Procedures and protocols for promoting and safeguarding the welfare of children and young people.
- Ensure you are familiar and comply with the Croydon Multi Agency Safeguarding Vulnerable Adults Pan London Procedures.
- Ensure you are familiar and comply with local protocols and systems for Information sharing.
- Know the appropriate contact numbers and required reporting lines.
- Participate in required training and supervision.
- Comply with required professional boundaries and codes of conduct

Whittington Health is committed to safeguarding all children and vulnerable adults and expects all staff and volunteers to share this commitment.

Data Protection

This post has a confidential aspect. If you are required to obtain, process and/or use information held on a computer or word processor you should do it in a fair and lawful way. You should hold data only for the specific registered purpose and not use or disclose it in any way incompatible with such a purpose and ought to disclose data only to authorised persons or organisations as instructed. Breaches of confidence in relation to data will result in disciplinary action, which may result in dismissal.

Confidentiality



You are required to maintain confidentiality of any information concerning patients or staff which you have access to or may be given in the course of your work, in accordance with current policy on confidentiality at Whittington Health.

Whittington Mission, Vision and Goals

We have an excellent reputation for being innovative, responsive and flexible to the changing clinical needs of the local population. We are treating more patients than ever before and are dedicated to improving services to deliver the best for our patients.

Our mission

Helping local people live longer, healthier lives.

Our vision

Provide safe, personal, co-ordinated care for the community we serve.

Our goals

We have developed six key strategic goals to make sure we continue to support people to live longer, healthier lives.

- To secure the best possible health and wellbeing for all our community
- To integrate and coordinate care in person-centred teams
- To deliver consistent, high quality, safe services
- To support our patients and users in being active partners in their care
- To be recognised as a leader in the fields of medical and multi-professional education, and population-based clinical research
- To innovate and continuously improve the quality of our services to deliver the best outcomes for our local population

Whittington Values

Our values underpin everything we do. Our staff are committed to delivering the following values in everything they do.

Our ICARE values have been created by our staff and are embedded in our appraisal and planning processes and form part of our staff excellence awards.



I • C A R E



INNOVATION



COMPASSIONATE



ACCOUNTABLE



RESPECTFUL



EXCELLENT

Carbon Reduction

All staff have a responsibility to contribute to a reduction in the organisation's carbon footprint. You should actively encourage others through your own actions to reduce their contribution to carbon emissions. This includes switching off electrical appliances that are not in use, turning down heating, closing windows, switching off lights and reporting carbon waste.

Security

It is the responsibility of all employees to work within the security policies and procedures of the Whittington Health NHS Trust to protect the patients, staff and visitors and the property of the Trust. This duty applies to the specific work area of the individual and the Hospital in general. All staff are required to wear official identification badges.

No Smoking

Whittington Health promotes a No Smoking Policy as part of employee's healthy living style. You will be required to work within the framework of this policy. Smoking is not permitted within Whittington Health premises.

Method of Payment

Payment of salaries is made into your bank account/building society account by direct bank system. Details of a bank account or building society account will be required on the first day at work. There is no facility for any other form of payment.

Probationary Period

Employment at Whittington Health is offered subject to successful completion of a 6 month probationary period for all staff with the exception of GMC Registered Doctors.



Person Specification

Post:	Band 5 Community Staff Nurse : Health Visiting	Grade:	5		
Department	CYPS	Candidate Name		Notes	
Attribute		Essential	Desirable	How Assessed	
Education / Qualifications	Registered Nurse on the NMC Register	E1		A	
	Educated to degree level or equivalent	E2		A	
	Perinatal mental health training		D1	A/I	
	Infant feeding training		D2	A/I	
	Child development training		D3	A/I	
Skills & Abilities	Basic awareness of IT and IT Skills Excel/riO	E3		A/I	
	Time management skills	E4		A/I	
	Excellent communications skills, both verbal & written.	E5		A/I	
	Ability to innovate & motivate.	E6		A/I	
	Ability to manage work as a team	E7		A/I	

	<p>member</p> <p>Ability to support mentorship/preceptorship</p> <p>Ability to travel across the Borough as required.</p>	<p>E8</p> <p>E9</p>		<p>A/I</p> <p>A/I</p>	
Knowledge & Experience	<p>Demonstrate some post registration experience working with children</p> <p>Demonstrate some post registration experience working in the community.</p> <p>Demonstrate an understanding of safeguarding children</p> <p>Commitment to working as part of a multi disciplinary team</p> <p>Knowledge of services provided by other agencies</p> <p>Demonstrate an interest in public health issues</p> <p>Understanding and ability to carry out audit.</p>	<p>E10</p> <p>E11</p>	<p>D4</p> <p>D5</p> <p>D6</p> <p>D7</p> <p>D8</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>	

PERSONAL QUALITIES	<p>Ability to set personal and team objectives and manage time, priorities and stressful situations.</p> <p>Ability to work as part of an integrated team working across organisational and professional boundaries.</p> <p>Clear commitment to further training</p> <p>Commitment to the development of excellent services, which focus on improved outcomes for children.</p> <p>Awareness of Equal Opportunities and valuing diversity.</p>	<p>E12</p> <p>E13</p> <p>E14</p> <p>E15</p> <p>E19</p>		<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>	
Other					

Completed by:

Date:.....

Offer post Yes/ No

Comments