



Candidate Information Pack

**Somerset
Council**

Health Visitor Public Health Job Reference: SCC04587/DT

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If you are interested in finding out more before applying, please get in touch with Katie Madgett via email on katie.madgett@somerset.gov.uk

If you have any questions about the benefits we offer, or our recruitment process, please contact our Recruitment Team on recruitment@somerset.gov.uk or telephone on **01935 462139**.

We will notify you by email if you have been selected for interview or have been unsuccessful on this occasion. Please check that the automated email has not gone in your junk mail folder before contacting us.

When completing your application/CV please provide your full employment history and ensure that any gaps in employment are explained. Please start with your current or most recent employment.

What You Will Be Good At

Work Experience Knowledge & Skills

Essential

- Experience of working across agencies
- Understanding and experience of the application of research in practice
- Evidence of child protection experience
- Experience in identifying and assessing health needs including community health needs
- Demonstrate working knowledge of the Public Health and Preventative Strategy
- Working knowledge of child protection procedures and policies
- Ability to organise and deliver education on a 1-1 or group setting
- Required to have responsibility for a caseload and delegate appropriately, with ability to organise and prioritise workload
- Willingness to lead teams – Public Health Nurses and Assistants
- Proven clinical and managerial leadership ability
- Report writing knowledge and skills
- IT Competent
- Maintain records as per NMC Guidelines/local policy
- Good listening, communication and ability to form good working relationships with colleagues and clients
- Ability to speak fluent English as stated in Part 7 of the Immigration Act (2016)

Desirable

- Audit and research skills

Qualifications

Essential

- Registered Health Visitor
- Public Health Specialist Practitioner – Degree (or equivalent qualification pre-1988)
- Evidence of continued professional development

Desirable

- Leadership programme or prepared to undertake a course
- Nurse Prescriber V100 Qualification or equivalent

Personal Attributes

Essential

- Effective verbal and written communication skills
- Flexibility in working days and approach to service needs
- Proven ability to manage time and resources
- Adaptable approach to clients and their needs of the service
- Act in ways that value and support Equality and Diversity
- Passionate about improving the health and wellbeing of others and addressing health inequality
- Access to transport with appropriate business insurance

Desirable

All disabled applicants meeting the essential criteria will be interviewed.



What You Will Deliver

Key tasks and responsibilities

Job Summary

1. Responsible for ensuring the co-ordination and delivery of skilled, effective care to promote positive health and respond to identified, individual client and population/community needs. This will reflect the prime objective of tackling disadvantage and inequality to impact on the health divide and effectively participate in the mainstream development of Early Help Services to fully embrace the ethos of integrated care delivery.
2. Provide professional and team leadership to manage a defined team delivering care to a geographical caseload/population. Undertake an ongoing community health needs profile of the caseload identifying individual, family and community needs affecting health and social well-being, including Emotional Health Screening, assessing the need for specific services and ensuring that the appropriate level of interaction is provided and co-ordinated.
3. Work with vulnerable children and families in line with national and local policies relating to safeguarding children and provide specialist support and advice to children, families and schools regarding the health and wellbeing needs of children.
4. Work in partnership with other agencies, particularly health services, education and social care. Manage and co-ordinate programmes of intervention for a caseload made up of individual children and families, to plan, implement, monitor and review programmes of intervention based on identified individual health and social needs.

Key Responsibilities

5. Identify those children who are vulnerable and/or at risk from harm. Respond appropriately to incidents of actual or suspected abuse and to ensure that child protection practice is in line with local and national guidelines and policies and prioritise court reports and Child Protection documentation.
6. Attend professionally related working groups as appropriate, which are involved in developing and agreeing local policies, protocols and standard setting to identify and respond to local health needs. Participate in projects, pilots, research and audit as and when required by the Organisation.
7. Maintain a working knowledge of, and participate at a local level in, the delivery of public health targets, local delivery plan, business plan, benchmarking and governance plans and Children's National Service Framework targets, ensuring that practice reflects their objectives.
8. Responsible for care plans/programmes delegated to members of the health visiting team, providing clear measurable outcomes and developing systems to review the effectiveness of care. Maintain communication through Healthy Child Meetings allocating work to appropriate professionals.

9. Work in partnership with families and other agencies to promote and support a healthy lifestyle and positive parenting. Develop, deliver and evaluate programmes of education and support to targeted individuals and groups within the community.
10. Provide safe and competent advice for individual clients receiving care for a condition for which the Health Visitor takes clinical responsibility. Prescribe from the Nurse Prescribers' Formulary for District Nurses and Health Visitors, from the Nurse Prescribers' Extended Formulary or to act as a supplementary prescriber, where appropriate qualifications have been achieved.
11. Investigate and report complaints and incidents at a team level (as appropriate) and in accordance with the Organisation's complaints and incident reporting policies and complete risk assessment.
12. Offer advice, guidance and support to children and families to develop good practice and publicise the available areas of assistance.
13. Understand, uphold and promote the aims of the council's equality, diversity and inclusion policies; health, safety and wellbeing of self and others; and Organisational values in everything you do. Equality and Diversity practice covers both interaction with staff, service users and communities and includes challenging discrimination and promoting equality of opportunity for all.

Contacts & Relationships

- Children, young people and families.
- Education Providers, Head Teachers and Schools.
- Community Services, Fire and Police.
- Public Health Directorate, Somerset CCG.
- Heads of Service, Children and Young People Provider Services and Locality Leads.
- Primary Care GP practices.
- Midwifery Services, Paediatric Services, Integrated Therapy Services.
- Voluntary Sector.
- External relationships with other agencies and Acute NHS Trusts.

Communicate in person, face-to-face, in writing and, where appropriate, electronically with all the above contacts.

- Establish clear lines of communication between all members of multi-agency and professional Primary Care teams, working collaboratively with all relevant health care professionals and agencies including Children Social care.
- Liaise with other agencies, professionals, organisations to keep them informed of service provision and with consent, advise on individual cases.
- Identify improvements to service provision, policies and procedures.
- Co-ordinate inter-agency/partnership working to enhance access to services and provide comprehensive service provision.

- Attend and contribute to Area team meeting monthly to facilitate effective communication within children and young people's services.

Resources

- Manage the local team within the agreed resources (financial and personnel). This will include physical resources e.g. pharmaceutical items and efficient and effective use of staffing resources. Establish within available resources, specific interventions to enable early intervention.
- Ensure all loans of equipment are monitored and reviewed regularly in line with agreed protocols and guidelines, e.g. enuresis alarms, CONI equipment.
- Prioritise work and manage time effectively by utilising individuals' skills, knowledge and competencies and co-ordinate monthly Team meetings as appropriate.
- Enable and support the development of skills and competencies of all members of the team through ongoing supervision, regular appraisal and the development of individual Personal Development Plans, including preceptorship and act as an assessor for pre/post registration students and providing community/public health knowledge. Deliver training programmes on behalf of the service to internal and external services as appropriate.
- Recommend and initiate improvements in service delivery to clients and to implement changes in practice, where appropriate.
- Provide and participate in clinical supervision on a regular basis as per policy and guidelines for best practice.

Further information specific to this job

The successful candidate has a responsibility for promoting and safeguarding the welfare of the children and young people they are responsible for or come into contact with.

Somerset Council is subject to Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English will be an essential requirement for customer-facing roles.

This job requires a criminal background check (DBS) via the disclosure procedure.

What We Will Offer You in Return

Salary and grade:	Agenda for Change Band 6, between £35,392 - £42,618 per annum
Contract type:	Permanent
Location:	Frome
Hours of work:	37.5 hours per week
Annual leave:	<p>For this grade: 30 days.</p> <p>This is inclusive of two statutory days. In addition, there are 8 bank holiday days.</p> <p>Please note, the amount stated will be pro-rata for part-time and fixed term contract posts.</p> <p>The annual leave year starts on 1st April.</p>
Probationary period:	The appointment will be subject to a probationary period of 6 months. Internal applicants who have already completed their probationary period would not normally be expected to complete this again.
Notice period:	Following completion of the probationary period, this post will be subject to a notice period of three calendar months on either side.



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