

Job Description

Our vision: To support our local communities by excelling in everything we do together.

Job Title:	Specialist Public Health Nurse
Band:	Band 6
Locality:	
Service:	Children and Families / 0-19 Service
Base:	Various across the Trust
AfC Ref:	
Hours of work:	Various to meet the needs of the service

Reporting Arrangements:

Accountable to: Service Manager
Responsible to: Team Leader
Supervision received: Managerial, Safeguarding, Clinical

Job Summary

The post holder, as part of the 0-19 Service, will provide strong clinical leadership and supervision to an integrated skill mixed team. The post holder will lead the delivery of the Healthy Child Programme 5-19(25) years and promote safeguarding and effective risk management of children, young people and families. The post holder will have specific responsibility for service delivery to 16-19 year olds transitioning into adulthood.

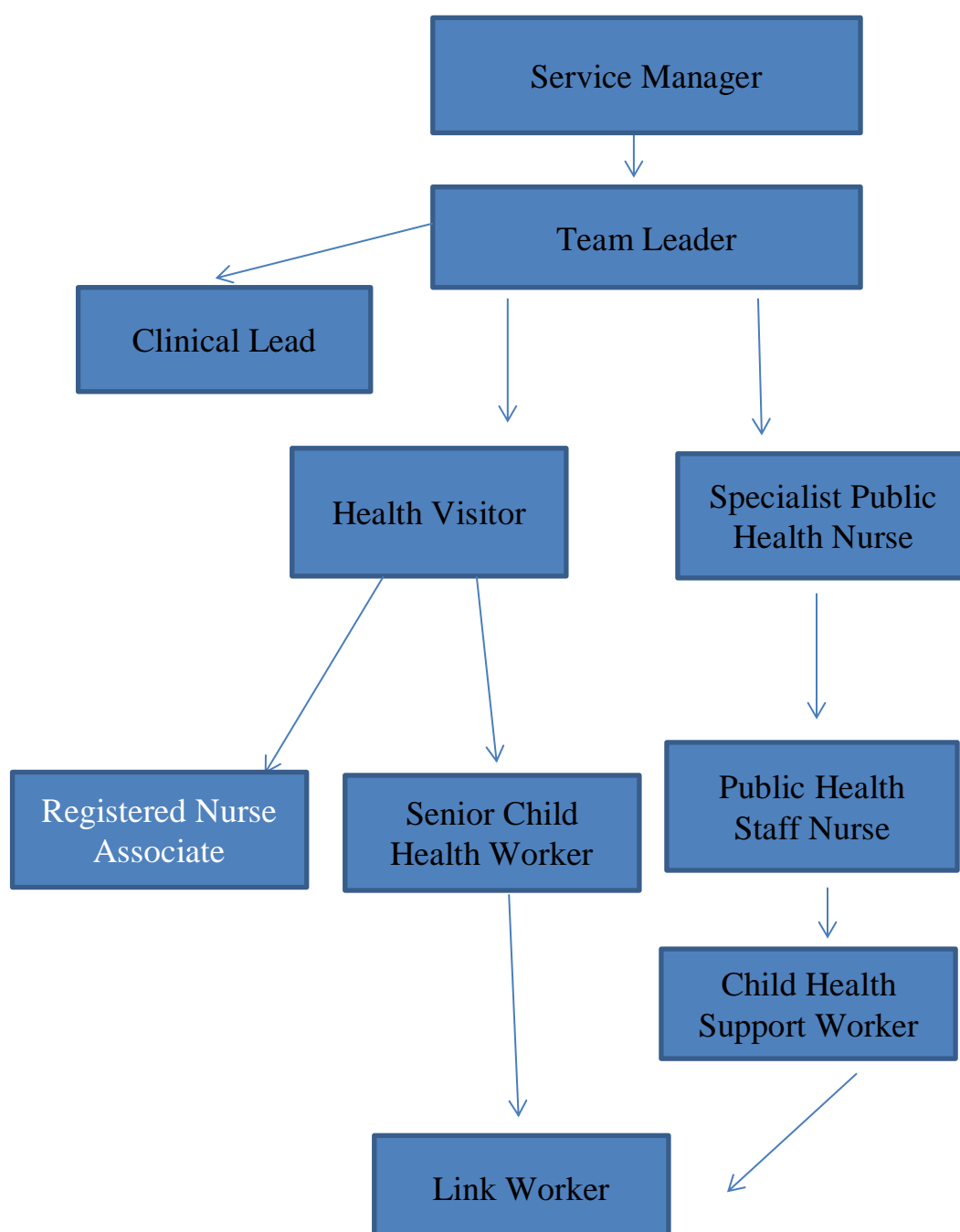
The post holder will lead the provision of a family centred, evidence based public health service that promotes and improves health and addresses inequalities to a defined caseload, population or community. This will be achieved through delivery of public health nursing model at a community, universal, universal plus and universal partnership plus level. The post holder will work in line with the Trust's corporate objectives and will be expected to make a positive contribution to the provision of health services. The post holder will be expected to work in line with the Trust values delivering excellent care with compassion.

Key Relationships

- Service Manager/Team Leader/Practice Teacher
- Health Visitors/Public Health Staff Nurses/Mental Health Practitioners/Senior Child Health Workers/Child Health Support Workers/Link Workers
- Schools and colleges
- Social Services Agencies
- Criminal Justice Agencies
- Safeguarding team/CSE team/CIOC team
- Local authority early help, support and intervention services

- Drug and alcohol services
- Sexual health services
- CAMHS
- GP's
- Paediatric therapies
- Paediatric nurses
- Paediatricians
- Voluntary sector
- NEET services

Department Chart



Key Responsibilities

Role/Duties	Measurable Outcomes
Communication and Relationships	Presents a positive image of the service when meeting service users and partners
	Demonstrates advanced communication skills in order to: i) Deal with and diffuse complex and volatile situations. ii) Participate in the decision making process of complex issues which may be emotive with differing professional opinions in a multi-agency arena
	Presents complex issues in a professional manner either verbally or in a written format, e.g. case conferences, reports and court statements where highly emotive and contentious situations may arise
	Actively develops and supports robust partnership/collaborative working with a wide range of partners and stakeholders i.e. Schools/Colleges, GP's, Social Services, Children Centres, youth justice, sexual health services, CAMHS, drug and alcohol services, third sector agencies in order to deliver Health Child Programme
	Presents information confidently to groups of differing abilities e.g. parents, classes of children/young people, school assemblies, NEET groups
	Is the named Specialist Public Health Nurse for agreed groups i.e. schools/colleges/youth justice/pupil referral units
	Ensures participation with children, young people and families who use services at a community and individual level acting as an advocate to facilitate the views and choices expressed by children, young people, families, groups and communities where appropriate
	Seeks feedback using friends and family test as per service pathway
	Is inclusive to service users by using appropriate tools/resources to ensure understanding has been achieved i.e. language link workers, sign workers and telephone interpretation services
	Maintain local communication systems for lone workers
	Facilitates multiagency meetings as required i.e. Team around the child meetings
	Engages effectively with more vulnerable groups of young people using creative methods
Role/Duties	Measurable Outcomes
Analytical and Judgement skills	Utilises all available data and resources, to identify and meet the health needs of the defined population in line with local and national targets, policy drivers and guidance e.g. Building Community Capacity, Participatory Public Health, Health

	Needs Assessment
	Identifies and critically appraises relevant evidence based research within area of practice to ensure services are delivered in line with best practice.
	Utilises Gillick Competence guidelines to assess the competence of young people to consent to advice and treatment
	Demonstrates in-depth knowledge of and adheres to all NMC standards and Trust guidelines
	Ensures that a high level of analysis of complex cases and situations is demonstrated through supervision and record keeping
Role/Duties	Measurable Outcomes
Client Care	Works as the named Specialist Public Health Nurse for a defined caseload of children/young people (5-19 (25) year olds) ensuring full responsibility for their case management. Has specific responsibility for service delivery to 16-19 year olds.
	Plans, delivers and evaluates an innovative 5-19 (25) service using evidence based knowledge e.g. LSCFT policies, SOPs, guidelines and standards and works effectively with key agencies who work with children and young people who are vulnerable i.e. YOT, youth careers, youth service, Engage ,CIOC
	Facilitates youth health drop ins in consultation with young people
	Provides a holistic assessment (including ASSET health assessments CIOC health assessment) of the needs of individual children, young people and their families taking into account physical, psychological, social and environmental factors
	Delivers targeted intensive interventions to the most vulnerable families building therapeutic relationships and addressing difficult issues within families
	Works with local communities to reduce health inequalities by undertaking local health needs assessment and identifying gaps in provision for the local community to plan service developments and targeting families most in need
	Participates fully in statutory safeguarding of children, young people and vulnerable adults by providing leadership, managing risk, making difficult decisions, undertaking reviews, writing reports, attending case conferences and core group meetings and delivering care as part of a child protection plan
	Ensures that Children in Our Care (CIOC) reviews are undertaken on a timely basis and that a Health Care Plan is in place for all CIOC living within the geographical area

	Provides information, advice and guidance on the management of health issues in a range of appropriate settings including homes, health clinics and community venues
	Uses a range of approaches in practice i.e. motivational interviewing and Solihull
	Works collaboratively with key partners to deliver services that provide the full 5-19 (25) service offer in convenient local settings and to ensure that the services are accessible and available.
	Actively promotes health education and healthy lifestyles within the community including use of negotiation skills where appropriate and make referrals into the behaviour change support services
Role/Duties	Measurable Outcomes
Responsibility for Policy and Service Development	Provides leadership, supervision and line management to other members of the skill mix team i.e. Public Health Staff Nurses, Child Health Support Workers
	Establishes models of practice and systems to monitor and maintain quality and practice standards within the team e.g. Risk sensible approach
	Monitors and promotes the concept of team work: respects and supports colleagues and manages any differences professionally and confidentially
	Strives to deliver efficient services using lean and productive community techniques
	Supports change within the team
	Promote the best practice around 16-19 working both within and outside of the organisation
	Records incidents utilising Datix and complete actions identified
	Assumes responsibility for the monitoring of quality and practice standards highlighting concerns regarding conduct and performance in line with LSCFT policy
	Adheres to LSCB Child Protection procedures/recommendations and LSCFT Safeguarding Procedures applying current theoretical knowledge regarding child protection and adult safeguarding.
	Contributes to the quality agenda in line with local and national frameworks e.g. Quality SEEL, CQC
	Demonstrates competence and make best use of IT systems in order to facilitate and improve service delivery and influence the wider policy agenda

	Reports and manages complaints, errors, concerns in line with policies and procedures
Role/Duties	Measurable Outcomes
Planning and Organisational Skills	Manages complex caseloads with frequent reprioritisation of tasks
	Effectively delegates work and allocates to staff according to their skills and competencies to meet caseload/ service user/ community needs, evaluates programmes of care and ensure all delegated work is completed on time
	Assesses and manages risk within the caseload, skill mix team and working environment and implements management plans
	Ensures that work is well organised and completed on time to ensure that contractual key performance indicators are met
	Utilises electronic records as per requirements for the job
	Maintain an accurate electronic appointment dairy
	Plans visits effectively
Role/Duties	Measurable Outcomes
Responsibilities for HR	Undertakes mandatory and service essential training and other learning opportunities identified in PDR review in line with LSCFT policy.
	Accesses and participates in regular management, clinical and safeguarding supervision in line with Trust policy and NMC guidance
	Participates in the Trust Personal Development Review process, ensuring objectives are met and a personal development plan is maintained and evaluated
	Maintains clinical and professional competence and keep updated with health care developments by attendance at study days, reading professional journals, engaging in research activity and attending mandatory training as required
	Acts as a mentor within the team to support and facilitate learning needs
	Maintains service 'development and leadership frameworks' and support others to do so
Role/Duties	Measurable Outcomes
Responsibility for Information Resources	Aware of the confidential nature of the work and adhere to the policy concerning confidentiality at all times, ensuring strict security of documentation and vulnerable items of equipment at all times

	Adheres to all Information Governance requirements as required by the Trust
	Maintains contemporaneous and accurate records and ensures timely collection of activity data as requested by LSCFT.
	Completes timely returns on an individual level relating to activity and performance and as required by the team, using both electronic and paper mechanisms as required.
Role/Duties	Measurable Outcomes
Responsibilities for Finance	Monitors team resources to ensure that they are used appropriately and effectively
	Plans visits effectively in order to minimise travel costs
Role/Duties	Measurable Outcomes
Research and Development	Identifies and critically appraises relevant evidence based research within area of practice to ensure services are delivered in line with best practice
Role/Duties	Measurable Outcomes
Freedom to Act	Works as an autonomous practitioner assuming professional and legal accountability for all aspects of own and delegated work.

The range of duties and responsibilities outlined above are indicative only and are intended to give a broad flavour of the range and type of duties that will be allocated. They are subject to modification in the light of changing service demands and the development requirements of the post holder.

We are

kind ● a team ● respectful ● always learning

**We are
 LSCft**

Person Specification

Our vision: high quality care, in the right place, at the right time, every time.

Attributes	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Specialist Community Public Health Nurse – School Nurse (SCPHN-SN/Registered School Nurse) ENB 998 or mentorship or willingness to undertake this Proven evidence of continued professional development 	<ul style="list-style-type: none"> Degree level qualification V100 prescribing
Experience	<ul style="list-style-type: none"> Experience of multi-agency and partnership working Experience of delivering health promotion or public health programmes Working in a team Change management 	<ul style="list-style-type: none"> Experience of managing or leading staff
Knowledge	<ul style="list-style-type: none"> Good understanding of the healthy child programme 5-19 Healthy Child Programme Child and adult safeguarding Inequalities in health and implications in practice Clinical governance framework and implications for practice NMC standards and implications for practice Participation 	
Skills and abilities	<ul style="list-style-type: none"> Clinical/ Safeguarding risk assessment skills Team working Ability to organise and prioritise own workload to meet deadlines Ability to work under pressure, using initiative Be flexible to changing demands of the workload Excellent communication skills (both verbal and written) Ability to make decisions 	

	<ul style="list-style-type: none"> • Ability to deal with conflict • Able to offer high challenge and high support • Emotional intelligence • IT Skills • Able to act as a role model • Works within LSCFT trust values • Able to work to 6 C's 	
Other	<ul style="list-style-type: none"> • Able to comply with the travel requirements of the posts • Flexible to work across the service as required Flexible working – including ability to work weekends/ evenings according to service requirements as part of an all year round service. • The post holder must be assessed as having a level of fitness to carry out duties/tasks after reasonable adjustments under the terms of disability discrimination act 1995 have been made 	

EFFORT FACTORS

PHYSICAL EFFORT

What physical effort is required for the job?	How often?	For how long?	What weight is involved?	Any mechanical aids?
Transporting records, scales Health Promotion boards in trollies, in and out of cars and often up stairs. Be able to carry equipment as required, e.g. scales, display boards	Daily 5 – 6 a week	15 – 20 minutes	10 – 15 Kgs	No

Is the job holder expected to sit / stand in a restricted position?	How often?	For how long?	What activity is involved?
Yes	Daily	Variable times	Typing, writing, weighing

MENTAL EFFORT

Are there any duties requiring particular concentration? – Please detail.	How often?	For how long?
Listening to health related problems <ul style="list-style-type: none"> • Attending complex child protection meetings • Writing reports, recording screening records 	Daily Weekly Daily	Variable
Are there any duties of an unpredictable nature? – Please detail.	How often?	For how long?
Dealing with queries about caseload Home visits Prioritising caseload and covering sickness	Daily	Variable

EMOTIONAL EFFORT

Does the job involve dealing with any distressing or emotional circumstances? – Please detail.	Direct / Indirect exposure	How often?
Dealing with children and young people and families living in difficult circumstances, e.g. homeless, substance misuse, challenging behaviour, sudden infant death, regular involvement in child protection, working with pregnant teenagers, disclosures of a child protection nature	Direct	Daily

WORKING CONDITIONS

Does the job involve exposure to unpleasant working conditions? – Please detail.	How often?
Dealing with children and young people and families living in difficult circumstances, e.g. homeless, substance misuse, challenging behaviour, sudden death of a child/young person, regular involvement in child protection, working with pregnant teenagers, disclosures of a child protection nature	Direct

Our Values & Behaviours

The values and behaviours represent what we as an organisation, and the individuals who make up that organisation, are about. It is our aim that everything we do fits in with, and reinforces, these values:

Values	Behaviors we expect
<i>We are always learning</i>	<ul style="list-style-type: none"> ✓ We seek our opportunities to learn so we are supported to reach our potential ✓ We set high standards and are open to change and improvement ✓ We value appraisals, supervision and learning opportunities ✓ We speak up if we are concerned about safety and focus on opportunities to improve
<i>We are respectful</i>	<ul style="list-style-type: none"> ✓ We are open and honest, ensuring people receive information in ways they can understand ✓ We seek, value and support diverse perspectives, views and experiences ✓ We put service users and carers at the heart of everything we do, proactively seeking feedback ✓ We take pride in our work and take responsibility for our actions
<i>We are kind</i>	<ul style="list-style-type: none"> ✓ We are approachable and show compassion ✓ We actively listen to what people need and proactively offer our support ✓ We pay attention to our own wellbeing and the wellbeing of others ✓ We celebrate success and provide feedback that is sincere and genuine
<i>We are a team</i>	<ul style="list-style-type: none"> ✓ We take personal and team accountability to deliver the highest standards of care ✓ We work in active partnership with service users and carers ✓ We actively build trusting relationships and take time to celebrate success ✓ We work in collaboration with our partners to enable joined up care

Special Conditions:

As a member of staff you have:

- Legal duties and responsibilities under Health & Safety legislation, plus a general duty to work safely and not to put others at risk i.e. colleagues, service users, visitors, as a result of any activity or omission at work.
- A duty to report any practice that you consider compromises standards of risk and health & safety. The Whistle-blowing Policy gives effect to the Public Interest Disclosure Act under which an individual who raises such concerns for unfair treatment is protected.

All Lancashire & South Cumbria NHS Foundation Trust staff employed within all Environments that have contact with service users, their families or systems to support them have a responsibility to safeguard and promote the welfare of children, adults and vulnerable families.

As a member of staff you must:

- All Lancashire & South Cumbria NHS Foundation Trust staff employed within Clinical Environments have contact with children, vulnerable adults, service users and their families

must familiarise themselves and be aware of their responsibilities and adhere to Local Safeguarding

Children's Board, Local Safeguarding Adult Board and LSCFT Procedures for Safeguarding and Protecting Children.

- The Trust places great emphasis on the need for the strictest confidentiality in respect of personal data - both that of service users and staff. All information about people will be treated in the strictest confidence at all times. Breaches of confidentiality will be investigated and may lead to Disciplinary action being taken.
- The Trust view its responsibility under the Data Protection Act and the Caldicott Principles as central to all activities that are carried out in its name. Staff are therefore expected to acquaint themselves with the principles of Information Governance, and to complete the mandated training modules that have been agreed."
- The Trust places great importance on sustainable development, reducing their carbon footprint and maximising the positive social, economic and environmental outcomes of Trust actions and activities. As an employee it will be your responsibility to minimise your environmental impact, use resources efficiently, saving energy by switching off unnecessary equipment, reducing waste generation, using recycling / redistribution facilities, minimising travel and saving water when possible. If your role involves purchasing / ordering supplies you must consider the environmental / sustainable impacts and purchase optimal environmental / sustainable products / services.

Promoting Equality and Reducing Inequalities

- To understand and uphold organisational policies and principles on the everyday promotion of equality, diversity and inclusion.
- To create an inclusive working environment which values a variety of ideas, experiences and practice, where differences are respected and celebrated for the benefit of ourselves, the Trust and the communities we serve.
- To uphold the Trust's commitment to health and wellbeing

