

JOB DESCRIPTION

POST TITLE:	HCP 0-19 Public Health Practitioner
BAND:	5 (Subject to Agenda for Change)
HOURS:	Full Time or Part Time
LOCATION:	North/South Locality Cambridgeshire
REPORTING TO:	HCP 0-19 Team Manager
RESPONSIBLE TO:	Locality Lead / Clinical Lead
ACCOUNTABLE TO:	Head of Cambridgeshire and Peterborough Children and Young People's Health Services

Cambridgeshire Community Services NHS Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

Job Purpose:

- To work as a member of the 0-19 Team, providing a clinically effective high-quality service to children, young people and families under the direction of the HCP Team Leader. The post holder will work within a corporate caseload with other team members to assist in the provision of family-centred public health service to children and young people and preserving the health of individuals, families and communities
- A key part of the role will be to support in the delivery of the 4,5,6 model of care within the HCP, delivering universal services, together with meeting some complex needs and supporting the SCPHN in improving outcomes, especially in the six high impact areas
- The post holder will be expected to work in partnership with key agencies, such as Children's Services and Education to address health inequalities and improve outcomes for families with children and young people
- Public Health Practitioners are expected to undertake appropriate further academic qualifications within 2 years of appointment to the role to enable them to progress undertaking the Specialist Community Public Health Nursing qualification (subject to ability and availability)

Main Duties and Responsibilities

- With the support of appropriate training and competency assessment, to deliver services as part of the 0-19 years Healthy Child Programme
- Work as part of the 0-19 pathway to deliver planned programmes of care under the direction of the Locality Specialist Community Public Health Nurses (SCPHN). This will involve onward referrals as required
- To manage own caseload for the identified children and young people
- Deliver the role in a variety of settings e.g., schools, clinics, client homes, community venues

- To deliver Universal New Birth contacts, 6-week checks, 1- and 2-year reviews, transfer in contacts, school health assessments as required when competency has been demonstrated. This may include contact with some vulnerable families under the direction and supervision of a SCPHN qualified practitioner
- Actively participate in the delivery of a service for identified health priorities in accordance with referral criteria
- Attend events that enable the service to be promoted as required/appropriate
- Review records of children moving in/out of the area according to agreed guidelines/protocols
- Assist in the delivery of Public Health group activities as identified through needs assessment/ trend of referrals e.g., themed drop in's, health days
- Report back any concerns to the HCP 0-19 Team Leader or Locality SCPHN
- Adhere to the local Safeguarding Children's Board and safeguarding adult guidelines and procedures and attend relevant training
- Participate in Safeguarding, Team around the Child/Family, Child in Need, Child Protection and Family Support Processes for vulnerable children and young people. This may include attendance at conference and report writing when assessed to be competent and under the direction of a SCPHN
- Act as a practice supervisor or practice assessor to student nurses following approved training
- To support Children Families and Young People to ensure that their voices are heard and taken into account within service development
- To assist the Duty Clinician in the delivery of Text Us and ChatHealth and Duty Desk with the smooth administration of incoming clinical correspondence and allocation of referrals on a rotational basis and to support with the Service's digital offer
- To lead child health clinics

Communication

- To develop strong links with the locality multi-agency providers
- To explore and identify resources that families can be signposted to. To identify risk factors and empower families to lead interventions
- To identify a range of appropriate resources including online resources that can be accessed by Children, young people and their families to support health literacy and empower them to take responsibility for their own health needs as able
- To support the development of new digital technologies and identify innovative ways to promote them in order to support the families, children and young people accessing our service
- To communicate effectively with children, young people, parents and carers and other professionals in complex situations. Communication skills of engagement, negotiation, motivation and explanation will be key to this role
- Provide advice and signpost school staff to online resources that support high quality PSHE and health literacy

- Develop relationships with key partners from statutory and voluntary sector agencies who also support children, families and young people
- Contribute information and participate as necessary with referrals to other agencies to include EHA referrals and children's social care referrals with the supervision of a SCPHN qualified practitioner

Clinical and Practice Governance

- It is a condition of your employment that you are currently registered with NMC and it is your responsibility to maintain your professional registration
- Observe and maintain strict confidentiality with regards to any patient/family/staff/records and information in line with the requirements of the Data Protection Act
- Any data that is taken/shared as part of a phone call or transported, faxed or transferred electronically must be undertaken with regard to the Trust Information Governance and Information Security policies
- The post holder must adhere to the Trust risk assessment and risk management processes
- The post holder must adhere to infection control policies and procedures
- Undertake mandatory training and any other training relevant to the role as required by CCS or CPFT
- The post holder must participate in clinical and other audits as required
- Provide patients and their families /carers with information on standards they should expect from the team
- Participate in clinical supervision on a regular basis
- The post holder is required to participate in relevant emergency preparedness process for their team

General

Safeguarding people responsibility

- Safeguarding children and adults at risk of abuse or neglect is a collective responsibility.
- There is an expectation that all staff develop and maintain their role relevant safeguarding people competencies and comply with local safeguarding partnerships practice. Alongside this employee who are registrants are reminded of their professional duty of care.
- Safeguarding means protecting a citizen's health, wellbeing and human rights; enabling them to live free from harm, abuse and neglect. It is an integral part of providing high-quality health care.
- Those most in need of protection include:
 - Children and young people
 - Adults at risk, such as those receiving care in their own home, people with physical, sensory and mental impairments, and those with learning disabilities.

The post holder must at all times carry out their duties with regard to Cambridgeshire Community Services NHS Trust Workforce Diversity and Inclusion Policy.

To be aware of the responsibilities of all employees to maintain a safe and healthy environment for patients, visitors, and staff.

All post holders must adhere to the code of conduct on confidentiality and be aware of and adhere to all Trust policies and procedures.

This job description is intended only as a guide to the range of duties involved. The post holder will need to be flexible and adaptable in order to respond to other duties that may be required from time to time and the changes and developments within the Trust.

This post is subject to the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 and as such it will be necessary for a submission for Disclosure of Barring Service to be made to check for any previous criminal convictions. Cambridgeshire Community Services NHS Trust is committed to the fair treatment of its staff, potential staff, or users in line with its equal opportunities policy and policy statement on the recruitment of ex-offenders.

Sustainability

It is the responsibility of all staff to minimise the Trust's environmental impact wherever possible. This will include recycling, switching off lights, computers, monitors, and equipment when not in use. Helping to reduce paper waste by minimising printing/copying and reducing water usage, reporting faults and heating/cooling concerns promptly and minimising travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.

Date: April 2024

PERSON SPECIFICATION

Job Title: HCP 0-19 Public Health Practitioner	Band: 5 (Subject to Agenda for Change)
Directorate: Children and Young Peoples Services	Date: April 2024

* Assessed method A=Application I=Interview T=Test R=References

Essential Criteria	*	Desirable Criteria	*
Qualifications and Training <ul style="list-style-type: none"> First level Registered Nurse (General, Child, Mental Health or Learning Disabilities) or Midwife First level degree or equivalent Evidence of continued professional development Sound knowledge of child development Knowledge of the role of the Healthy Child Programme practitioner in family centred Public Health 	A// T/R	<ul style="list-style-type: none"> Experience of supporting and supervising students in either a Practice or Assessors Role Experience of academic study at level 6 in the last 3 years 	A// T/R
Experience <ul style="list-style-type: none"> Experience of multi-agency and partnership working Experience of delivering health promotion or public health programmes Knowledge of the role of the Healthy Children Programme Practitioner in Public Health Knowledge and understanding of current Health Policy to include adult and/or child protection issues 		<ul style="list-style-type: none"> Previous work as a member of a health visiting, school nursing or other community-based team Experience at participating in health surveillance programmes Experience at managing or leading staff 	
Skills <ul style="list-style-type: none"> Excellent written and verbal communication skills Proficient IT skills Ability to manage and prioritise workload Resilient, flexible, self-motivated and open to change Proven ability to work autonomously but also able to function well as part of a team Understanding of issues relating to diversity 			

<p>Safeguarding and promoting the welfare of children and young people/vulnerable adults</p> <ul style="list-style-type: none"> • Ability to safeguard and promote the welfare of <i>children and young people/vulnerable adults</i> • Demonstrates understanding of safeguarding issues • Appreciates the significance of safeguarding and interprets this accurately for all individual <i>children and young people/vulnerable adults</i> whatever their life circumstances • Has a good understanding of the Safeguarding agenda • Can demonstrate an ability to contribute towards a safe environment • Is up-to-date with legislation and current events • Can demonstrate how s/he has promoted 'best practice' • Shows a personal commitment to safeguarding children 			
<p>Working within Professional Boundaries</p> <ul style="list-style-type: none"> • Accepts responsibility and accountability for own work and can define the responsibilities of others • Recognises the limits of own authority within the role • Seeks and uses professional support appropriately • Understands the principle of confidentiality • Demonstrates professional curiosity 			
<p>Emotional Awareness</p> <ul style="list-style-type: none"> • Aware of the range of emotions in self and others • Demonstrates empathy for the concerns of others • Listens to and understands directly and indirectly expressed feelings • Encourages others to express themselves openly • Manages strong emotions and responds constructively to the source of problems • Shows respect for others' feelings, views, and circumstances • In highly stressful situations keeps own feelings in check, takes constructive action and calms others down. • Has a range of mechanisms for dealing with stress, can recognise when to use them and does so <p>Listens to personal comments without becoming defensive</p>			

Self-awareness <ul style="list-style-type: none"> • Has a balanced understanding of self and others • Has a realistic knowledge of personal strengths and areas for development • Can demonstrate flexibility of approach • Shows a realistic appreciation of the challenges of working with children and young people/vulnerable adults 			
Other <ul style="list-style-type: none"> • Ability to travel across the County sometimes at short notice • Satisfactory Disclosure and Barring Service 	A/I		

Organisational Chart

