

Job Description



Job Title: Community Nursery Nurse – 0-19 years Children's Health Service (Health Visiting - Perinatal Mental Health Team	Service Area: Children's Health Service 0-19 Years	
Directorate: CYPS	Post Number: TBC	Evaluation Number: JE 3988
Grade: Sc6 GRADE (use a / for linked grades and a – for barred grades)	Date last updated: October 2018	

EQUALITY AND DIVERSITY

We are committed to and champion equality and diversity in all aspects of employment with the London Borough of Newham. All employees are expected to understand and promote our Equality and Diversity Policy in the course of their work.

PROTECTING OUR STAFF AND SERVICES

Adherence to Health and Safety requirements and proper risk management is required from all employees in so far as is relevant to their role. All employees are expected to understand and promote good Health and Safety practices and manage risks appropriately.

Overall Purpose of Job

The Specialist Health Visitors in Perinatal and Infant Mental Health Team provides a service to women and their families in the London Borough of Newham (LBN) 0-19 years Children's Health Service who have moderate to severe mental illness during pregnancy and up to one year following birth. The Nursery Nurse role involves visiting mothers and their infants in their own homes or at other premises such as children's centres across the above area.

The post holder will assist the multidisciplinary team in meeting the needs of children and their families affected by mental illness by undertaking delegated duties that support and enable family centred care.

To work as an integral part of the multi-disciplinary team ensuring that there is appropriate communication with other professionals involved in the care of the child and mother.

To deliver care which enhances the perinatal packages of care provided by the universal health visiting service.

To provide essential observation skills for the children and families within their homes, children's centres, health centres/ GP surgeries and undertake nursery school visits.

MAIN Role/Duties

CLINICAL

1.1 Provide perinatal support to antenatal and post natal mothers in the community, promoting and modelling a high standard of care at all times within the birth to five framework.

1.2 Participate in the assessment of needs, planning, implementation and evaluation of care programmes for mothers and their babies.

1.3 To carry out assessments for the delivery of the mandated elements of the Healthy Child Programme (HCP) 0 – 5 and empower families on Every Child Matters (ECM) outcomes to give every child the best start in life.

1.4 To maintain confidentiality and adhere to local policies at all times in line with LBN Policy.

1.5 Ante natal preparation

- Provide practical and emotional support to help Mums prepare the transition to parenthood.
- Supporting partners, siblings and wider family members prior to baby's arrival.
- Enhancing the attachment and bonding process through pregnancy using current research

1.6 Enhancing the attachment and bonding process

- Help supporting families to understand the baby's perspective
- Baby Massage
- Talking, playing and interacting with your baby

1.7 Provide advice and support on practical baby care

- Promoting breast feeding where possible
- Advice and support on weaning and early nutrition in line with DOH Guidelines
- Bathing, dressing and changing
- Settling, soothing and sleep
- Dealing and managing with crying
- Safety
- Awareness of handling baby and head safety
- Help providing a safe and stimulating home environment for babies and children

1.8 Best Practise in baby care

- To liaise regularly with professionals involved in the families care
- Provide advice and support as required on age appropriate play and child development
- Supporting families with common baby issues and signposting as needed.

1.9 Encouraging social networks

- Opportunity to facilitate parent groups alongside the Specialist health visitor to encourage socialisation and signposting to local children's centres
- Provide practical advice to mothers/parents on establishing patterns and routines to care for their baby
- Signpost and assist in attending current parenting programmes at local children's centres
- Identify age appropriate play opportunities

2. Team Working

2.1 To contribute to the development of students as appropriate.

2.2 Work within a team of health visitors to provide the best care possible.

2.3 Make effective use of clinical supervision to reflect and develop own practice.

3. Safeguarding

3.1 To liaise with other professionals on matters related to safeguarding issues

3.2 To maintain timely and accurate records in line with NMC guidelines for record keeping

3.3 To provide information for the purpose of Child Protection Conferences or court hearings as required

3.4 To have knowledge and skills on vulnerable children who may be subject to abuse, and to follow the organisation's Child Protection procedures and guidelines, referring any concerns to the specialist perinatal health Visitor.

4. Policy and Service Development

4.1 To support the engagement, involvement and feedback of service users regarding their experience of the Specialist Community Perinatal Mental Health Team .

4.2 To contribute to policy development within the service.

4.3 To contribute to the development of projects and innovations as appropriate.

5. Professional Responsibilities

5.1 To clearly understand that where there are concerns outside of the scope of the nursery nurse role, these must be escalated to the line manager/senior member of staff.

5.2 To complete mandatory training as per LBN policy and personal development education and training, according to the needs of the service.

5.3 To be responsible for own education and experiential learning – this may need to be organised outside of the Trust.

5.4 To keep contemporaneous and accurate records in line with policy and local guidelines.

5.5 To participate in safeguarding and clinical supervision as per LBN policy.

5.6 To attend and contribute to professional meetings as required.

5.7 To assist the health visitors in leading on the 2-2.5 years reviews using the national evidence based tool- Ages and Stages (ASQ).

5.8 To Assist in health review assessments of children ages 0– 5 years

Ages 0- 5

- Physical (Fine, gross motor skills and vision) assessment
- Emotional/ Social behavior
- Intellectual skills
- Speech and language development
- Diet and nutrition
- Weight, height measurement
- Immunisation uptake.

6 To carry out responsibilities in such a way as to minimise risk of harm to children or young people and promote their welfare in accordance with the Children Act 2004 and Working Together to Safeguard Children, HM Government 2006.

7 To carry out as per Data Protection Act responsibilities with regard to the access and Health Records Act 1990.

8 To contribute to standard settings, auditing and evaluating projects as required.

9 To participate in quality benchmarking and improving practice against the Essence of Care quality standard

10 To assist in research being undertaken by the 0-19 years service or more widely within the organisation

Job Context

1. The post holder reports to The London Borough of Newham (LBN)- Specialist Health Visitor-Perinatal and Infant mental health.
2. The post holder will be required to co-ordinate and support the care of children within the 4,5,6 Health Visiting service model..
3. The post holder will work within the Healthy Child Programme guidelines for families with children, 0 – 5. Updating immunisation and informing parents/carers of available local support services such as extended services and support groups and children's centres.
4. The post holder is responsible for identifying deviation from the norm and makes appropriate referrals when necessary, such as Speech and Language Therapy, Orthoptist, Dieticians, Dental, Clinical Medical Officer, G.P and voluntary groups as agreed with the Health Visitor.
5. The post holder will assist with setting up and preparing clinic rooms ensuring health and safety measures are met, reporting hazards and incidents occurring within the environment in accordance with LBN policies and procedures. Ensuring that the toys and play equipment are age appropriate for the children being assessed and the clinic rooms is clean, in accordance with the Infection Control Guidelines

Key Tasks and Accountabilities:

Key tasks and accountabilities are intended to be a guide to the range and level of work expected of the post holder. This is not an exhaustive list of all tasks that may fall to the post holder and employees will be expected to carry out such other reasonable duties which may be required from time to time, including weekend working.

To undertake all responsibilities listed below:

Home Visits

1. To undertake visits either jointly with the Health Visitor or alone, as delegated by the Health Visitor, being mindful of the LBN 0-19 years Children's Health Service Lone Worker Policy.
2. To follow up of children who have attended Accident & Emergency, as delegated by the Health Visitor – receiving notifications, agreeing appropriate action with the Health Visitor, making contact with parents in school or at home, and reporting

back to the Health Visitor. Document on Open RiO (electronic record keeping system) and report all findings to the named school nurse.

3. To participate in audit programmes, with regard to uptake and results of screening programmes, reporting on the results and implementing changes recommended
4. To assist with empowering families on issues such as positive parenting which involves play and stimulation in the home, language development, managing children's behaviour, bonding and its values, sleep management, potty training, breastfeeding and its benefits, dental care, home safety, accident prevention, diet and nutrition, weaning and management of childhood illnesses etc.
5. To participate in audit programmes, with regard to uptake and results of screening programmes, reporting on the results and implementing changes recommended
6. To support the multi-disciplinary team to follow up on any non- attendances as delegated by the Clinical Team Leaders (CTL) / Health Visitors.
7. To ensure that all clients/users referred to the service are appropriately assessed and relevant care plans developed by staff in line with evidence based criteria
8. To work with specific children and families, in the home or children centre setting, according to their individual care plan as agreed with the health visitor. This will include children with special health needs, in order to promote inclusion, working in collaboration with other health professionals, such as the CDS Health Visitors and parents.
9. To contribute to the development of the health visiting service within the locality in order to shape the service delivery model based on local needs.

Health Promotion/Group Work

1. To participate in identifying suitable and easily accessible venues for group activities as per LBN Health & Safety Guidelines
2. To contribute to the planning, and facilitation of group activities such as, groups to support mum with mental illness, managing minor ailments/ accident prevention home safety awareness, Fussy eating, oral health promotion, baby massage, parent support group and other relevant group activities to meet local needs.
3. To proactively work closely with children centres, local nurseries and schools to provide health promotion advice as required
4. To support the Health Visitors in carrying out group / individual health promotion sessions in children centres, health centres and nursery schools as delegated by Health Visitors

5. To support the Health Visitors in providing relevant information to families to raise awareness of health related topics; such as reducing obesity, accident prevention and improving immunisations uptake
6. To work in accordance with the Neighbourhood Early Help partnership working across the health and social care economy to achieve a seamless integrated approach to service delivery in order to improve access and timeliness of care
7. To monitor and identify appropriate health promotion materials as required and replenish stock as necessary.
8. To participate in regular team meetings, health promotion meetings, multi-disciplinary meetings.
9. To have responsibility for the health, safety and welfare of self and others and to comply at all times with Health and Safety regulations

Administration/Communication

1. To safeguard at all times, the confidentiality of information relating to patients/clients and staff.
2. Responsible for effectively communicating changes in clients needs, health and social circumstances, through verbal and written feedback with skill mix team
3. Responsible for communicating childcare and child related information to parents /carers with empathy and reassurance
4. To lead on collecting data such as the number of children attending ED with specific complaints such as gastroenteritis, respiratory concerns and severe injury whilst actively involved in reducing the figures to inform service development.
5. To liaise with members of the health visiting and primary team to help facilitate a smooth transition for the child to generic health visiting service.
6. Participate in answering and actioning telephone queries in an appropriate manner and taking minutes during team / unit meetings and present when required
7. To develop effective working relationships with GPs, Children centres, social care and others in the locality, to maintain communication in order to deliver a high quality service and safeguard children
8. Responsible for providing own statistical data as required by LBN Children's health service and Early Help.
9. To maintain accurate record keeping in accordance with Management of Records and Record Keeping for Integrated working across Health Visitors, School Nurses, specialist Health Visitors and Family Nurses Procedure.

10. To provide and receive feedback on care given to families in order to provide a high standard of service within the context of the integrated multi-disciplinary team. This includes written communication with other agencies, including letters reports, referrals
11. To assist in developing guidelines which promote effective joint working across primary, community and secondary care.
12. To report all clinical and non-clinical incidents, accidents or near misses promptly and, when necessary, co-operate with any investigation undertaken using the RADAR reporting system
13. To assist in developing guidelines which promote effective joint working across primary, community and secondary care and improve access to the 0-5 children's health services
14. To work in accordance with the organisation's health records management systems so that records are transferred, stored and filed in a manner which complies with legal safeguards and allows for rapid retrieval when needed.
15. To use child health and other clinical information systems to submit information about children and to retrieve relevant information.
16. To inform and advise parents about community health services that are available and how to contact them and provide written information as required.

Screening

1. To maintain a high level of mental focus throughout the day when carrying out developmental reviews, observing children, completing documentation and reporting back to Health Visitors.
2. To be adaptable and able to work in environments which will not necessarily be customised for conducting reviews and other health-related procedures
3. To be able to gain the co-operation and support of GPs and Children centre staff in order to undertake role in a variety of settings
4. To carry screening equipment (e.g. scales, laptop) to and from settings, in accordance with the organisation's Manual Handling Policy.
5. To travel between base and other settings as required.

Training

1. To assist with and facilitate training, including planning and organising materials (Handouts) given to new staff as part of their induction and contribute to the on-going development of the service by participating in various task and finish/steering groups.

2. To provide support, advice, mentor and train new staff appointed within the team as appropriate, with local community organisations e.g. Early Help, Fire Safety Unit, Road Safety Unit, and other Voluntary Organisations
3. To keep up to date on personal development by participating in formal and informal training and updates
4. To maintain own competency and knowledge regarding the appropriate use of screening equipment, ensuring that the equipment is calibrated and checked according to guidelines
5. To participate in the organisation's Performance Appraisal process and clinical supervision systems including safeguarding group supervision as per local policy
6. To participate in all mandatory training as required by the LBN guidelines
7. To identify own training needs as part of Continuing Professional Development Plan in discussion with manager and to attend training as appropriate
8. To keep up to date with current clinical /professional developments through reading, attendance at courses, meetings and special interest groups.

Personal Specification



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IMPORTANT INFORMATION FOR APPLICANTS

The criteria listed in this Person Specification are all essential to the job. Where the Method of Assessment is stated to be the Application Form, your application needs to demonstrate clearly and concisely how you meet each of the criteria, even if other methods of assessment are also shown. If you do not address these criteria fully, or if we do not consider that you meet them, you will not be shortlisted. Please give specific examples wherever possible.

CRITERIA	METHOD OF ASSESSMENT
EQUALITY AND DIVERSITY We are committed to and champion equality and diversity in all aspects of employment with the London Borough of Newham. All employees are expected to understand and promote our Equality and Diversity Policy in the course of their work.	
PROTECTING OUR STAFF AND SERVICES Adherence to Health and Safety requirements and proper risk management is required from all employees in so far as is relevant to their role. All employees are expected to understand and promote good Health and Safety practices and manage risks appropriately.	
KNOWLEDGE: A clear understanding of Confidentiality	Application Form/Interview/Test

<p>In depth knowledge of Child Health Development and Surveillance</p> <p>An understanding of Children Act & Early Years Foundation Stage Framework.</p> <p>Knowledge of Health and developmental issues affecting children</p>	<p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p>
<p>EXPERIENCE:</p> <p>Experience of working with children of different ages, parents and carers.</p> <p>Experience of facilitating Health Promotion activities.</p> <p>Experience of working with children with additional needs (Desirable)</p> <p>Demonstrable evidence of team and multi- agency working</p> <p>Experience of working in a child care setting</p>	<p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p>
<p>SKILLS AND ABILITIES:</p> <p>Excellent verbal and written communication skills.</p> <p>Good organisational and planning skills.</p> <p>Ability to work within a team</p> <p>Ability to undertake delegated tasks</p> <p>Good observation skills</p> <p>Ability to work with parents /carers in their own home.</p> <p>Ability to use own initiative</p> <p>Sound ICT skills and Literacy- including Word, Excel and E-mail for effective communication of information.</p>	<p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p>

<p>PERSONAL STYLE AND BEHAVIOUR:</p> <p>Ability to deal sensitively with children of different ages, explaining in appropriate language about screening tests to gain their agreement and involvement</p> <p>Ability to demonstrate enthusiasm and willingness to learn</p> <p>Ability to recognise own limitations</p> <p>Flexible and approachable manner</p> <p>Ability to travel independently</p>	<p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p>
<p>OTHER SPECIAL REQUIREMENTS:</p> <p>NNEB (National Nursery Education Board) NVQ L3 in childcare & Education</p> <p>Willingness and ability to work occasional evenings and weekends to maintain service delivery.</p> <p>Some of the duties undertaken by this post [may/will] require the post holder to have a full current driving licence, and be willing to drive a Council vehicle after completing a Council driving test.</p> <p>This post is subject to a [standard/enhanced] DBS check.</p> <p>This post is exempt from The Rehabilitation of Offenders Act (1974).</p>	<p>Application Form/Interview</p> <p>Application Form/Interview/Test</p> <p>Application Form/Interview/Test</p> <p>Satisfactory clearance at conditional offer stage</p> <p>Application Form</p>