

JOB DESCRIPTION

Job Title	Team Manager - Specialist Public Health Nurse		
Service	Children's and Families		
Reporting to			
Grade	9		
Evaluation ref:	AG1024	Job ref:	Family
Role Purpose			
To provide effective leadership and operational management to a locality-based Public Health Nursing service, ensuring the delivery of high-quality, needs-led public health services to children, young people and families. The postholder will lead and manage a multidisciplinary team to deliver the Healthy Child Programme (0–19), support the assessment and management of complex safeguarding and health needs, and drive service improvement through partnership working, evidence-based practice and performance management, while supporting workforce development, equality, and the achievement of key service priorities and outcomes.			
Accountabilities			
Attend, contribute and lead on work streams as part of the Public Health Nursing Management Meetings and Public Health Nursing Best Practice group. Undertake the role of Team Leader for a designated locality and disseminate new practice and research to the workforce. Provide leadership and management to a Public Health Nursing team covering a defined geographical area and provide comprehensive needs led public health service to the local population. The team will consist of Specialist Public Health Nurses, Community Staff Nurses, Assistant Practitioners and administrative support. In partnership with the Specialist Practice Teachers take the lead role within the team in the assessment of highly complex and changing health needs, e.g. children with a child protection plan, in need and with complex medical needs. Work in partnership with locality colleagues, to develop, deliver and evaluate services, which reflect the priorities within the public health services, and local needs assessment such as tackling inequalities and vulnerable groups. Manage and co-ordinate Teams to deliver skilled and effective care in order to promote positive health outcomes and respond to identified individual client and public health needs. Lead and co-ordinate the delivery of the Healthy Child Programme 0-19 years to a defined population. Co-ordinate and support the team, monitor the health outcomes and delivery of the programme.			

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Work within the Public Health Nurses Service Competency Framework using appropriate skills and resources and support the delivery of a high-quality standard of practice and continual personal development.

Key Responsibilities

Lead the recruitment and the appointment of staff, appraisals, maintenance of discipline, and supervision within defined geographical area. 9. Work with the Service Manager – PHN Operations to ensure financial balance is achieved.

Support the Service Manager to monitor and improve mandatory training rates, activity returns, breastfeeding data and completion of Children in Care review health assessments and other reporting requirements in order to achieve key performance targets

Ensure that all nominated staff have an annual appraisal and a personal development plan and adhere to clinical policies through audit, training and development.

Support the Service Manager in managing difficult staffing issues, including staff absence and staff sickness.

Work with the Service Manager to ensure that appropriate clinical support is available to all public health nursing staff across the area and, when appropriate, carry out clinical supervision.

Support the Service Manager with workforce and skill-mix planning based on the needs of the service and to implement all organisation policies and procedures.

Chair staff Area meetings and client allocation meetings as delegated by the Service Manager.

Promote patient/client involvement in planning and developing services.

Contribute to the development and implementation of evidence-based practice in order to set and monitor standards.

Support the Service Manager to develop practice within teams in order to support staff to meet nationally and locally identified health priorities.

Work with the Service Manager and other specialist roles such as Practice Teachers; Public Health Specialists to identify training and development needs of the workforce and develop action plans to support learning and development of the workforce.

Act as Deputy or representative for the Service Manager by attending meetings as appropriate and requested.

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

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with staff, service users and communities and includes challenging discrimination and promoting equality of opportunity for all.

Knowledge / Experience / Skills

	Essential	Desirable
Knowledge		
Up-to-date knowledge of safeguarding legislation, statutory guidance and inter-agency working in relation to children, young people and families.	X	
Sound knowledge of national and local public health policy, priorities and frameworks relevant to Public Health Nursing practice.	X	
Knowledge of quality governance frameworks, including clinical audit, risk management and incident reporting within community health services.	X	
Enhanced knowledge of health inequalities, population health approaches and early intervention within community and public health services.		X
Knowledge of workforce education frameworks and supporting student learning, preceptorship or practice teaching within Public Health Nursing.		X
Knowledge and experience of delivering the Healthy Child Programme (0–19) within a population-based public health service.		X
Experience		
Significant post-qualifying experience within Public Health Nursing or a related community health service, including work with children and families.	X	
Demonstrable experience of leading and managing multidisciplinary teams, including supervision, appraisal, and managing staff performance and attendance.	X	
Experience of leading or coordinating the delivery of public health programmes, including monitoring outcomes and performance against key targets.	X	

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Experience of using evidence-based practice, audit and quality assurance to maintain and improve standards of care and professional practice.	X	
Experience of working at locality or operational management level within a Public Health or community health service.		X
Experience of workforce planning, including skill-mix development and supporting service redesign.		X
Experience of managing or contributing to budgets and supporting achievement of financial balance.		X
Experience of chairing meetings and representing senior managers or services at internal and external forums.		X
Experience of supporting education, training and professional development of staff, including working with Practice Teachers or similar roles.		X
Experience of analysing and using performance data (e.g. activity, outcomes, mandatory training, health indicators) to drive service improvement.		X
Qualifications / Registrations / Certifications		
Registered Nurse with relevant Specialist Public Health Nursing qualification (or equivalent professional qualification) appropriate to the role.	X	
Recognised leadership or management qualification, or evidence of working towards one.		X
Evidence of continuing professional development and engagement with current public health research and best practice.		X
Qualification or formally recognised training enabling clinical supervision and assessment of practice within a Public Health Nursing or community health setting.	X	
Skills		
Proven ability to assess, manage and lead responses to highly complex and changing health	X	

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needs, including safeguarding, child protection, and children with complex medical needs.		
Ability to work effectively in partnership with a wide range of internal and external stakeholders to develop, deliver and evaluate services that address local need, health inequalities and vulnerable groups.	X	
Commitment to equality, diversity and inclusion, and to promoting health, safety, wellbeing and organisational values in all aspects of practice.	X	
Working Conditions		
Dimensions of the role		
Working Arrangements		
<i>Somerset Council's Dynamic Working Strategy will be applied to this position.</i>		
Corporate Accountabilities		
Ensure compliance with all relevant legislation, organisational policy, and professional codes of conduct to uphold standards of best practise. Deliver 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, ensuring team members are also aware of their responsibilities and maintaining their understanding that Equality and Diversity practice covers both interaction with staff, service users and communities and includes challenging discrimination and promoting equality of opportunity for all.		

Date: