

Profile label:

Health Visitor Team Manager

Job Statement:

1. Assesses clients, plans and implements care: maintains associated records
2. Works with families with specific health and social needs
3. Manages and provides professional/clinical supervision to team of HVs and other community staff

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide and receive highly complex, sensitive, or contentious information; barriers to understanding; agreement or co-operation required Communicates highly sensitive contentious, condition related information to clients, relatives e.g. on child abuse, mental health issues	5(a)
2.Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned theory Professional knowledge acquired through degree supplemented by specialist training to postgraduate diploma level, experience, short courses	6
3.Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Skills for assessing & interpreting client conditions, appropriate action including child protection issues, decisions on complex staff issues	4
4.Planning & Organisational Skills	Plan and organise complex activities or programmes, requiring formulation, adjustment Plans projects, change implementation, adjusts plans	3
5.Physical Skills	Physical skills obtained through practice Driving, keyboard skills, immunisations	2
6.Responsibility for Patient/Client Care	Provide highly specialised advice concerning care Provides advice to staff and families on e.g. child abuse, child mental health	6(c)
7.Responsibility for Policy/Service Development	Propose policy or service changes, impact beyond own area Proposes policies with impact on community services	3
8.Responsibility for Financial & Physical Resources	Authorised signatory; hold delegated budget Authorised signatory for equipment; delegated budget	3(a) (d)
9.Responsibility for Human Resources	Line manager for single function or department Line manager for team of HVs + other staff covering geographical area, including recruitment, appraisal	4(a)
10.Responsibility for Information Resources	Record personally generated information Updates client records	1
11.Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/ regularly undertakes R&D activity Carries out audits/undertakes research; leads clinical audit	1-2(a)
12.Freedom to Act	Broad occupational policies Manages a team of community staff	4
13.Physical Effort	Combination of sitting, standing and walking Light physical effort	1
14.Mental Effort	Frequent concentration, work pattern unpredictable Concentration on client assessments, staff professional supervision sessions, deals with incidents	3(a)
15.Emotional Effort	Frequent distressing circumstances; occasional highly distressing circumstances Infant deaths, child abuse, domestic violence, family breakdown	3(a)(b)
16.Working Conditions	Occasional unpleasant conditions; occasional use of road transport in emergency situations Home visits	2 (a) (b)
JE Score/Band	JE Score 479 – 486	Band 7