

Profile label:

## Health Visitor

Job Statement:

1. Assesses clients, plans & implements care; maintains associated records
2. Works with families with specific health and social needs; liaises with other agencies
3. Runs child health clinics; provides advice and health education
4. Provides clinical supervision to other staff, students

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	<b>Provide and receive highly complex, sensitive or contentious information; barriers to understanding</b> Communicates highly sensitive condition related information, including on child abuse, to clients, relatives	5 (a)
2.Knowledge, Training & Experience	<b>Specialist knowledge across range of procedures underpinned by theory</b> Professional knowledge acquired through degree supplemented by diploma level specialist training, experience, short courses	6
3.Analytical & Judgemental Skills	<b>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</b> Skills for assessing & interpreting client conditions, appropriate action, including child protection issues	4
4.Planning & Organisational Skills	<b>Plan and organise straightforward activities, some ongoing/ plan and organise complex activities or programmes, requiring formulation, adjustment</b> Plans and organises own workload, plans and organises child health clinics/ organises multi disciplinary care	2-3
5.Physical Skills	<b>Physical skills obtained through practice</b> Driving, keyboard, immunisations	2
6.Responsibility for Patient/Client Care	<b>Develop programmes of care, care packages; provide specialised advice in relation to care</b> Assesses, develops and implements care programmes; advises families on e.g. childcare	5(a) (c)
7.Responsibility for Policy/Service Development	<b>Follow policies in own role, may be required to comment/ implement policies and propose changes to practices, procedures for own area</b> Follows policies, may comment on proposals for change /contributes to development of protocols	1-2
8.Responsibility for Financial & Physical Resources	<b>Personal duty of care in relation to equipment, resources; maintain stock control</b> Careful use of equipment/orders supplies of vaccines for clinics	1-2(c)
9.Responsibility for Human Resources	<b>Day to day supervision; professional, clinical supervision</b> Allocates work to support staff; clinical supervision of student HVs, nurses, nursery nurses	2(a) (b)
10.Responsibility for Information Resources	<b>Record personally generated information</b> Updates client records	1
11.Responsibility for Research & Development	<b>Undertake surveys or audits, as necessary to own work/ regularly undertake R&amp;D; clinical trials</b> Carries out audits/undertakes research, leads clinical audit; clinical trials	1-2(a)(b)
12.Freedom to Act	<b>Broad occupational policies</b> Accountable for own professional actions, not directly supervised, manages caseload in the community	4
13.Physical Effort	<b>Frequent light/ occasional moderate effort for several short periods</b> Kneeling & bending; carries equipment	2(b), (d)
14.Mental Effort	<b>Frequent concentration, work pattern predictable / occasional prolonged concentration</b> Concentration on client assessments; schedule of visits/ attends lengthy case conferences	2(a)-3(b)
15.Emotional Effort	<b>Occasional highly distressing or emotional circumstances</b> Infant deaths, child abuse, domestic violence, family breakdown	3(b)
16.Working Conditions	<b>Frequent unpleasant; occasional highly unpleasant conditions</b> Verbal aggression; body fluids	3(a) (b)
JE Score/Band	JE Score 410- 448	Band 6