



Role Profile

Job Title: Family Nurse	Salary: £41,659 to £47,672 p.a.	Post Number: P/A
Directorate: Children's Services	Job Family: Children's Community Health Services	Date Prepared: September 2014

Role reports to:
Family Nurse Partnership Supervisor

Job Purpose:

The Family Nurse Partnership (FNP) is a licensed programme being delivered in a number of sites across the UK. The aim of the programme is to improve the health and well-being of disadvantaged families and children and prevent social exclusion.

This role is responsible for delivering the FNP intensive home visiting programme to vulnerable young women who are expecting their first baby. Post holders will be required to develop high-level generalist and specialist skills to work within the clinical methods of the structured programme. Family nurses will be expected to develop therapeutic relationships with clients and work intensively within complex family situations to achieve the expected outcomes of the programme

This is a demanding specialist role requiring high levels of professional skills and practice and the ability to work as part of a team.

- Key Accountabilities:**
1. To recruit and engage eligible, hard-to-reach pregnant young women to the FNP programme.
 2. To use programme materials and methods in the clients' homes in order to achieve the following;
 - improve the outcomes of pregnancy,
 - improve children's health and development by enabling parents to provide more sensitive and competent care of them; and
 - to improve parental life-course by helping parents plan future pregnancies, complete their education, and find work
 3. To be able to work therapeutically with a range of family members to achieve positive outcomes for children
 4. To take a lead professional role when required where children and young people with additional needs require an integrated package of support from more than one practitioner
 5. Through continuous monitoring and engagement in reflective supervision to ensure that expertise in clinical methods are developed and maintained, that the service offered is of high quality and the programme is implemented with fidelity
 6. To work in collaboration with local statutory and mainstream services to ensure that families

become confident in accessing a range of other universal health and support services and ready to exit the programme when the child is two years old.

7. Undertake home visits in accordance with FNP model, developing individualised programmes of care to enable clients and their families to establish goals and outcomes.
8. Utilise specialist knowledge acquired through FNP learning events and other study, together with reflections on high levels of practical experience, to effectively deliver the FNP programme.
9. Use high level interpersonal and communication skills to provide and receive complex and often highly sensitive information. Use strengths based, solution focused strategies and motivational interviewing skills to enable families to develop behaviour change strategies.
10. Be able to work effectively in potentially highly distressing or highly emotional circumstances, e.g. safeguarding children or family breakdown.
11. Be able to develop therapeutic relationships, requiring in-depth mental attention and concentration for extended periods, and promote adaptive behaviour change in the family home and other environments.
12. Using the six FNP domains as a framework, use professional and clinical judgement to undertake detailed assessments of clients and their families and analyse complex family situations in order to develop appropriate clinical interventions.
13. To actively engage and work with fathers and other members of the extended family.
14. Able to apply knowledge and skills to a range of clinical and family situations.
15. Work within the FNP model to initiate, plan and co-ordinate clients' care in consultation and collaboration with other professionals and agencies involved in providing services to women and their families. This includes initiating CAF and taking lead professional role in safeguarding situations where required.
16. Acts on own interpretation of assessed clinical situation within the home setting. Able to refer client onto other specialist services as required on own authority.
17. Contribute to the Healthy Child Programme, including professional assessments of children's growth, development and language skills.
18. Positively and effectively represents the vision and principles of the FNP programme in actions and communications to internal and external clients, stakeholders and services.
19. Seek and respond to lively feedback from team colleagues and supervisor.
20. Manage own workload by working independently within appropriate occupational guidelines, referring to FNP supervisor where appropriate.
21. Visit clients over a wide geographical area, this may include following families to neighbouring primary care trusts/local authority to enable them to continue to benefit from the programme.
22. Adhere to local policies in regard to client confidentiality, safeguarding children, documentation etc., as agreed with employer.
23. Propose changes to working practices or procedures for own work area as role evolves.
24. Completes full, accurate and contemporaneous records.
25. To be aware of and abide by primary care trust approved policies, standards and quality assurance initiatives.

Supplementary Accountabilities:

Professional Administrative

Provides timely and accurate data to monitor programme fidelity and for research purposes.

1. Maintain own caseload files and have standard keyboard skills.
2. Uses computer software to create reports for other professionals and safeguarding meetings as required.

Clinical Governance / Quality

1. Maintain professional registration and portfolio in line with NMC requirements.
2. Participate in individual clinical/safeguarding supervision.
3. Participate in preceptorship, mentorship and clinical supervision with the team.
4. Support and facilitate the training and development of team members who need to improve service delivery. This includes record keeping and improving clinical competency.
5. Maintain contemporaneous records in line with NMC guidelines and Trust policies.
6. Ensure a standard of record keeping by all team members that enables service delivery, provides an audit trail and demonstrates accountability.
7. Work within the clinical governance framework to ensure that governance is embedded in clinical practice.
8. Monitor the quality of care delivery and record keeping ensuring wherever possible that it is evidence based.
9. Report any concerns regarding professional practice to the nurse manager or an appropriate other.
10. Participate in investigation, problem solving and remedial action where necessary.
11. Work within guidelines to identify and manage risk utilising expertise within or outside the organisation when needed.
12. Ensure compliance with health and safety requirements with particular attention to lone worker and manual handling policies.

Equality and Diversity

It is the responsibility of every member of staff to understand our equality and diversity commitments and statutory obligations under current equality legislation including the Disability Discrimination Act 2005, the Equality Act 2006 and the Race Relations (Amendment) Act 2000 and to:

1. Act in ways that support equality and diversity and recognises the importance of people's rights in accordance with legislation, policies, procedures and good practice.
2. Valuing people as individuals and treating everyone with dignity and respect, consideration and without prejudice, respecting diversity and recognising peoples expressed beliefs, preferences and choices in working with others and delivering appropriate services.
3. Recognise and report behaviour that undermines equality under Trust policy.
4. Be consciously aware of own behaviour and encourage the same levels of behaviour in colleagues.
5. Acknowledge others' different perspectives and recognise the diverse needs and experiences of everyone they come into contact with.
6. With the support of managers develop an equality and diversity objective through the personal

development review process.

This job description is not intended to be exhaustive, but to indicate the main responsibilities of the post. All job descriptions will be reviewed periodically and are subject to amendment following discussion with the manager and the post holder.

Job Scope: *Number and type of jobs directly managed:*

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Typical tasks supervised/allocated to others:

Budget:

Assets:

Knowledge and Experience:

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17. Propose changes to working practices or procedures for own work area as role evolves.
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19. To be aware of and abide by SBC approved policies, standards and quality assurance initiatives.

Decision Making:

Professional Development

1. Assesses own learning needs and agrees strategies to meet them with the supervisor.
2. Actively engages in skill building to meet all competency requirements.
3. Successfully completes the learning programme required to deliver the FNP programme.
4. Undertakes additional professional development as required.
5. Prepares for and engages in weekly individual supervision.
6. Undertakes joint home visits with supervisor every four months.
7. Attends and participates in two-weekly case discussions and staff meetings.
8. Keeps informed of current healthcare and parenting developments to provide high quality home visiting services.

Contacts and Relationships:

1. Mentoring, teamwork and collaboration.
2. Participates in quality improvement efforts with colleagues.
3. Audits own performance and participates in performance review with supervisor.
4. Elicits and considers differing viewpoints when analysing complex issues.
5. Recognises the accomplishments of team colleagues.
6. Supports a safe environment for open discussion.
7. Prioritises work, manages time effectively by utilising individual skills, knowledge and competencies.
8. Provides mentoring for new team members, advice to colleagues and to admin worker as required.

Creativity and Innovation:

1. Agenda match using existing programme and client needs
2. Actively participate in team discussions and look creatively at providing solutions to difficult scenarios
3. Participate in developing tools within the programme, for example, PIPE
4. Engage in role play when participating in team learning

As this role is a new initiative, there will be some development of the job description in response to local need. These developments will be discussed with both the post holder and the line manager.

Emotional Demands of the job:

1. Recruit, engage and retain families on the FNP programme and follow programme requirements.
2. Effectively manage the emotional intensity of the therapeutic relationship between the practitioner and client.
3. Work within complex family circumstances, including situations of safeguarding children.
4. Be able to learn and assimilate a large volume of highly complex new information in a very short space of time and have the necessary skills to quickly apply new knowledge and skills to the practical work environment.

5. Maintain the interest and enthusiasm of the recruited families on the FNP Programme over a two and a half year period.
6. Work with a structured programme whilst adapting to the requirements of each individual client and visit.

Features of the role:

1. Large amount of equipment to carry between car/office/client homes
2. Need for flexibility with working hours to accommodate client need
3. Working with potentially aggressive people ,lone worker policy in place

Confidentiality

All information available within the duties of this post is strictly confidential. Disclosure to any unauthorised person is regarded very seriously by the health trusts and may lead to disciplinary action.

In accordance with the provisions of the Data Protection Act 1998, jobholders should take reasonable care to ensure that personal data is not disclosed outside the Council procedures, or use personal data held on others for their own purposes. In accordance with the provisions of the Freedom of Information Act 2000, ensure requests for non-personal information are dealt with in accordance with the Council's written procedures.

In accordance with the provisions of the Health and Safety at Work Act 1974 and the Management of Health & Safety at Work Regulations 1999 you must take reasonable care so as not to endanger yourself or other persons whilst at work. You must also co-operate with the Council to enable it to comply with its statutory duties for health and safety.

You must work in accordance with training or instructions given, make proper use of any personal protective equipment provided and inform your manager of any hazardous situations or risks of which you are aware.

You must ensure you undertake responsibilities relating to your position as detailed within your Directorate Health and Safety Policy.

Safeguarding - Children & Vulnerable Adults

This organisation is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment.

Staff must work in accordance with the South West Child Protection procedures and Child Protection/Safeguarding Policy and understand their role within that Policy.

This post is subject to an enhanced DBS disclosure which will be carried out if your application is successful.

Employee Signature:	
Print Name:	Date
Line Manager's Signature	
Print Name:	Date: