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## Version history and amendments

Action	Date	Notes
Profile archiving	July 2025	Two profiles (Health visitor and health visitor team manager) have been archived as a result of changes to the educational requirements for nurses on part 3 of the NMC register. <a href="#">See advice from JEG.</a>
	Nov 2023	Profile suite has been transferred onto new template. No changes to wording, scores or levels.



Profile Suite and Label	Health Visitors - Health Visitor Specialist
Job Statement	<ol style="list-style-type: none"> <li>1. Assesses specialist group of clients, plans and implements care: maintains associated records</li> <li>2. Works with communities, families, individuals with specific health and social needs (e.g. asylum seekers, travellers): liaises with other agencies, undertakes specialist service planning</li> <li>3. Undertakes public health promotion work, advice through home visits, clinics</li> <li>4. Provides training and clinical supervision to health visitors, student nurses, student health visitors</li> </ol>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<b>Provide and receive highly complex, sensitive information, barriers to understanding</b> Communicates very sensitive condition related information, including on child abuse, HIV, domestic violence to clients, relatives: requires empathy and reassurance	5(a)	45
2.	Knowledge, Training & Experience	<b>Highly developed specialist knowledge, underpinned by theory and experience</b> Professional knowledge acquired through degree supplemented by post graduate diploma specialist training, experience, short courses plus further specialist training to masters equivalent level.	7	196
3.	Analytical & Judgemental Skills	<b>Complex facts or situations requiring analysis, interpretation, comparison of range of options</b> Skills for assessing and interpreting client conditions, appropriate action, including child protection issues	4	42
4.	Planning & Organisational Skills	<b>Plan and organise complex activities requiring formulation, adjustment</b> Co-ordinates multi-agency service provision for client group, public health promotion activities, undertakes specialist service planning	3	27
5.	Physical Skills	<b>Physical skills obtained through practice/highly developed skills, accuracy required, manipulation of fine tools, materials</b> Driving, keyboard, immunisations	2	15
6.	Patient/Client Care	<b>Develops specialised programmes of care; provides highly specialised advice</b> Assesses care needs for specific groups e.g. asylum seekers, homeless: provides specialised public health promotion advice to clients, other staff and agencies	6(a)(c)	39
7.	Policy/Service Development	<b>Implement policies, propose changes to policies, services/impact beyond own area</b> Proposes changes based on need to policies, services in specialist area/impact on other disciplines	2-3	12-21
8.	Financial & Physical Resources	<b>Personal duty of care in relation to equipment/ maintain stock control</b> Careful use of equipment/orders supplies of vaccines for clinics	1-2(c)	5-12
9.	Human Resources	<b>Day to day supervision; clinical supervision/provides specialist training</b> Allocates work to support staff; clinical supervision of health visitors, student HVs, nurses, nursery nurses/teaches, provides training to other disciplines on specialist area	2(a), (b)-3(c)	12-21



10.	<b>Information Resources</b>	<b>Record personally generated information</b> Updates client records	1	4
11.	<b>Research &amp; Development</b>	<b>Regularly undertakes R&amp;D/major job requirement</b> Undertakes research e.g. into impact of public health promotion activities, leads clinical audits in specialist field	2(a)–3	12-21
12.	<b>Freedom to Act</b>	<b>Broad occupational policies</b> Accountable for own professional actions: lead specialist for client group	4	32
13.	<b>Physical Effort</b>	<b>Occasional moderate/frequent light effort for several short periods</b> Carries clinic and other equipment; kneeling and bending	2(b)(d)	7
14.	<b>Mental Effort</b>	<b>Frequent concentration, work pattern predictable/unpredictable</b> Concentration on client assessments, analysis of health data/interruptions for client crises	2(a)– 3(a)	7-12
15.	<b>Emotional Effort</b>	<b>Occasional/frequent exposure to distressing or emotional situations; occasional/frequent exposure to highly distressing situations</b> Difficult family situations; infant deaths, child abuse, domestic violence	2(a)– 3(a)(b) – 4(b)	11-18- 25
16.	<b>Working Conditions</b>	<b>Frequent unpleasant; occasional highly unpleasant conditions</b> Verbal aggression; body fluids	3(a),(b)	12
<b>JE Score 478 – 531</b>			<b>Band 7</b>	



<b>Profile Suite and Label</b>	<b>Health Visitors - Nursing/Health Visitor Specialist (Community Practice Teacher)</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Assesses clients, plans and implements care, maintains associated records</li> <li>2. Works with families with specific health and social needs; liaises with other agencies</li> <li>3. Trains student, community nurses, health visitors during their community placement</li> <li>4. Mentors newly qualified community nurses, health visitors</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<b>Provide and receive highly complex information; barriers to understanding/agreement or co-operation required</b> Communicates sensitive or highly condition related information, including on e.g. child abuse, to clients, relatives and students	4(a)–5(a)	32-45
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Highly developed specialist knowledge, underpinned by theory and experience</b> Professional knowledge to Master's level or equivalent acquired through degree supplemented by specialist community nursing/ HV training, experience plus community practice teaching training	7	196
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</b> Skills for assessing complex clinical, social and family situations, including child protection issues, placement-related decisions	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plan and organise complex activities or programmes requiring formulation, adjustment</b> Organises multidisciplinary care and practice placements	3	27
5.	<b>Physical Skills</b>	<b>Physical skills obtained through practice/highly developed physical skills, accuracy important; manipulation of tools</b> Driving, keyboard, immunisations, sight and hearing tests	2–3(b)	15-27
6.	<b>Patient/Client Care</b>	<b>Develop programmes of care, care packages; provide specialised advice in relation to care</b> Assesses, develops and implements care plans/advises families on e.g. childcare	5(a)(c)	30
7.	<b>Policy/Service Development</b>	<b>Implement policies and propose changes to practices, procedures for own area; propose policy or service changes, impact beyond own area</b> Proposes changes based to own work area/changes which impact on other community services	2–3	12-21
8.	<b>Financial &amp; Physical Resources</b>	<b>Maintain stock control; authorised signatory, small payments</b> Orders supplies of vaccines for clinics, authorises student travel expenses	2(c)(d)	12
9.	<b>Human Resources</b>	<b>Teach, devise training and development, major job responsibility</b> Practice teacher for student HVs on community placement	4(b)	32
10.	<b>Information Resources</b>	<b>Record personally generated information</b> Updates client records, student assessments	1	4



11.	<b>Research &amp; Development</b>	<b>Undertake surveys or audits, as necessary to own work/regularly undertake R&amp;D activity</b> Carries out audits/undertakes research; leads clinical audit	1–2(a)	5-12
12.	<b>Freedom to Act</b>	<b>Broad occupational policies</b> Accountable for placement programmes for students; guidance from university for student activities	4	32
13.	<b>Physical Effort</b>	<b>Frequent light; occasional moderate effort for several short periods</b> Kneeling and bending: carries clinic and other equipment, moving patients	2(b)(d)–3(b)	7-12
14.	<b>Mental Effort</b>	<b>Frequent concentration, work pattern predictable</b> Concentration on clinical assessments: schedule of visits; attends case conferences	2(a)	7
15.	<b>Emotional Effort</b>	<b>Occasional exposure to highly distressing circumstances</b> <b>Infant deaths, child abuse, domestic violence, family breakdown</b>	3(b)	18
16.	<b>Working Conditions</b>	<b>Frequent unpleasant; occasional highly unpleasant conditions</b> Verbal aggression; body fluids	3(a), (b)	12
<b>JE Score 483 – 529</b>			<b>Band 7</b>	