

Contents

Profile Title	AfC Banding	Page
Health Visitor ARCHIVED - July 2025	6	2
Health Visitor Specialist	7	3
Health Visitor Team Manager ARCHIVED - July 2025	7	4
Nursing/Health Visitor Specialist (Community Practice Teacher)	7	5

Profile label: Health Visitor

ARCHIVED - July 2025

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

National profiles for Health Visitors

Profile label: Health Visitor Specialist

Job Statement:

1. Assesses specialist group of clients, plans and implements care: maintains associated records
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
3. Undertakes public health promotion work, advice through home visits, clinics
4. Provides training and clinical supervision to health visitors, student nurses, student health visitors

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	Provide and receive highly complex, sensitive information, barriers to understanding Communicates very sensitive condition related information, including on child abuse, HIV, domestic violence to clients, relatives: requires empathy and reassurance	5(a)
2. Knowledge, Training & Experience	Highly developed specialist knowledge, underpinned by theory and experience Professional knowledge acquired through degree supplemented by post graduate diploma specialist training, experience, short courses plus further specialist training to masters equivalent level.	7
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of range of options Skills for assessing and interpreting client conditions, appropriate action, including child protection issues	4
4. Planning & Organisational Skills	Plan and organise complex activities requiring formulation, adjustment Co-ordinates multi-agency service provision for client group, public health promotion activities, undertakes specialist service planning	3
5. Physical Skills	Physical skills obtained through practice/highly developed skills, accuracy required, manipulation of fine tools, materials Driving, keyboard, immunisations	2
6. Responsibility for Patient/Client Care	Develops specialised programmes of care; provides highly specialised advice 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)
7. Responsibility for Policy/Service Development	Implement policies, propose changes to policies, services/impact beyond own area Proposes changes based on need to policies, services in specialist area/impact on other disciplines	2–3
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment/ maintain stock control Careful use of equipment/orders supplies of vaccines for clinics	1–2(c)
9. Responsibility for Human Resources	Day to day supervision; clinical supervision/provides specialist training 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)
10. Responsibility for Information Resources	Record personally generated information Updates client records	1
11. Responsibility for Research & Development	Regularly undertakes R&D/major job requirement Undertakes research e.g. into impact of public health promotion activities, leads clinical audits in specialist field	2(a)–3
12. Freedom to Act	Broad occupational policies Accountable for own professional actions: lead specialist for client group	4
13. Physical Effort	Occasional moderate/frequent light effort for several short periods Carries clinic and other equipment; kneeling and bending	2(b)(d)
14. Mental Effort	Frequent concentration, work pattern predictable/unpredictable Concentration on client assessments, analysis of health data/interruptions for client crises	2(a)–3(a)
15. Emotional Effort	Occasional/frequent exposure to distressing or emotional situations; occasional/frequent exposure to highly distressing situations Difficult family situations; infant deaths, child abuse, domestic violence	2(a)–3(a)(b) – 4(b)
16. Working Conditions	Frequent unpleasant; occasional highly unpleasant conditions Verbal aggression; body fluids	3(a),(b)
JE Score/Band	JE Score 478 – 531	Band 7

Profile label: Health Visitor Team Manager

ARCHIVED - July 2025

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 by 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 and 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 plus 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 or 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

National profiles for Health Visitors

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

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	Provide and receive highly complex information; barriers to understanding/agreement or co-operation required Communicates sensitive or highly condition related information, including on e.g. child abuse, to clients, relatives and students	4(a)–5(a)
2. Knowledge, Training & Experience	Highly developed specialist knowledge, underpinned by theory and experience 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
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Skills for assessing complex clinical, social and family situations, including child protection issues, placement-related decisions	4
4. Planning & Organisational Skills	Plan and organise complex activities or programmes requiring formulation, adjustment Organises multidisciplinary care and practice placements	3
5. Physical Skills	Physical skills obtained through practice/highly developed physical skills, accuracy important; manipulation of tools Driving, keyboard, immunisations, sight and hearing tests	2–3(b)
6. Responsibility for Patient/Client Care	Develop programmes of care, care packages; provide specialised advice in relation to care Assesses, develops and implements care plans/advises families on e.g. childcare	5(a)(c)
7. Responsibility for Policy/Service Development	Implement policies and propose changes to practices, procedures for own area; propose policy or service changes, impact beyond own area Proposes changes based to own work area/changes which impact on other community services	2–3
8. Responsibility for Financial & Physical Resources	Maintain stock control; authorised signatory, small payments Orders supplies of vaccines for clinics, authorises student travel expenses	2(c)(d)
9. Responsibility for Human Resources	Teach, devise training and development, major job responsibility Practice teacher for student HVs on community placement	4(b)
10. Responsibility for Information Resources	Record personally generated information Updates client records, student assessments	1
11. Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/regularly undertake R&D activity Carries out audits/undertakes research; leads clinical audit	1–2(a)
12. Freedom to Act	Broad occupational policies Accountable for placement programmes for students; guidance from university for student activities	4
13. Physical Effort	Frequent light; occasional moderate effort for several short periods Kneeling and bending: carries clinic and other equipment, moving patients	2(b)(d)–3(b)
14. Mental Effort	Frequent concentration, work pattern predictable Concentration on clinical assessments: schedule of visits; attends case conferences	2(a)
15. Emotional Effort	Occasional exposure to highly distressing circumstances Infant deaths, child abuse, domestic violence, family breakdown	3(b)
16. Working Conditions	Frequent unpleasant; occasional highly unpleasant conditions Verbal aggression; body fluids	3(a), (b)
JE Score/Band	JE Score 483 – 529	Band 7