

		<b>JOB DESCRIPTION</b>		<b>Form JD1</b>	
<b>JOB TITLE:</b> Health Trainer			<b>POST NUMBER:</b>		
<b>Reports to:</b>			Public Health Specialist Practitioner Advanced / Health Trainer Programme Manager		
<b>Department:</b> Public Health			<b>Grade:</b> 7		
<b>JE REF:</b>		4138		<b>PANEL DATE:</b> 26/02/2019	
<p><b>MAIN PURPOSE OF JOB</b></p> <ul style="list-style-type: none"> <li>• The Public Health Department is a progressive team committed to improving health and tackling inequalities in York. The post holder will be a key member of the Public Health Team, dealing with a complex range of issues in a fast paced and customer focused environment.</li> <li>• Working as a Health Trainer you will help to tackle inequalities in health and support people to live healthy and independent lives by targeting resources on individuals and groups in greatest need.</li> <li>• You will be expected to deliver a range of public health services including NHS Health Checks, smoking cessation interventions, support for a range of health behaviour changes such as alcohol identification and brief advice (IBA), advice around healthy eating and weight management as well as understanding the assets available to the individual for onward referral to initiatives such as social prescribing, activity for health or other support networks in the city.</li> </ul>					
<b>2. CORE RESPONSIBILTIES, KEY TASKS &amp; DUTIES:</b>					
i. Work with colleagues in the Public Health team to develop innovative and flexible ways of delivering NHS Health Checks specifically targeting those client groups at risk of poorer health outcomes. Ensure the fidelity and quality of NHS Health Checks delivery is maintained in accordance with national guidelines and evidence of best practice.					
ii. Deliver high quality and evidence based stop smoking support in structured 1:1 and group settings and over the telephone. Including the provision of NRT and advice around available medications.					
iii. Organise, manage and deliver a range of healthy lifestyle 1:1 and group interventions. To include the following dependant on need: smoking cessation, alcohol awareness, healthy eating, weight management, better mental health, sexual health promotion.					

iv.	Work with people referred to or accessing the Heath Trainer programme on a 1:1 basis supporting them to develop their own personal health goals. Use appropriate assessment, evaluation and benchmarking tools and techniques to monitor client progress against their action plans.
v.	By working in a diversity friendly framework you will ensure your practice and behaviour is respectful and welcoming for the people you are working with. Supporting people to change unhealthy lifestyle behaviours in a person centred approach to enable the individual to change within their own health plan. Understanding the limitations some individuals may face within their life that may mean change is more difficult.
vi.	To work in partnership with health professionals across the city such as GP's and practice nurses to address unhealthy behaviours and preventable/reversible health conditions.
vii.	Ensure that individuals are aware of the options to improve their health within the city. This includes referral and signposting to exercise referral programmes, availability of community assets such as walking groups and social networks etc.
viii.	Contribute to the development and monitoring of pathways into a range of other services
ix.	Support and promote the development and delivery of peer mentoring schemes targeted to those most vulnerable to poorer health and wellbeing outcomes.
x.	Design and deliver evidence based training programmes to professionals and community groups in subjects such as IBA, smoking cessation awareness etc.
xi.	Have a clear understanding of confidentiality, sharing individual information within the governance structure. This may mean sharing information with the individuals GP or hospital within the appropriate consents. Ensure contemporaneous recording, storage and sharing of individual's health information in accordance with all relevant data protection regulations
xii.	Attend regular management supervision with the line manager as well as local team meetings. Attend all mandatory training relevant to the role.
xiii.	Work in accordance with the council's vision, values and behaviours.
xiv.	Willing to work flexibly in accordance with policies and procedures to meet the operational needs of the service.
xv.	Able to undertake any travel in connection with the post.



	<ul style="list-style-type: none"> <li>• Requiring an ability to communicate effectively at all levels and to be sensitive to people's needs across the full range of protected characteristics</li> <li>• To have an understanding of needs influenced by other factors such as medical conditions and other services provided.</li> <li>• Within Primary Care Networks there will be a need to work collaboratively to ensure joined up service provision e.g.; adults services, carers etc.</li> <li>• In many cases this communication is in the form of direct 1:1, group facilitation, influencing, and cooperative working. It requires communication skills that are sensitive to equalities issues. The most complex issues will be referred to their line manager.</li> </ul>
6.	<p><b>DECISIONS – discretion &amp; consequences</b></p> <ul style="list-style-type: none"> <li>• The post holder will contribute to operational service plans by advising their line manager on issues relating to their area. Their input is welcomed and valued by the senior management team in guiding the progress of the service.</li> <li>• On a day to day basis the post holder is responsible for making decisions, interpreting requests and information sources and making decisions in their customer engagement and follow on care as well as within their agreed project portfolio.</li> <li>• Many of the programme planning decisions will be made collectively within team planning processes and with the support of their line manager. Support will be available from line managers as required, with the post holder working to a mixture of fixed guidelines e.g. risk assessments, quality assurance. They will have the flexibility to set their own procedures for working e.g. diary management and session planning. They will also make decisions relating to the work of those they indirectly supervise e.g. volunteers</li> </ul>
7.	<p><b>RESOURCES – financial &amp; equipment</b></p> <ul style="list-style-type: none"> <li>• Value up to £1000.</li> <li>• Responsibility for the handling, proper use, storage and safekeeping of a range of equipment for the effective delivery of NHS Health Checks, stop smoking support etc.</li> <li>• You will be responsible for any IT equipment required to support remote/community working and will also occasionally take responsibility for use of events and presentation equipment.</li> </ul>

**8. WORK ENVIRONMENT – work demands, physical demands, working conditions & work context**

**Work demands**

- You will work to frequent deadlines. Many of these are generated by long term projects, however it is expected that some short term deadlines will need to be accommodated in your planning processes. You will have to be able to prioritise working practice against these deadlines with guidance from their line manager

**Physical demands**

- You may be required to participate in physically active work, for example moving and handling of equipment. Physical fitness and manual dexterity are essential for the job. You will be required to use a range of IT and health testing equipment. The role will require travel to venues across the city.

**Work conditions**

- You will regularly work in a mixture of environments. Office based and also hosting 1-2-1 and group sessions with clients in various community settings.

**Work context**

- You will generally experience a positive working environment. However, there may be occasional exposure to distressing or emotional circumstances.

**9. KNOWLEDGE & SKILLS**

- Educated to the equivalent of degree level in a public health related field or the ability to demonstrate equivalent experience and ongoing professional development
- Knowledge and experience of using evidence-based behavioural change methodologies is desirable but training will be provided as necessary.
- It is expected that you will undertake initial training as required to deliver health checks and smoking cessation interventions as well as regular professional updating of qualifications and experience. A desire to undertake further training and qualifications where appropriate in line with the Public Health Knowledge and Skills Framework.
- It is expected that you will have had demonstrable experience in the following areas:
  - Working directly with individuals around behaviour change
  - Working alone with customers to develop behaviour change plans

- Working with local communities/community groups in some capacity
  - Experience of identifying key stakeholders, developing effective relationships and working in partnership with both internal and external partnerships
  - Providing guidance and support to encourage individuals to manage their own lifestyles
- Additionally it is essential that post holders can demonstrate the following skills and attributes:
    - Able to work effectively with colleagues and members of the community in a supporting capacity
    - Able to work in partnership with other agencies
    - Ability to support and motivate individuals
    - Have strong interpersonal and networking skills
    - Skills to listen, influence, negotiate and motivate individuals in relation to health behaviours
    - Ability to communicate effectively with a variety of audiences both written and verbal
    - Ability to handle sensitive information confidentially
    - Able to think creatively and encourage others to do so
    - Model a professional approach and positive attitude in the work environment
    - Good organisation skills and ability to manage own work load
    - Make sound judgements and decisions under pressure
    - Demonstrate a good level of information technology skills
  - The post holder is required to be fit for the delivery aspects of the work, have the flexibility to work evenings and weekends where the work demands and be able to travel independently.
  - As this post requires close contact with vulnerable people, the post holder will be required to undergo an enhanced level Disclosure and Barring Service check for adults and children.

**Ability to converse and provide advice and guidance to members of the public, in spoken English, to Common European Framework of Reference for Languages (CEFR) - level C2 - Mastery or proficiency** - Can express him/herself spontaneously at length with a natural conversational flow, avoiding or backtracking around any difficulty so smoothly that the person with whom they are conversing is hardly aware of it. Can understand with ease virtually everything heard or read.

**10. Position of Job in Organisation Structure**

Public Health Specialist Practitioner  
Advanced dependent on portfolio



Health Trainer  
Programme Manager  
dependent on portfolio



This post x 6