

TAMESIDE METROPOLITAN BOROUGH COUNCIL

JOB DESCRIPTION

SERVICE: Public Health

JOB DESIGNATION: Health Improvement Worker

GRADE: E

POST OBJECTIVE: Health improvement Workers help people to make lifestyle and behaviour changes to improve their health and wellbeing and their control over it. You will use health coaching skills to develop their knowledge, skills and confidence to be active participants in their self-care.

As a Health Improvement Worker, you'll carry out NHS health checks and support and advise people on a range of issues, such as healthy diet, exercise or stopping smoking. You may work across various settings, giving face to face advice. You could also set up schemes promoting a healthy lifestyle, run campaigns and implement government initiatives in communities relating to public health.

MAIN DUTIES AND RESPONSIBILITIES:

1. To develop contacts and engage with groups at higher risk of ill health and seek to encourage high risk groups as appropriate to access support from Be Well for a range of health improvement support e.g. stop smoking and weight management.
2. Support individuals and groups to improve their physical, psychological and mental wellbeing using behaviour change and motivational interviewing techniques and goal setting, for example stopping smoking, improving nutrition, managing weight, reducing alcohol, becoming more active and improving mental health.
3. Co-produce with the client, an action plan based on the person's strengths, needs and preferences, connecting them to community activities and support to improve their health and wellbeing
4. To deliver a programme of NHS Health Checks to eligible people - residents, workers and volunteers who live, work, volunteer or are registered with a GP in Tameside.
5. To complete all aspects of the NHS Health Check including recording accurate demographic and personal information, taking weight, height and blood pressure measurements, testing cholesterol through a finger-prick test, and gathering information about a range of lifestyle behaviours.
6. To give appropriate advice, support and encouragement in line with agreed protocols to those who have a Health Check, which may involve referral to Be Well and other support services and/or advice to seek medical support e.g. from their GP.

7. Manage an active caseload of clients providing regular face to face behavioural change support sessions in a range of venues across Tameside and by telephone or video call. This includes managing appointments, cancellations, clients that do not attend and exit strategy for each client.
8. Deliver group sessions where appropriate to support clients' towards achieving their goals.
9. Undertake lifestyle assessments to understand the clients' circumstances, identify client priorities for areas to address and assess readiness to change.
10. Work with each client to jointly develop a bespoke plan for the client to achieve their goals and outcomes to improve their health and wellbeing. Identify the type and frequency of support to be offered, discuss the scope of the service with the client, and any other sources of information or support, e.g. from other organisations. Record each client interaction accurately on the Service's database and provide regular case studies to illustrate client achievements.
11. To input information accurately into databases and convey information to Primary Care staff and Allied Health Professionals in line with agreed protocols.
12. Work with and support a range of statutory, voluntary, charitable and commercial organisations in their delivery of health promotion activities
13. To ensure that confidentiality is maintained at all times in accordance with data protection and freedom of information acts.
14. Use equipment safely and effectively (e.g. carbon monoxide monitors, blood pressure monitors, weighing scales) in line with written protocols and procedures, taking action where needed e.g. reporting raised blood pressure to the client's GP.
15. Ensure Health and Safety procedures are followed at all times, including lifting and handling guidelines.
16. To undertake relevant training and development as appropriate to the post
17. Any other duties which correspond with the post's level of responsibility.

This post will include some evening and weekend sessions and will involve regular lifting and carrying of equipment. Use of or access to a vehicle or suitable means of transport is a requirement.

TAMESIDE METROPOLITAN BOROUGH COUNCIL

PERSON SPECIFICATION

SERVICE: **Public Health**

JOB DESIGNATION: **Health Improvement Worker**

GRADE: **TBC**

Attribute	Essential The qualities without which a post holder could not be appointed	Desirable Extra qualities which can be used to choose between candidates who meet all the essential criteria	How Assessed e.g. application form, interview, test, in-tray exercise etc
Education / Qualifications	• Level 3 qualification in related field, e.g. health, physical activity, social care • Willing to undertake further training	• ECDL or equivalent • RSPH level 2 Understanding Health Improvement • Qualifications related to stop smoking or weight management. • HNC/HND or equivalent on relevant topic	• Application Form Certificate(s) • Interview
Experience	• Experience (through paid work, volunteering or other capacity) of working with people / clients providing health-related information, advice and behaviour change support either one to one or in groups. • Experience of working in a team or community group.	• Brief intervention training • Experience of delivering health checks or similar programmes in community settings • Experience of motivational interviewing	• Application Form • Interview

Attribute	Essential The qualities without which a post holder could not be appointed	Desirable Extra qualities which can be used to choose between candidates who meet all the essential criteria	How Assessed e.g. application form, interview, test, in-tray exercise etc
Knowledge	• A good knowledge of health risk factors (e.g., smoking, obesity, sedentary lifestyle, poor diet etc.) and behaviour change. • Understanding of the needs of disadvantaged local communities and inequalities in health experienced by different communities.	• Understanding of motivational interviewing and the cycle of change • Knowledge of community engagement/development	• Application Form • Interview
Skills and Abilities	• Excellent interpersonal skills • Able to communicate confidently and effectively with a wide range of people, face to face and by telephone, including handling queries in a tactful and confidential manner. • Ability to be non-judgemental, sensitive and diplomatic. • Able to manage conflict calmly and constructively • Ability to recognise limitations when supporting clients including when to appropriately refer to other services. • Able to record information clearly and accurately in writing and on a computer. • Able to work effectively as part of a team and demonstrate flexibility • Good computer skills, including the use of MS Office applications, email and databases.	• Good presentation skills for speaking to groups	• Interview

For information:

Category:

- (E) Essential requirement without which the candidate would be unable to carry out the duties of the post.
- (D) Desirable features which would normally enable the successful candidate to perform the duties and tasks better and more efficiently than one who did not have the qualifications, training, experience etc.