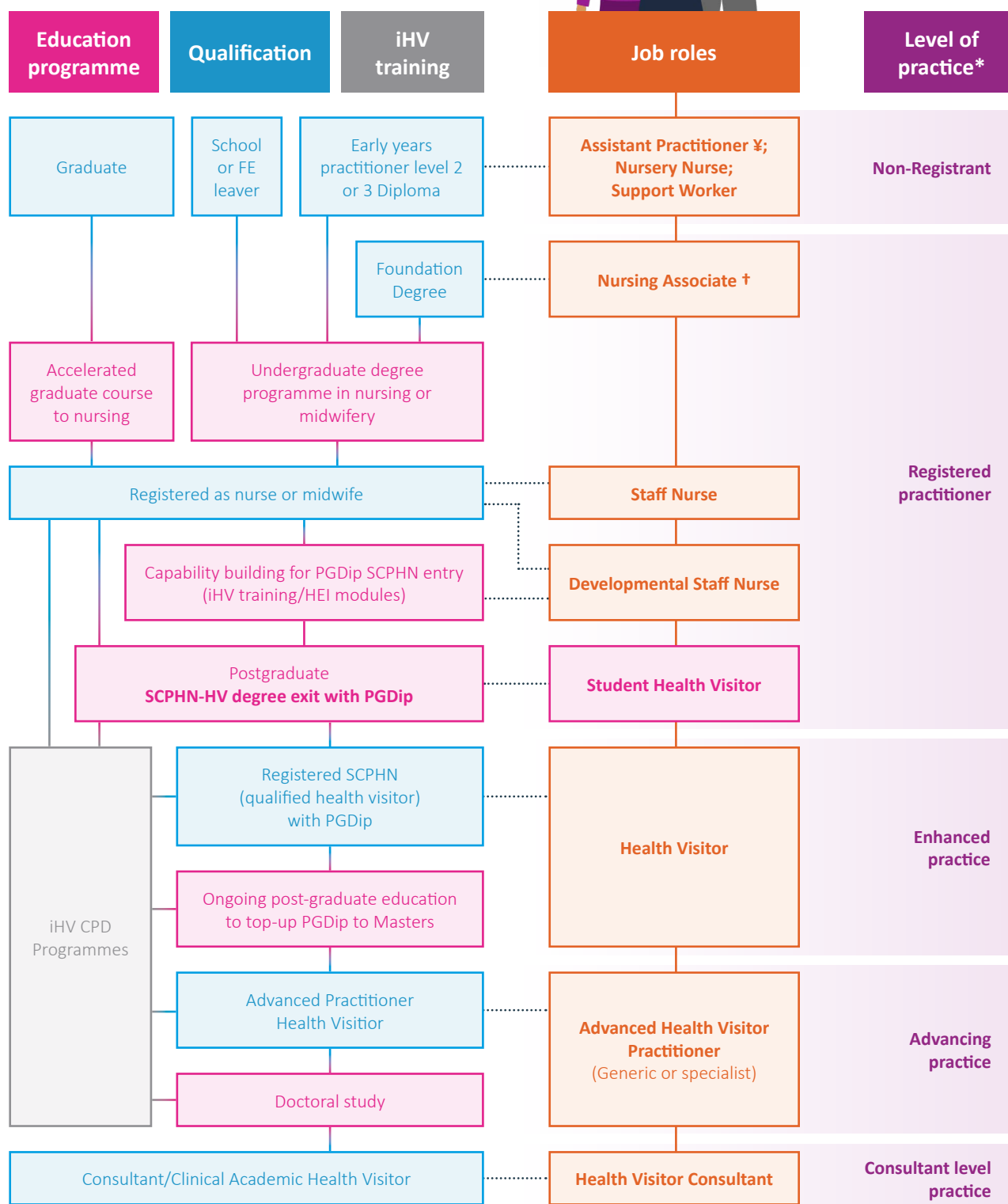


Career Pathway for Health Visiting



Key:



* Health Education England levels of practice

† England only

¥ Usually requires foundation degree or equivalent

The iHV Career Framework is an illustrated career pathway that shows routes into health visiting as well as development options for health visitors beyond qualification as a SCPHN-HV, including advanced levels of practice as a health visitor. Developed as a UK-wide document, it supports professional development and health visiting workforce planning.

Note: The framework was developed as a UK-wide professional career development tool and was deliberately agnostic to pay grading and banding arrangements across organisations and UK nations. It should not be used as a job grading framework or as a basis for pay banding, regrading, pay band alignment, or job evaluation decisions - or as an iHV position on advanced levels of practice as a nurse.

A Career in Health Visiting

Health visiting is a form of public health practice that relies on a knowledge base and skill set different to, and advanced from, that required by first level nurse registration.

The Institute of Health Visiting (iHV) career pathway for health visiting sets out levels of practice against skill mix team job roles, with the required qualifications and educational programmes. The pathway is designed as a resource for workforce planning, to strengthen opportunities for beginning, developing and leading a career in health visiting.

Job Roles within Health Visiting Skill Mix Teams

Skill mix job roles and titles are varied and exist as non-registrant and registrant positions. Each role offers a career gateway towards health visitor enhanced and advanced practice. There is no standard model for skill mix in health visiting- instead there are key principles for the design and organisation of health visiting services based on evidence of good practice. The iHV highlights these as the *ABC of Skill Mix in Health Visiting* available at: <https://bitly.ws/Zv2B>

Non-registrant skill mix team roles

Roles for non-registrants include those using a range of titles, such as Assistant Practitioner, Support Worker or Nursery Nurse. The duties undertaken by non-registrants are delegated by health visitors, who retain responsibility for those activities and accountability for delegation decisions. Duties include health promotion, surveillance, or intervention activities. As allocated activities, they are episodic, require review and should be determined by a prior health visitor assessment of the family's needs and the team member's skills. Non-registrant career progression in health visiting can be made via a nursing associate apprenticeship route, or entry to a nursing or midwifery undergraduate (accelerated or standard) training programme.

Registrant skill mix team roles

Registrant roles operate across 5 career stages, which for ease we have numbered 1- 5. These are unified by requirements to demonstrate the values and behaviours of the NMC Code of Conduct.

- Stage 1:** *Registered Nursing Associate* (England only) roles can be developed through foundation degree apprenticeship programmes to support specific aspects of health visitor health promotion and protection work, to reduce risks of ill-health. The qualification and role provides progression onto graduate level nursing.
- Stage 2:** *Registered Nurses* can make a contribution to specific aspects of health visiting provision, depending on the field of nursing practice, such as mental health or child health. These positions operate most successfully when designed as *developmental staff nurse* roles with career progression to health visitor training. The roles offer benefits to employees who feel invested in following capability building through education, training and experiential learning. Employers also report improved recruitment and retention to health visitor training and increased workforce capacity.
- Stage 3:** *Health Visitors* have a post-graduate diploma as registered Specialist Community Public Health Nurse (SCPHN) and work at an enhanced level (higher level knowledge and skills, beyond their initial first level nurse registration). They lead skill mix teams; and are responsible for needs assessments, prioritisation, and action to improve health and reduce inequalities. They deliver the health visiting offer, based on the national model of proportionate universalism, to promote and protect health across the life course.
- Stage 4:** *Advanced Health Visitor Practitioners* have a Masters qualification and work at an advanced level. As generalists or specialist health visitors, they have the skills and knowledge to allow them to expand their scope of practice to better meet the needs of the people they care for, focused on four areas: clinical practice, leadership and management, education and research.
- Stage 5:** *Health Visitor Consultants/Clinical Academics/Senior Leaders* hold positions that influence policy, practice and education. They have advanced specialist skills and doctorate level knowledge, or equivalent. They operate as an expert to develop, lead and evaluate systems of healthcare, workforce development and research. They contribute to the generation of new knowledge and policy, to continually improve standards of practice and service provision.

Education and Training

The iHV offers a comprehensive range of resources for continuing professional development (CPD) at different career stages. These include webinars, networking events, written briefings, podcasts, conferences and programmed training sessions. More information can be found at: <https://ihv.org.uk/>