

Specialist Community Public Health Nurse Apprenticeship Standard at Level 7

Title of Occupation: Specialist Community Public Health Nurse (SCPHN)

This occupation is found in the public, independent and private sectors. Health Visitors and School Nurses may be employed in the NHS, Local Authorities, Community Interest Companies, Social Enterprises and Schools. Occupational Health Nurses can be employed by any type of employer in the public, private and voluntary sectors.

The broad purpose of the occupation is to make sure that people are supported at different stages of their lives, from ensuring that individuals have the best start in life to ensuring health and wellbeing throughout their working lives. Specialist Community Public Health Nurses also focus on deprivation, vulnerability and advocacy, and may work in challenging circumstances within adverse home and working conditions. They assess the health needs of individuals, families, workplaces and the wider community to promote and protect good health and wellbeing, prevent illness and provide interventions or advice to support individuals, families and communities. This can mean working with adults or children in their own home, a healthcare setting or their workplace. They also contribute to safeguarding children and adults. Health visitors work mainly with children, their families and communities. School nurses work with children, young people and their families, and are usually linked to a school or group of schools. Both roles work across education and health, providing a universal service between school, home and the community. Occupational Health Nurses provide services across a wide range of environments and in any workplace/institution (e.g. construction sites, NHS). They are involved in protecting health at work through risk management programmes and promoting health and wellbeing within the workforce in line with health and safety legislation and the public health agenda.

In their daily work, an employee in this occupation interacts with

Health Visitor/ School Nurse: Teachers, schools, children, parents, carers, General Practitioners, Social Workers, maternity and other health professionals and may work with the police and other legal staff where there are safeguarding concerns. Children's workforce in the local authority services, voluntary organisations, adult mental health, early years settings and a range of other services associated with children and young people.

Occupational Health Nurses: Company employees, managers, human resource staff, health and safety and other professional advisers, trade unions and legal staff, site visitors, GPs, other health professionals and Governing Bodies

An employee in this occupation will be responsible for their own work as an autonomous, independent practitioner, while contributing and leading collaborative working with other health and care professionals. They will play a substantial educational, health coaching and advisory role to children and young people, their families and carers, employers, other health, care and education professionals, the public and communities.

Typical Job titles: Health Visitor, School Nurse and Occupational Health Nurse, Specialist Community Public Health Nurse

Proposed route: Health and Science

Typical duration: 18 months (this figure is an indication and is intended to enable a 12 month full time delivery or 24 months part time)

Occupation level: 7

Entry requirements: NMC Level 1 Registered Nurse or Midwife

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Qualification requirements: Nursing or Midwifery degree or Nursing registration with a degree in a Health or Social Care related subject

Apprentices without level 2 English and maths will need to achieve this level prior to completing the end-point assessment. For those with an education, health and care plan or a legacy statement the apprenticeships English and maths minimum requirement is Entry Level 3 and British Sign Language qualification are an alternative to English qualifications for whom this is their primary language.

Professional registration: NMC Level 1 Registered Nurse or Midwife

CORE DUTIES (D=Duty, S=Skill, K=Knowledge, B=Behaviour, P=Performance Criteria)

D1 Provide organisational, strategic and clinical leadership across a range of stakeholders

- K1 The relevant legislative requirements, local policies and governance within your scope of practice
- K2 The principles of strategic and clinical leadership
- K3 General population needs and the wider determinants of health
- K4 How to identify and share a range of information (including sensitive, complex and confidential information) with relevant individuals, groups and stakeholders
- K5 How to use a variety of communication channels to make new information accessible and accepted
- K6 Clinical governance, quality assurance and change management approaches
- K7 Levels of accountability within the context of your role
- K8 Record keeping standards and legislation

- S1 Provide organisational, strategic and clinical leadership to protect and promote health and wellbeing
- S2 Take responsibility for decision making and the delegation of areas of professional practice
- S3 Manage and collaborate with relevant stakeholders using specialised relationship skills
- S4 Make new information accessible and accepted through suitable communication methodologies
- S5 Determine, apply and evaluate specialised quality and risk management skills and systems
- S6 Manage teams, individuals and resources ethically and effectively
- S7 Complete factual, accurate and contemporaneous records to inform service delivery

- B1 Be person centred
- B2 Be professional with professional objectivity, curiosity and confidence
- B3 Have a sense of professional identity
- B4 Be self-reflective and aware
- B5 Be open, flexible and courageous
- B6 Be able to work with ambiguity
- B7 Have cultural humility
- B8 Be positive and resilient
- B9 Be proactive and influential
- B10 Be insightful when communicating
- B11 Be focused on promoting health and preventing ill health

- P1 Work in line with legislation, standards, codes of conduct, policies and procedures
- P2 Develop effective organisational strategies
- P3 Provide effective leadership
- P4 Manage the team effectively
- P5 Maintain accurate records to inform service delivery

D2 Evaluate, develop and engage in health promotion strategies and policies

- K9 The relevant legislation, strategies and policies that promote and protect health and well being

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K10	How to critically assess the need for a health promotion strategy at individual and group level
K11	How to develop evidence based health programmes and services to improve public health outcomes
K12	The relevant community assets and networks that provide support for physical, mental and social wellbeing
K13	How to critically analyse and apply data and information
S8	Assess the need for a health promotion strategy at individual and group level
S9	Design and plan an evidence based health promotion strategy
S10	Critically evaluate and determine local resources to deliver a health promotion strategy
S11	Lead and facilitate complex negotiations to secure local resources to deliver a health promotion strategy
S12	Determine opportunities to promote preventative self-care in individuals, groups and communities
S13	Apply audit, research and change management to manage new policies into practice
S14	Communicate with individuals, groups and communities about promoting their health and wellbeing
S15	Determine, apply and evaluate advocacy skills to protect and promote health and wellbeing
S16	Influence policy development (e.g. school policy development)
B1	Be person centred
B2	Be professional with professional objectivity, curiosity and confidence
B3	Have a sense of professional identity
B4	Be self-reflective and aware
B5	Be open, flexible and courageous
B6	Be able to work with ambiguity
B7	Have cultural humility
B8	Be positive and resilient
B9	Be proactive and influential
B10	Be insightful when communicating
B11	Be focused on promoting health and preventing ill health
P1	Work in line with legislation, standards, codes of conduct, policies and procedures
P6	Successfully develop health promotion strategies
P7	Secure resources to deliver the strategy
P8	Implement strategies into practice

D3 Evaluate, develop and apply legislation and policy in relation to safeguarding children and adults

K14	Local and national legislation and policy in relation to safeguarding children and adults
K15	The application of evidence based tools and procedures to support safeguarding children and adults
K16	Accountability for the principles of safeguarding practice
K17	Vulnerability and risk factors in relation to safeguarding children and adults
S17	Apply local and national safeguarding policy and protocols in relation to individuals, groups and communities within your scope of practice
S18	Work with others to prevent, identify and minimise the risk of abuse or violence, safeguarding children and other vulnerable people
S19	Apply and manage a risk based approach to identify those vulnerable to abuse and initiate appropriate action
S20	Apply curiosity and proficiency to act in the best interests of individuals
B1	Be person centred
B2	Be professional with professional objectivity, curiosity and confidence
B3	Have a sense of professional identity

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B4	Be self-reflective and aware
B5	Be open, flexible and courageous
B6	Be able to work with ambiguity
B7	Have cultural humility
B8	Be positive and resilient
B9	Be proactive and influential
B10	Be insightful when communicating
B11	Be focused on promoting health and preventing ill health
P1	Work in line with legislation, standards, codes of conduct, policies and procedures
P9	Minimise risk to children and vulnerable people
P10	Carry out effective risk based approaches

D4 Engage with, implement and review research and audit to advance public health and wellbeing

K18	A range of quantitative and qualitative research methodologies relevant for use in public health and wellbeing
K19	How to lead and implement audits
K20	The roles and responsibilities of those involved in research and audit
K21	The range of legal, ethical, professional, financial and organisational policies and procedures that will apply to your research activities
K22	The impact of research on advancing public health and wellbeing
K23	The value of disseminating research to advance practice, enhancing the quality, safety, productivity and value for money of public health
S21	Engage in research activity and undertake statistical analysis
S22	Initiate and/or lead evidence-based activity that aims to enhance public health practice and contribute to the evidence base
S23	Critically appraise and synthesise the outcomes of research, evaluation and audit, and apply this within your own and others' practice
S24	Disseminate outcomes of research through appropriate media to further advance public health practices
S25	Apply evidence based methods to collect, collate, monitor and analyse data relating to strategies and policies
B1	Be person centred
B2	Be professional with professional objectivity, curiosity and confidence
B3	Have a sense of professional identity
B4	Be self-reflective and aware
B5	Be open, flexible and courageous
B6	Be able to work with ambiguity
B7	Have cultural humility
B8	Be positive and resilient
B9	Be proactive and influential
B10	Be insightful when communicating
B11	Be focused on promoting health and preventing ill health
P1	Work in line with legislation, standards, codes of conduct, policies and procedures
P11	Conduct and implement effective research and statistical analysis
P12	Communicate the outcomes of research and statistical analysis
P13	Advance public health and wellbeing through research and audit

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D5 Work collaboratively with other professionals and teams to promote and protect the health and wellbeing of individuals, groups and communities

- K24 The roles and responsibilities of multi-professionals and multi-professional teams
- K25 The principles of effective collaboration, partnership and team working
- K26 Specialist areas of practice as determined by service need
- K27 How to identify and contact appropriate individuals, groups, health professionals and stakeholders to work with
- S26 Work with individuals, groups, health professionals and stakeholders to evaluate, develop and implement collaborative working
- S27 Apply interpersonal and communication skills to engage with other professionals and teams
- S28 Lead and actively participate in multi-professional meetings
- S29 Influence and negotiate to achieve outcomes that will promote and protect the health and wellbeing of individuals, groups and communities
- S30 Liaise with other professional personnel and agencies within your scope of practice
- S31 Apply knowledge and skills of behaviour change within clinical interventions to promote engagement in health enhancing activities
- S32 Use specialist knowledge about public health protection and promotion with partners when planning and considering service development
- S33 Influence public behaviours to improve their own health and wellbeing through promotion of national programmes such as immunisation, smoking and healthy eating campaigns
- B1 Be person centred
- B2 Be professional with professional objectivity, curiosity and confidence
- B3 Have a sense of professional identity
- B4 Be self-reflective and aware
- B5 Be open, flexible and courageous
- B6 Be able to work with ambiguity
- B7 Have cultural humility
- B8 Be positive and resilient
- B9 Be proactive and influential
- B10 Be insightful when communicating
- B11 Be focused on promoting health and preventing ill health
- P1 Work in line with legislation, standards, codes of conduct, policies and procedures
- P14 Work effectively with individuals, groups, health professionals and stakeholders
- P15 Promotes and protects the health and wellbeing of individuals, groups and communities
- P16 Influence public behaviours

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D6 Assess the physical and mental health needs of individuals

- K30 How to use assessment and decision making skills
- K31 Common physical and mental health problems and treatments within your scope of practice
- K32 How behaviour, culture, socioeconomic and other factors can effect health, illness, health outcomes and public health priorities and how to take this into account when planning and delivering services
- K33 The local resources available to support individuals

- S34 Assess the full range of physical and mental health needs of people of all ages within your scope of practice
- S35 Identify and address a range of physical and mental health conditions within the client group within a range of settings
- S36 Gain a basic understanding of the mental and physical conditions that occur within your client group
- S37 Make shared decisions with your client group and the wider professional team
- S38 Refer your client group to the required services following assessment

- B1 Be person centred
- B2 Be professional with professional objectivity, curiosity and confidence
- B3 Have a sense of professional identity
- B4 Be self-reflective and aware
- B5 Be open, flexible and courageous
- B6 Be able to work with ambiguity
- B7 Have cultural humility
- B8 Be positive and resilient
- B9 Be proactive and influential
- B10 Be insightful when communicating
- B11 Be focused on promoting health and preventing ill health

- P1 Work in line with legislation, standards, codes of conduct, policies and procedures
- P17 Effectively assess the physical and mental health needs of individuals
- P18 Make decisions to support the needs of individuals
- P19 Refer individuals to correct services

OPTION ONE – HEALTH VISITOR AND SCHOOL NURSE

HV & SN - DUTY 1 Collaboratively search for health needs amongst individuals, communities, schools and wider populations

- K34 The wider determinants of health and wellbeing and the impact they can have on individuals, communities and populations
- K35 How to collect and analyse and interpret data on health and wellbeing from a wide range of sources to inform surveillance and assessment
- K36 The ways in which screening and monitoring programmes contribute to the public health agenda
- K37 Evidence based assessment tools used for individuals, communities and populations
- K38 How to assess vulnerability, risk and resilience factors in individuals, communities and populations, and how to determine a proportionate level of service support
- K39 The risks that could impact on the health and wellbeing of individuals, communities and populations and the resources available
- K40 Normal development and recognising deviations from normal development

- S39 Collect, appraise, utilise and appropriately communicate information relating to individuals, communities and populations
- S40 Observe and interpret parent-infant, child and young person interaction and use evidence based interventions to support behaviours needed to build and maintain a positive parent/child relationship

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S41	Assess and review situations over time to ensure that plans of care and programmes of work reflect the changing needs of individuals, communities and populations
S42	Analyse factors that impact on the wellbeing of individuals, communities and populations
S43	Operate across the spectrum of need, complexity and risk experienced by children and families at some of the most formative, sensitive and vulnerable periods of life
S44	Lead, deliver, review and evaluate scheduled screening, child and family health reviews
S45	Develop and sustain relationships with individuals and communities with the aim of improving health and social wellbeing
B1	Be person centred
B2	Be professional with professional objectivity, curiosity and confidence
B3	Have a sense of professional identity
B4	Be self-reflective and aware
B5	Be open, flexible and courageous
B6	Be able to work with ambiguity
B7	Have cultural humility
B8	Be positive and resilient
B9	Be proactive and influential
B10	Be insightful when communicating
B11	Be focused on promoting health and preventing ill health
P20	Effectively collect, analyse and interpret data on health and wellbeing
P21	Provide evidenced based care to individuals, groups and communities

HV & SN - DUTY 2 Raise awareness across schools, communities, minorities and individuals about issues that can impact on their health

K41	Strategies to engage with individuals, communities and populations to enable them to understand and participate in actions which will help them improve their health outcomes
K42	How to develop evidence based strategies to increase the confidence and capacity of individuals, communities and populations to influence and use available resources
K43	How to justify and communicate with individuals, communities and populations on relevant strategies to promote their health and wellbeing
K44	Support inclusion of individuals, minorities and groups within services, communities and populations and actively discourage discriminatory practice and behaviour
K45	Methods of evaluating sustainable and collaborative working
S46	Engage with individuals, communities and populations to enable them to understand and participate in actions which will help them improve their health outcomes
S47	Respond effectively to a range of health issues within the client base and service context
S48	Provide individuals within a wide population group with public health services at key stages of human development.
S49	Work in a wide range of environments that are varied and challenging
S50	Recognise and embrace diversity and promote equitable service delivery for individuals, communities and populations, including vulnerable and hard to reach groups
S51	Communicate with individuals, groups and communities about promoting their health and wellbeing
S52	Raise awareness about the actions that individuals, communities and populations can take to improve their health and social wellbeing
B1	Be person centred
B2	Be professional with professional objectivity, curiosity and confidence
B3	Have a sense of professional identity
B4	Be self-reflective and aware

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B5	Be open, flexible and courageous
B6	Be able to work with ambiguity
B7	Have cultural humility
B8	Be positive and resilient
B9	Be proactive and influential
B10	Be insightful when communicating
B11	Be focused on promoting health and preventing ill health
P22	Observe the delivery of care to individuals
P23	Plan and implement care for minority groups or for those who have experienced exclusion

HV & SN - DUTY 3 Influence policies affecting health to initiate change

K46	Current national research, policy and legislation
K47	How to influence and develop health programmes and services and reduce inequalities
K48	How to critically appraise local and national policy development processes in order to influence and contribute to evidence based policy and strategy development
K49	The tools and techniques available for informing, developing and implementing policy and strategy
K50	How to identify and contact appropriate individuals to work with in partnership to plan, implement and evaluate health and wellbeing improvement programmes
K51	Health and safety legislation in relation to the role
S53	Identify, interpret and apply national and local research, policy and legislation in relation to your current scope of practice
S54	Develop and sustain relationships with clients, communities, colleagues and wider stakeholders to initiate change
S55	Appraise, influence and contribute to policies and recommend changes to improve health and wellbeing
S56	Work with others to plan, implement and evaluate programme and projects to improve health and wellbeing
S57	Develop, implement, evaluate and improve practice based on research, evidence and evaluation
S58	Identify, interpret and apply health and safety legislation and approved codes of practice with regard for the environment, wellbeing and protection of those working with the wider community
B1	Be person centred
B2	Be professional with professional objectivity, curiosity and confidence
B3	Have a sense of professional identity
B4	Be self-reflective and aware
B5	Be open, flexible and courageous
B6	Be able to work with ambiguity
B7	Have cultural humility
B8	Be positive and resilient
B9	Be proactive and influential
B10	Be insightful when communicating
B11	Be focused on promoting health and preventing ill health
P24	Plan and implement policies, programmes and projects to improve health and wellbeing
P25	Contribute to the improvement of practice based on research, evidence and evaluation

HV & SN - DUTY 4 Enable the assessment, development and engagement with health enhancing activities

K52	How to form, prioritise and disengage from, therapeutic relationships with families, children and young people in a variety of situations
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- K53 Holistic child and family approaches to assessment and service delivery
- K54 Methods and approaches for engaging with hard to reach families, children and young people
- K55 Human dimensions of behaviour, impacting on relationships across the life span e.g. patterns of attachment, child development
- K56 How to work with families, children, young people and other professions to facilitate transition at points of change in a child's life
- K57 How to use a strength based approach to support the multifaceted dynamics of the unique home environment in which the child is raised
- K58 The factors that influence decision making in relation to programmes of care including prescribing
- S59 Develop the capacity and confidence of individuals, communities and populations to influence and use available services and resources
- S60 Lead and deliver preventative health programmes across boundaries defined by services, professions and organisations by orientating practice towards where people live and the determinants of health
- S61 Cultivate relationships with individuals, communities and populations to empower them to use services
- S62 Advocate person centred care
- S63 Participate in community based health projects with individuals, communities and populations
- S64 Formulate health and action plans based on the collaborative health needs assessment of individuals, communities and populations
- S65 Work in partnership with others to prevent and protect the public's health and wellbeing from specific risks e.g. pandemic flu
- S66 Provide specialist advice and information on health issues relevant to families, children and young people
- B1 Be person centred
- B2 Be professional with professional objectivity, curiosity and confidence
- B3 Have a sense of professional identity
- B4 Be self-reflective and aware
- B5 Be open, flexible and courageous
- B6 Be able to work with ambiguity
- B7 Have cultural humility
- B8 Be positive and resilient
- B9 Be proactive and influential
- B10 Be insightful when communicating
- B11 Be focused on promoting health and preventing ill health
- P26 Lead and deliver preventative health programmes
- P27 Create health action plans based on need

OPTION TWO – OCCUPATIONAL HEALTH NURSE

OHN - DUTY 1 Advise and lead on initiatives and programmes to reduce the effect of work on health and wellbeing

- K59 The reciprocal effects of work on physical and psychological health
- K60 The prevalence and types of occupational disease, work related ill health and injury
- K61 Toxicology in relation to employee health and wellbeing
- K62 Occupational hygiene methods used in the workplace
- K63 Workplace health hazards such as ergonomic, physical, chemical, biological, psychosocial and mechanical and their effect on health and wellbeing
- K64 The key detriments and health effects of work-related stress and common mental health issues such as stress, anxiety and depression that can arise from work systems and processes
- K65 The prevalence and commercial implications to organisations of occupational disease, ill health and injury (and how to prevent these)

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- S67 Advise employers and managers on the potential health effects of common chemical, physical and biological agents and ways to prevent and/or reduce the impact on health of employees
- S68 Advise employers, managers and employees on the design of work tasks to prevent occupationally related injury such as repetitive strain injuries or musculoskeletal disorders
- S69 Advise employers, managers and individual employees on the mental, emotional and physical effects of work-related stress
- S70 Refer employers and managers to tools for preventing and managing work-related injury including stress management tools
- S71 Carry out individual health risk assessment where work is thought to be a factor in employee ill health
- S72 Influence a positive work culture
- B1 Be person centred
- B2 Be professional with professional objectivity, curiosity and confidence
- B3 Have a sense of professional identity
- B4 Be self-reflective and aware
- B5 Be open, flexible and courageous
- B6 Be able to work with ambiguity
- B7 Have cultural humility
- B8 Be positive and resilient
- B9 Be proactive and influential
- B10 Be insightful when communicating
- B11 Be focused on promoting health and preventing ill health
- P28 Provide effective and factual advice to employers on potential health issues
- P29 Advise employers on how to prevent occupational related injury
- P30 Provide effective advice on the range of tools employers can assess to manage work related injury
- P31 Conduct health risk assessments

OHN - DUTY 2 Advise on, establish and undertake Health Surveillance programmes in the workplace

- K66 The legal requirements for health surveillance and the method of health surveillance required for work tasks where a risk and/or a legal requirement has been identified
- K67 The potential impact of workplace risks on the worker population including occupational hygiene issues such as control of emissions to air, water and land quality
- K68 Methods of occupational illness monitoring, health surveillance and management (including occupational asthma, noise induced hearing loss, effects of vibration, occupational dermatitis, workplace stressors)
- S73 Perform risk assessment to identify when health surveillance is required and what method of health surveillance should be used
- S74 Recognise what specific health surveillance training is required and access the training as appropriate for their specific job role
- S75 Advise employers about suitability for role and fitness for work following health surveillance assessments
- S76 Collect, analyse and present data related to work related injury and ill health
- S77 Advise employers and managers on the prevention and management of work related injury and ill health
- B1 Be person centred
- B2 Be professional with professional objectivity, curiosity and confidence
- B3 Have a sense of professional identity
- B4 Be self-reflective and aware
- B5 Be open, flexible and courageous
- B6 Be able to work with ambiguity
- B7 Have cultural humility

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- B8 Be positive and resilient
- B9 Be proactive and influential
- B10 Be insightful when communicating
- B11 Be focused on promoting health and preventing ill health

- P32 Accurately perform risk assessments
- P33 Advise on the specific training employers should provide
- P34 Advise employers on when an employee is fit for work

OHN - DUTY 3 Advise employers and employees of legal and ethical requirements to protect workplace health

- K68 The legal and ethical requirements for the protection of workplace health and associated legislation and approved codes of practice (e.g. Health and Safety at Work Act 1974)
- K69 Employment and specific workplace setting legislation (Equality Act, General Data Protection Regulation, Access to Medical Reports Act, Working Time Regulations, Employment Rights Act, Human Medicines Regulations 2012)
- K70 The national drivers, public health and economic agenda in relation to work, health and wellbeing

- S78 Interpret and apply a range of legislation, including data protection, employment law and health and safety legislation and advise employers accordingly
- S79 Undertake safe and confidential professional practice in relation to data protection, diversity and inclusion, access to medical reports and safeguarding vulnerable adults
- S80 Advise organisations on the national drivers, public health and economic agenda in relation to work, health and wellbeing and how to use information to improve practice

- B1 Be person centred
- B2 Be professional with professional objectivity, curiosity and confidence
- B3 Have a sense of professional identity
- B4 Be self-reflective and aware
- B5 Be open, flexible and courageous
- B6 Be able to work with ambiguity
- B7 Have cultural humility
- B8 Be positive and resilient
- B9 Be proactive and influential
- B10 Be insightful when communicating
- B11 Be focused on promoting health and preventing ill health

- P35 Correctly advise employers on range of legislation
- P36 Provide a safe and confidential practice to employers

OHN - DUTY 4 Advise and lead on initiatives and programmes to reduce the effect of health issues on work

- K71 The bio-psycho-social model of health
- K72 The relationship and interconnectedness between mental and physical health
- K73 How to access appropriate information on the incidence of long term conditions impacting on health and work performance and their management at work (e.g. hypertension, type 2 diabetes, cardiovascular disease, musculoskeletal disorders, anxiety and depression and tuberculosis)
- K74 Methods of fitness for work health assessment using specific workplace standards where they exist (e.g. back pain)
- K75 The employment options for those with long term health conditions and/or disability

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K76	Where to access additional advice
S81	Carry out a comprehensive functional assessment using a bio-psychosocial model
S82	Influence and facilitate individual health behaviour change to challenge barriers to health improvement
S83	Advise employees and the employer on health management and return to work programmes (including adjustments and modifications required)
S84	Advise employees and the employer on safe and healthy methods and patterns of working for those with long term health conditions
S85	Advise employers and managers on work capability
S86	Carry out a functional assessment of physical and mental wellbeing and, from the findings, assess work-ability
S87	Identify and support people with mental health issues and advise on reasonable adjustments for people with a learning disability
B1	Be person centred
B2	Be professional with professional objectivity, curiosity and confidence
B3	Have a sense of professional identity
B4	Be self-reflective and aware
B5	Be open, flexible and courageous
B6	Be able to work with ambiguity
B7	Have cultural humility
B8	Be positive and resilient
B9	Be proactive and influential
B10	Be insightful when communicating
B11	Be focused on promoting health and preventing ill health
P37	Carry out effective functional assessments
P38	Provide advice to employees and employers
P39	Identify the support needs of people and provide advice on reasonable adjustments

OHN - DUTY 5 Promote the health benefits of good work and influence organisational health and productivity

K77	The health benefits of work and a positive work culture including the associated complexities of the importance of organisational culture and employee engagement.
K78	The effect of the changing nature of work and the multi-generational population on employment, workability, work performance and productivity
K79	The relationship between not working and health
K80	Effect of organisational change on health and wellbeing
K81	Planning, delivering and evaluating occupational health services ethically and effectively to meet the requirements of the employer
K82	Methods of influencing and negotiation
S88	Use public health data and organisational data to influence, lead and manage projects to improve employee health and wellbeing
S89	Advise organisations on the potential effects of the changing nature of work and the multi-generational population on employment, workability, work performance and productivity
S90	Promote the health benefits of good work
S91	Influence a positive work culture
S92	Influence, affect and facilitate organisational change in relation to the approach to employee health and wellbeing
S93	Carry out occupational health service needs assessment and programme review to meet the evolving needs of the employer

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S94 Identify, network, engage and collaborate with staff and stakeholders, and work with partners and other professionals to achieve effective working relationships and influence organisational and individual health and wellbeing

B1 Be person centred

B2 Be professional with professional objectivity, curiosity and confidence

B3 Have a sense of professional identity

B4 Be self-reflective and aware

B5 Be open, flexible and courageous

B6 Be able to work with ambiguity

B7 Have cultural humility

B8 Be positive and resilient

B9 Be proactive and influential

B10 Be insightful when communicating

B11 Be focused on promoting health and preventing ill health

P40 Accurately analyse data to show how improvements in health and wellbeing could be achieved

P41 Conduct service needs assessments to meet needs of employer