

Job Description

Job Title:	Baby Steps Administrator
Reports to (job title):	Business Support Line Manager
Line Manager to:	Not Applicable

Job purpose

Baby Steps is an evidence based antenatal and early postnatal programme to enable parents who are more likely to need extra help to build supportive relationships and transition to parenthood.

The programme aims to:

- Strengthen parent-infant relationships.
- Strengthen couple relationships.
- Support the building of strong support networks.
- Improve feelings of self-confidence as well as levels of low mood and anxiety
- Help parents to understand babies' development.

The Baby Steps Administrator role provides administrative support to the Baby Steps Programme to ensure the smooth running of processes including processing referrals into the programme and contact of parents.

The role includes ensuring the Programme data base is maintained.

The role includes ensuring excellent customer service when engaging in conversations with families and professionals in relation to the Programme.

Base

The post is based at one of the 3 locality Hubs in Wiltshire:

- High Post Hub Salisbury
- Derby Court Hub Trowbridge
- Greenways Chippenham Hub

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Key responsibilities

This list is intended to summarise the key responsibilities and is not intended to cover every task that may be required of the role:

- Maintaining and updating clinical systems and clinic templates.
- To record all referrals accurately for Service Users and Carers on various client information systems, following the agreed procedure. To ensure that these referrals are allocated to the Baby Steps team, and to ensure these records are confidential, but readily available to services. This includes emails to referrer to inform them of receipt of referral and information regarding which course they will attend
- Maintain an overview of the programme and respond to questions when required.
- Work closely with the Baby Steps Lead and Facilitator to ensure smooth running of the programme.
- Support the sending and receiving of electronic surveys.
- Liaise with all partner agencies where administrative issues relating to venue, bookings, session dates and so on arise.
- Order resources and ensure Team have access to required resources.
- To ensure that high standards of customer service are provided, by communicating effectively and appropriately with service users, colleagues, managers, and a range of professionals from within and outside of the organisation. This includes frontline telephony cover and electronic communiques.
- Provide management reports as and when required.
- Production of documents in Word and Excel.
- Carry out data cleansing as and when required.
- To minute-take at meetings where required.
- The post holder is required to undertake any additional duties as delegated by their line manager or Head of Business Support
- Support to the wider Public Health Nursing Business Support Team as required.
- Ensure compliance with all training requirements.
- Be responsible for prioritising own workload efficiently, including maintenance of diary, responsiveness to emails, ensuring strict deadlines are met.

Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

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We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care	Think	Do
<ul style="list-style-type: none"> • Inspire • Understand • Communicate 	<ul style="list-style-type: none"> • Challenge • Improve • Learn 	<ul style="list-style-type: none"> • Accountability • Involve • Resilience

Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 1998 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice , NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

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Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance with the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

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Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a "non-smoking" policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

Equal Opportunities

It is the company's intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

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Personal Specification

Essential

Qualifications

- Good all-round basic education to at least GCSE level or equivalent, including maths and English
- RSA II typing or equivalent

Work Experience

- Administrative experience in a busy, customer facing environment.

General Skills

- Flexible approach to work
- Reliable
- Shows honesty, integrity, discretion.

Specific Skills

- Excellent customer services skills
- Advanced keyboard skills
- High levels of computer literacy

Communication

- Ability to work as part of a team.
- Excellent interpersonal and communication skills, both verbal and written
- Polite and helpful customer service skills
- Good telephone manner
- Caring and understanding

Analytical & Judgmental Skills

- Common sense and initiative
- Ability to deal with results on a daily basis, highlighting abnormal results to clinicians.

Planning & Organizational Skills

- Ability to manage time and prioritise workload
- Good organisational skills

Desirable

Work Experience

- Previous health or social care experience
- Minute taking

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Knowledge

- Understanding of medical terminology
- Knowledge of clinical systems or databases

Employee signature

Manager signature
