

JOB DESCRIPTION

JOB DETAILS	
Job Title	Sexual Health Clinical Nurse / Specialist Practitioner Manager
Reports to	Deputy Lead Nurse – Sexual Health
Band	Band 7
Department/Directorate	Clinical Specialist Services

JOB PURPOSE

The Clinical Nurse Manager will ensure effective day to day operational management of a day case unit/theatre.

The post holder is expected to carry out all relevant forms of care and procedures for which they are competent to practice without direct supervision.

To promote and deliver evidence-based sexual health, contraception, and / or HIV care.

The post holder may be required to deputise for the Lead & Deputy Lead Nurse as and when required.

The post holder will work closely with other Clinical Nurse Managers, Specialist Practitioners, Assistant Practitioners (Aps), Health care Support Worker (HCSWs)s, and the Devon Sexual Health senior team to ensure equality in the service across the Trust

The post holder will provide a clear focus on service quality from the patient's point of view and developing changes and improvements as appropriate.

The post holder will be a key member of the Senior Team with responsibility and accountability for managing the Devon Sexual Health service and providing professional leadership support to the staff.

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES

The Clinical Nurse Manager will lead the operational management of the service, to ensure that:

- High standards of care delivery are achieved and maintained
- Such services are delivered in an efficient and cost-effective way and within allocated resources.

The post holder will fulfil all tasks and work as part of a team. To meet the needs of the service, the post holder may be required to work in other areas as appropriate as directed by the line manager.

To function as a professional role model and clinical leader for the Specialist Practitioner. AP and HCSW teams, demonstrating both clinical and managerial competence.

To be highly visible and accessible in clinical areas to facilitate communication with staff and patients, observe clinical practice and ensure environmental standards are maintained.

Participate in audit and produce action plans where appropriate to improve identified areas of practice.

Promote and support innovative practice and ensure relevant research findings are incorporated into effective service provision.

To be aware of new policies, procedures, guidelines and standards which affect care. To action as appropriate and evaluate the outcome.

Participate in, promote and support the provision of clinical supervision.

To ensure that all clinical and legal documents (both paper and electronic) are accurate, comprehensive and legible and that staff understand their relevance and the confidentiality of their nature.

Responsible for the maintenance of risk assessments relevant to their clinical area. An action plan to control risks should be jointly developed with the senior team.

To support the monitoring of incident forms, investigating as necessary and identifying risks.

KEY WORKING RELATIONSHIPS

Areas of Responsibility: Sexual Health, Contraception, and/or HIV care.

No. of Staff reporting to this role: 3-5 (approximate)

The post holder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis.

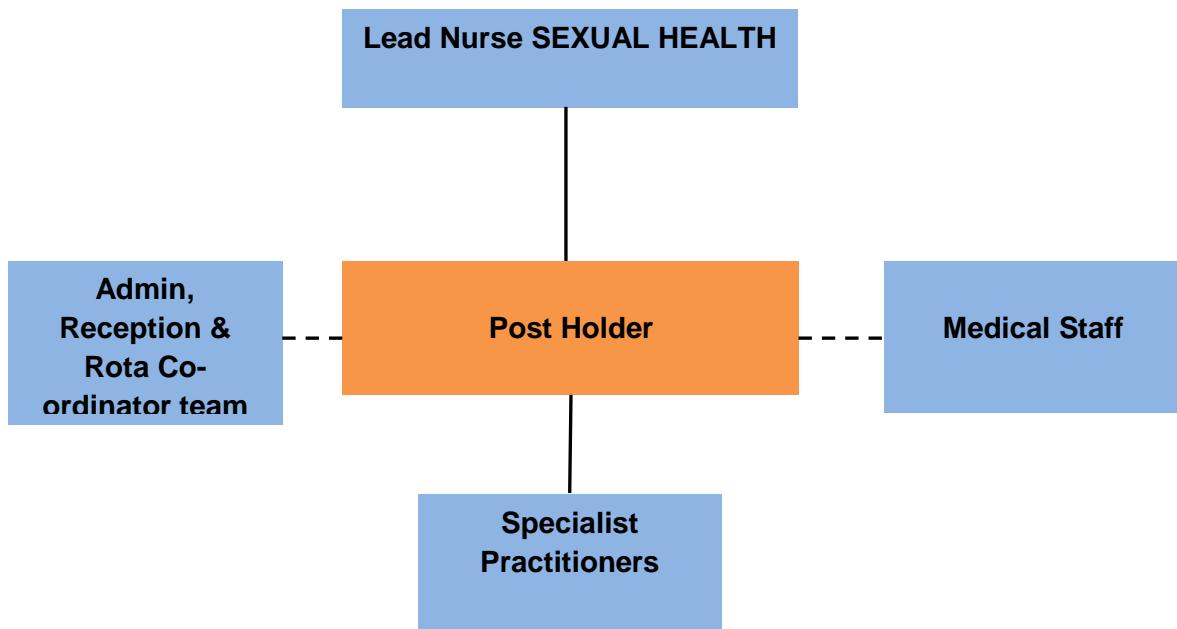
In addition, the post holder will deal with the wider healthcare community, external organisations and the public.

This will include verbal, written and electronic media.

Of particular importance are working relationships with:

Internal to the Trust	External to the Trust
<ul style="list-style-type: none">• Lead Nurse, Devon Sexual Health.• Deputy Lead Nurse, Devon Sexual Health.• Sexual Health Specialist Practitioners• Sexual Health Assistant Practitioners• Health Care Support Workers• Consultants and other medical staff• Sexual Health Specialist Pharmacist• Administration, reception and rota co-ordinator team• Safeguarding lead nurse & team• Diagnostic Services• Gynaecology• RDUH / Torbay TOP service• Trust Non-medical Prescribing Lead	<ul style="list-style-type: none">• Patients• Voluntary sector agencies – e.g. Eddystone Trust• GPs• Community Pharmacists• Public Health• Local Medical School and other education providers• Other sexual health services• Externally managed TOP providers, eg MSI/BPAS

ORGANISATIONAL CHART



FREEDOM TO ACT

The post holder will work autonomously to ensure the safe staffing and delivery of patient care within the sexual health service.

The post holder is the lead for the service and will be accountable for their own professional actions.

The post holder will Identify, assess and develop plans for minimising clinical risk; ensure compliance with Health and Safety policies; ensure all staff have access to clinical supervision as a means of reflecting on significant events and improving standards of care and decision making;

The post holder will support the monitoring of incident reports, ensuring any necessary action is taken, ensuring robust mechanisms are in place to achieve corrective action and share appropriate learning;

Support the investigation and action from formal complaints, including prompt handling of poor performance or safety issues;

Promote and participate in Clinical Audit to develop and establish standards across the service.

COMMUNICATION/RELATIONSHIP SKILLS

Provide and receive highly complex, sensitive information as patient of patient care delivery and staff management.

Communicates very sensitive, complex condition related information to patients, offering empathy and reassurance.

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To communicate effectively between other Devon Sexual Health Staff, departments and Trusts to ensure patients journey is seamless.

To work in partnership with sexual health specialist practitioners, medical staff, and other health professionals to address people's health needs through planning and delivering interventions which are based on best practice and clinical judgement

The post holder will establish effective systems of communication to ensure that staff feel fully involved in shaping of the service; communicating effectively with a wide range of people and will need to be able to present information in a variety of ways to both large groups as well as on a 1:1 basis.

Ensure the development of an effective communication system within the unit between all disciplines.

To support regular team meetings in an atmosphere which encourages staff to put forward information and suggestions for improvement.

Ensure staff receive up-to-date information e.g. safeguarding alerts, team briefings.

To attend Care Group, Sexual Health Service Development meetings, Sexual Health Senior Management, and Service Governance meetings, as appropriate.

Respond to complaints and suggestions to effect improvements within the service. In conjunction with the PALS service and the Lead Nurse, investigate and respond to complaints as required.

Establish an environment which supports patients as partners in the planning, delivery and evaluation of their care, to ensure that they understand and agree with the programme of care.

ANALYTICAL/JUDGEMENTAL SKILLS

Complex facts or situations requiring analysis, interpretation, comparison of a range of options. Requires skills for assessing and interpreting specialist acute and other patient conditions and taking appropriate actions, this may include non-medical prescribing.

Monitoring standards and ensuring that they match national BASHH / BHIVA / COSRH and local Trust requirements.

Ensuring appropriate quality processes that support good practice are implemented throughout the department and service-wide.

Ensuring that arrangements for the systematic review of patients' opinions and complaints are put in place.

PLANNING/ORGANISATIONAL SKILLS

Plan, organise complex activities, programmes requiring formulation and adjustment

To receive direct referrals within the speciality and to provide expert assessment of patient's needs.

To develop and provide a co-ordinated specialist service to patients and to have direct clinical involvement in complex care in the community specialist service setting.

To support and prevent admission for the patient with the relevant diagnosis and support the coordination of complex discharges for patients with the relevant diagnosis that have been admitted.

Responsible for the assessment and planning of care needs and development of programmes of care, including implementation and evaluation, to ensure that high quality evidence-based care is delivered.

Participate in rota planning, review shift systems and ensure that the appropriate skill mix is maintained to meet the needs of the service at all times.

The post holder will be organised and plan workload appropriately

Plan & organise day-to-day service provision.

Actively participate in strategic service planning & development.

PATIENT/CLIENT CARE

To support patients in meeting their own health and wellbeing through providing expert information, advice and support.

To assess patients and their complex needs and those of their families and plan, implement and evaluate appropriate programmes of care – this will include communicating highly sensitive information about diagnosis, treatment options and issues surrounding sensitive presentations, e.g. HIV, STIs, termination of pregnancy, sexual assault.

To provide emotional, psychological and practical support to the patient throughout their pathway and to facilitate communication between patients and other professionals, e.g. Consultants, Health Advisers, community support services.

To recognise ethical dilemmas relating to care and act as the patient's advocate when required

To develop care pathways for patients with the relevant diagnosis

POLICY/SERVICE DEVELOPMENT

In conjunction with the Lead Nurse and Deputy Lead Nurse, will develop and implement an appropriate service strategy and philosophy which is reviewed on a regular basis.

Lead new approaches to specialist care within the service, including changes in advanced practice.

Participate in Specialist Practitioner, Devon Sexual Health Service Development meetings, and divisional meetings as appropriate.

Ensure the Specialist Practitioner, AP and HCSW teams receive up-to-date information via team briefings and meetings.

Participate in setting standards, monitoring the quality of the service and identifying how current practice can be improved.

As part of the multidisciplinary team be responsible for actively identifying areas of risk, reporting incidents and taking action utilising the relevant Trust procedures.

Participate in the training, education and assessment of pre and post registration nurses and other Healthcare Learners.

Promote and participate in clinical supervision.

Act formally as a mentor and ensure that other trained staff maintain their competency to provide this role to others.

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Utilise educational opportunities to facilitate learning in the clinical situation.

Demonstrate a high commitment to professional and personal development to ensure that professional competencies are maintained and developed to continue to meet the needs of the service.

Supporting the Devon Sexual Health Practice Educator to encourage staff to actively engage in identifying personal training needs which are in line with the needs of the service. Assist staff to identify how these needs may be addressed

FINANCIAL/PHYSICAL RESOURCES

The post holder has a personal duty of care in relation to equipment and resources.

The post holder will work within a defined day to day operational budget, ensuring that any projects undertaken are established and managed in a financially responsible manner.

Co-ordinate the sexual health clinic's resources and be responsible for running the clinic in a cost effective manner.

Responsible for the effective use of Trust resources and compliance with Trust Standing Financial Instructions (SFIs).

To use human and financial resources in an effective way for the benefit of patients and to achieve operational objectives. The post holder will be an authorised signatory for the unit budget within the context of the Trust's SFIs.

Responsible for the safe handling of patient property/valuables in line with Trust procedures and Trust SFIs.

HUMAN RESOURCES

The post holder is accountable for the management of the staff in the designated Devon Sexual Health clinic

Participate in the recruitment, induction and development and review of junior members of staff.

Review of human resources within the clinic, helping to assess workload and identify changing skill mix as required.

Be familiar with the Trust Disciplinary and Capability Procedure and follow this procedure as required with support from the Lead / Deputy Lead Nurse and HR Department

To promote a learning environment through identifying opportunities and seeking resources required for own and others learning.

To provide specialist input to post-registration courses and professional development programmes

To reflect on own practice through clinical supervision/mentorship and to act as a clinical supervisor/mentor to others

To act as a specialist resource to advice and support healthcare professionals and others involved in the delivery of care to patients, their families and carers

To be responsible for ensuring all Specialist Practitioner, AP and HCSWs working in the department are competent and work within their scope of practice.

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Maintain training records and annual updates for staff within the department.

INFORMATION RESOURCES

To document and maintain patient records, as per Trust Documentation Policy.

To be involved in the Audit Programme relevant to the service.

RESEARCH AND DEVELOPMENT

To maintain own and others' awareness of relevant research evidence related to the speciality and work with others in applying this to practice

To identify areas of potential research relating to the speciality and to participate in relevant research activities

To participate in local and national research and audit projects and service evaluation as requested in order to improve standards of patient care.

To work with the Research team as appropriate to ensure the Sexual Health Specialist Practitioner staff are supported whilst on the unit.

Plan, develop, initiate and participate in such research projects as appropriate and derive conclusions applicable to practice.

PHYSICAL SKILLS

High degree of competence and dexterity in practical Nursing Skills, for example speculum and proctoscopy examinations, taking blood, microscopy skills.

PHYSICAL EFFORT

High degree of competence and dexterity in practical nursing skills, providing a supporting role for other clinicians and students in the department.

The role will have a combination of sitting, standing and walking with occasional moderate effort for several short periods.

MENTAL EFFORT

The post holder will require a daily high level of concentration and resilience to deliver specialist nursing care in at time, stressful and emotional demanding environments.

Requirement to regularly concentrate to deliver and manage varied priorities and demands of liaising with a wide range of people across different organisations whilst also providing senior support to junior members of nursing staff.

Ability to adapt to an unpredictable workload.

High level of mental effort when managing rosters and staffing concerns.

The work pattern is unpredictable and subject to frequent interruption

EMOTIONAL EFFORT

Work with patients managing distressing diagnoses, e.g. STIs, HIV, unplanned/unwanted pregnancy.

Work with patients with mental health problems or occasional challenging behaviour.

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The post holder will respond to concerns and questions from a wide range of people who may be anxious and distressed relating to their condition and treatment.

Ability to adapt to an unpredictable workload.

High level of mental effort when managing rosters and staffing concerns

Provide leadership and support to nursing team and deal with poor performance

Managing conflict in the workplace and assist in dealing with crises/problems/ difficult circumstances within department teams/individuals

Dealing with complaints and patient feedback

WORKING CONDITIONS

Occasional working with hazardous substances (infected bodily waste and fluids) when in clinical setting

Occasional aggressive behaviour when dealing with face to face complaints or staff conflict

Regular use of VDU.

OTHER RESPONSIBILITIES

Take part in regular performance appraisal.

Undertake any training required in order to maintain competency including mandatory training, e.g. Safeguarding.

Contribute to and work within a safe working environment

The postholder is expected to comply with Trust Infection Control Policies and conduct themselves at all times in such a manner as to minimise the risk of healthcare associated infection

As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust's disciplinary policy) up to and including dismissal.

You must also take responsibility for your workplace health and wellbeing:

- When required, gain support from Occupational Health, Human Resources or other sources.
- Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health.
- Follow the Trust's health and wellbeing vision of healthy body, healthy mind, healthy you.
- Undertake a Display Screen Equipment assessment (DES) if appropriate to role.

APPLICABLE TO MANAGERS ONLY

Leading the team effectively and supporting their wellbeing by:

- Championing health and wellbeing.
- Encouraging and support staff engagement in delivery of the service.
- Encouraging staff to comment on development and delivery of the service.
- Ensuring during 1:1's / supervision with employees you always check how they are.

DISCLOSURE AND BARRING SERVICE CHECKS

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This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check.

GENERAL

This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.

Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.

At the Royal Devon, we are committed to reducing our carbon emissions and minimising the impact of healthcare on the environment, as outlined in our Green Plan available on our website. We actively promote sustainable practices and encourage colleagues to explore and implement greener ways of working within their roles.

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PERSON SPECIFICATION

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Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING		
Registered Practitioner i.e. RGN, RM, or other.	✓	
Post registration training / qualification in sexual health/contraception / GU / specialist competency training or equivalent, e.g. DFSRH.(Diploma of Faculty of sexual and reproductive health)	✓	
Post graduate diploma in specialist field or working towards and / or significant experience	✓	
Recognised teaching qualification i.e mentorship course, or willingness to undertake.	✓	
Formal qualification in Non-medical prescribing, or willingness to undertake	✓	
Competent in the physical examination of patients including assessment, history taking, speculum examination, venepuncture, microscopy skills	✓	
KNOWLEDGE/SKILLS		
Significant experience in sexual health / contraception / HIV specialism	✓	
Using advanced skills, able to manage and conduct specialist practitioner led clinics	✓	
Proven experience of leading clinical teams	✓	
Ability to represent the department at meetings of internal, local, regional and national bodies and institutions	✓	
Excellent communication skills	✓	
EXPERIENCE		
Proven experience in sexual health / contraception / HIV	✓	
Proven leadership and managerial ability	✓	
Evidence of changing practice in a clinical setting		✓
Experience of standard setting and clinical audit	✓	
PERSONAL ATTRIBUTES		
Ability to communicate effectively and sensitively with patients and staff, both in person and on the telephone.	✓	
Ability to demonstrate discretion, confidentiality and anti-discriminatory practice in all aspects of work.	✓	
Ability to work and communicate well, within both a small team and broad multi-disciplinary network.	✓	
Ability and confidence to use own initiative and work independently.	✓	
Ability and willingness to work unsocial hours as and when required.	✓	

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WORKING CONDITIONS/HAZARDS	FREQUENCY			
	(Rare/ Occasional/ Moderate/ Frequent)			
	R	O	M	F
Hazards/ Risks requiring Immunisation Screening				
Laboratory specimens	Y			X
Contact with patients	Y			X
Exposure Prone Procedures	Y		X	
Blood/body fluids	Y			X
Laboratory specimens	Y			X
Hazard/Risks requiring Respiratory Health Surveillance				
Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate)	Y		X	
Respiratory sensitisers (e.g isocyanates)	N			
Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel)	Y	X		
Animals	N			
Cytotoxic drugs	N			
Risks requiring Other Health Surveillance				
Radiation (>6mSv)	N			
Laser (Class 3R, 3B, 4)	N			
Dusty environment (>4mg/m3)	N			
Noise (over 80dBA)	N			
Hand held vibration tools (=>2.5 m/s2)	N			
Other General Hazards/ Risks				
VDU use (> 1 hour daily)	Y			X
Heavy manual handling (>10kg)	N			
Driving	Y		X	
Food handling	N			
Night working	N			
Electrical work	N			
Physical Effort	Y			X
Mental Effort	Y			X
Emotional Effort	Y			X
Working in isolation	Y	X		
Challenging behaviour	Y		X	

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