

JOB DESCRIPTION

JOB DETAILS	
Job Title	Sexual Health Specialist Practitioner
Reports to	Senior Practitioners Sexual Health
Band	Band 6
Department/Directorate	Sexual Health Service

JOB PURPOSE
- The post holder will work as part of the sexual health team primarily to provide a high standard of individualised care and health advice to patients with contraception needs, genitourinary infections, HIV and other sexual health concerns. - The post holder will offer reproductive and sexual health screening and will provide health promotion on all matters relating to sexual and general health, and also contraception advice as appropriate. - The post holder will provide by way of practitioner led clinics, a full range of assessment and treatment i.e. genital examination, fitting of contraceptive devices and giving appropriate treatment once deemed competent. - There will be day to day management responsibility for junior members of the team and also a teaching responsibility i.e. for new members of staff, and students within the department including medical students

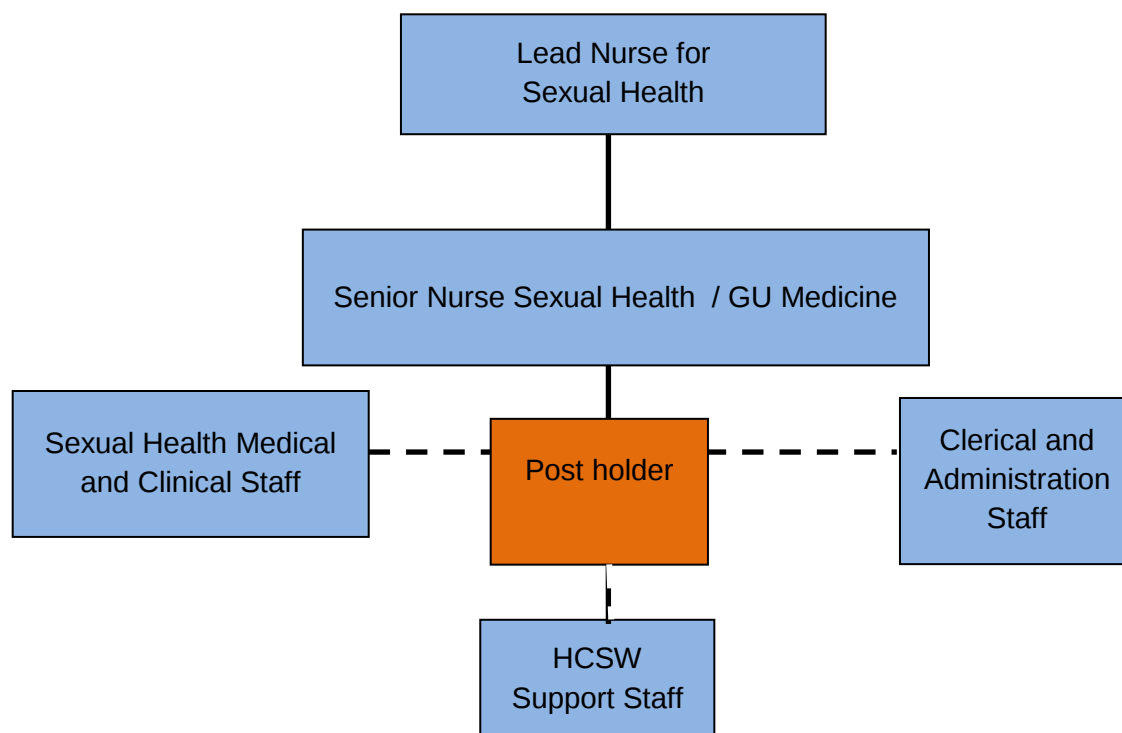
KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
- Communicate complex and sensitive information to patients requiring re assuring skills as there maybe barriers to understanding. - Assess, analyse and interpret patients' situations, advising on appropriate healthy actions and follow-up. - Plans, documents and notifies patients re test results e.g. smears, Chlamydia and other GU / Contraception results etc, including follow up of colleagues work in their absence - Undertake own patient caseload by way of practitioner led clinics assessing and planning specialised programmes of care needs, including implementation and evaluation of. - Partake in teaching and mentoring within the department and in teaching sessions to outside groups. - Assist senior nurse in the evaluation of the service, engaging adults, children, young people and their families in providing feedback regarding the service - Provide sensitive information, counselling and pregnancy testing in support of unplanned pregnancy, undertakes referral for termination of pregnancy as appropriate, taking into consideration multiple factors - To provide effective contact tracing / partner notification to ensure contact(s) attendance and treatment by index patient referral or provider referral as per partner notification policy - To be competent in the management of under 16-year olds and vulnerable adults, working within Fraser Guidelines and liaising with the multi-disciplinary team and safeguarding team as appropriate - Responsible for the day to day management of junior/support staff - Liaises where necessary with outside agencies i.e. social workers, charity run organisations, ensuring all factors are considered and understood - Contributes to updating guidelines / protocols for the department and partake in the implementation of within the service

KEY WORKING RELATIONSHIPS
Areas of Responsibility: (type of work undertaken) No. of Staff reporting to this role: (If applicable) ~2

Of particular importance are working relationships with:

Internal to the Trust	External to the Trust
• Lead Nurse Sexual Health • Senior Nurses Sexual Health • All Sexual Health staff within the service • Consultants and other medical staff • Admin and Clerical staff • Walk-in Centre staff • Safeguarding teams • Pharmacy team • Chlamydia Service • SARC (sexual assault referral centres)	• GPs • Gynaecology / Centre for Women's Health Secondary Care • Other agencies including safeguarding teams • Local Medical School and other education providers • Pharmacists • Diagnostic Services • Voluntary Sector HIV agencies • Other Sexual Health & SARC Services • Mental Health Services • Public Health Nurses

ORGANISATIONAL CHART



Key: ————— Denotes Line Management accountability
 - - - - - Denotes a liaison relationship

FREEDOM TO ACT

- Work is managed rather than supervised, decides when to refer to manager

- Liaises with other senior colleagues as required to make informed decisions.
- Accountable for own professional actions.
- Works autonomously, supervises and directs support staff.

COMMUNICATION/RELATIONSHIP SKILLS

- Communicate complex and sensitive information to patients requiring reassurance skills as there may be barriers to understanding.
- Ensures confidentiality is maintained in accordance with statutory requirements such as data protection Act and the NHS legislation (Sexually Transmitted Disease).
- To provide initial support to patients newly diagnosed with HIV, and provide on-going support as necessary this can be complex and requires a degree of empathy.
- At all times work closely with other members of the clinic team, referring onto doctors or psychology services as appropriate.
- To work within the SSHA (Society of sexual health advisors) guidelines i.e. Code of Ethics, Code of Conduct guidelines for good practice and partner notification policy.
- To develop and maintain links with related health, social and educational services and liaise as appropriate with statutory and voluntary bodies.
- Liaises where necessary with outside agencies i.e. social workers, charity run organisations, which can be complex and there may be barriers to understanding
- Communicates clearly and empathically when delivering sensitive health information to patients.
- Works to enhance and maintain a team approach within the service.
- Works with other sexual health team members with presentations when required.
- Strive to develop and maintain good communication links between all services
- Provide sensitive information, counselling and pregnancy testing in support of unplanned pregnancy, undertakes referral for termination of pregnancy as appropriate, which can be complex
- Communicates clearly and empathetically when delivering sensitive information to patients /families and carers
- Ensure onward referral to other agencies, support agencies, mental health, voluntary organisations

ANALYTICAL/JUDGEMENTAL SKILLS

- Ability to assess complex symptoms/situations and treat or refer as necessary.
- Skilled at assessing, analysing and interpreting patients' situations, advising on appropriate healthy actions and follow-up.
- Empowers the patient to take control of their own sexual health by enabling them to make informed choices.
- Assists medical and clinical staff in assessing the health advising / health promoting / clinical skills of medical and nursing students.
- Undertakes Practitioner led / Health Advisor led clinics and provides comprehensive contraceptive and sexual health advice and care, as necessary.
- Assist the senior nurse in monitoring standards and ensuring that they match national and local requirements
- Participate with the multi-disciplinary team to review systems to improve the efficiency of the department.

PLANNING/ORGANISATIONAL SKILLS

- Plans appropriate follow on care and appointments for patients some of which may be complex requiring formulation and adjustment
- Decides on appropriate and timed referrals to medical staff where appropriate.
- Assists senior staff in the delegation of responsibilities to ensure smooth running of clinics.
- Plans, documents and notifies patients re: test results e.g. smears, Chlamydia and other GU / Contraception results etc., including follow up of colleagues work in their absence.
- To be actively involved in health promotion work in the clinic and in the community.
- Ensures clinic areas are fit for purpose each shift.

- Support the senior nurse in the implementation of service specifications and with local and national policy initiatives

PATIENT/CLIENT CARE

- Able to be empathetic in sensitive situations supporting patient / partner / family.
- Ensure all relevant patients receive specific follow up care, including partner notification.
- To deliver care, advice and information with regard to each patient's customs, beliefs and sexuality, in a non- judgemental manner.
- To provide effective contact tracing / partner notification to ensure contact(s) attendance and treatment by index patient referral or provider referral as per partner notification policy.
- Act in a professional manner, remain calm and efficient at all times
- Carries out care in accordance with the NMC code of Professional Practice; local and national; and Trust Policies and other national guidelines i.e. BASHH / FSRH.
- To facilitate decision making on testing for blood borne virus infection, especially hepatitis and HIV.
- Promote safer sex and risk reduction to patients attending the service, and in the community.
- To ensure that patients are followed up adequately if they need to attend for results, treatment, follow up testing, or counselling, using department recall system.
- To provide specialist comprehensive assessment of patients including social, emotional and sexual difficulties and follow up or refer on to another agency as appropriate.
- Provide a full range of specialist GU (genito-urinary) / Contraception care including extended roles once deemed competent i.e. venepuncture, IUD (intra uterine device) fittings and sub dermal implants.
- Be responsible and undertake own patient caseload by way of practitioner led clinics assessing and planning specialised programmes of care needs, including implementation and evaluation of.
- Ability to provide relevant, accurate and up to date clinical information on all sexual health and contraceptive issues.
- Ensures patient needs for privacy and dignity are addressed at all times.
- To provide specialised and immediate response to those requiring PEP (post exposure prophylaxis)
- To give positive HIV results to patients and ensure post-test counselling support for the patient, their partners and significant others.
- To facilitate counselling and psychological care, referring to internal or external agencies.
- Able to be responsive in sensitive situations supporting client/partner/family
- To provide patient education about their condition and expected outcomes including any complications
- Provide initial crisis intervention, assessment and appropriate referral for these clients attending the clinic with associated problems e.g. termination of pregnancy, sexual identity, sexual assault, substance misuse and sexual dysfunction
- Offer information, support to deal with enquiries both from the general public and health professionals about sexually transmitted infections, including HIV and managing clients who present with health anxiety, assessing and referring as appropriate
- To be competent in the management of under 16-year olds and vulnerable adults, working within Fraser Guidelines and liaising with the multi-disciplinary team and safeguarding team as appropriate
- To perform phlebotomy as required in accordance with trust and departmental guidelines
- To give vaccinations e.g. Hepatitis B/flu in accordance with trust and departmental guidelines
- Work in accordance with departmental and trust PGDs
- Demonstrates a high degree of competency when fitting sub dermal implants and IUD (intra uterine device)
- Provides a clinical advisory service for health professionals and patients, e.g. health advisor helpline.
- Provide professional advice and support for colleagues including outside healthcare professionals.

POLICY/SERVICE DEVELOPMENT

- To be aware of Health and Safety and security procedures at work and to report all incidents/accidents to a senior member of staff.
- To assist in updating and development of guidelines or material for the department and patients.
- In conjunction with line manager partakes in service development and evaluation

- Contributes to updating guidelines / protocols for the department and partake in the implementation of within the service
- Assist senior nurse in the evaluation of the service, engaging adults, children, young people and their families in providing feedback regarding the service
- Actively participate in the development of the service
- Responds to complaints and suggestions to effectively improve the service

FINANCIAL/PHYSICAL RESOURCES

- Ability to staff clinics safely in the absence of the Senior Nurse working within budgetary constraints.
- Show an appreciation of effective resource management by the efficient use of resources, ordering stock and replenishing/maintain stock levels adequately.

HUMAN RESOURCES

- Partake in regular appraisals with line manager and participate in departmental supervision
- Responsible for the day to day management of junior/support staff
- Partake in teaching and mentoring within the department and in teaching sessions to outside groups.
- Keeps abreast of developments within the speciality and within Nursing/Healthcare identifying own personal training needs.
- Active team player in the training of new staff and students.
- Deputise for Senior Nurse as necessary ensuring appropriate staffing levels and that clinics run smoothly
- By arrangement with the Senior Nurse represent the department at meetings and on working groups etc, both within and outside the trust.
- Ability to supervise less experienced members of the team.
- Contribute to the recruitment selection of the team in line with Trust policies.
- To continue professional development and training by attendance and contribution at relevant trust / regional / national meetings, seminars, workshops and conferences.
- Partake in teaching of other healthcare professionals, students and new members of staff e.g. medical students, nurses, doctors, when required
- Partake in the co-ordination of formal and informal training and development opportunities to ensure all staff have appropriate knowledge and skills
- Partake and support clinical supervision within the team
- Following appropriate training, takes responsibility for workplace assessment and mandatory training
- Develop competencies and skills to meet the needs of the Service i.e. venepuncture, partner notification, complex contraception advice.

INFORMATION RESOURCES

- Ensures clear accurate record keeping., updates clients records electronically.
- Shares information with other staff members.
- Provides written reports as Service needs require.
- Ability to input and extract information electronically, as well as paper records

RESEARCH AND DEVELOPMENT

- Undertakes research, audits and surveys on a minimum of an annual basis.
- Evaluates services when required if there were to be a review of any clinical procedure or if new developments, in conjunction with lead staff.
- Initiate and participate in clinical audit, service development and appropriate research projects with particular regard to partner notification outcomes, within sexual health service only

PHYSICAL SKILLS

- Dexterity and accuracy required for performing physical procedures such as venepuncture, vaginal examinations, IUD fitting, insertion and removal of subdermal implants.
- Standard keyboard skills, daily use of VDU

PHYSICAL EFFORT

- Frequent combination of sitting, or standing, in a restricted position when undertaking clinics fitting contraception implants or contact tracing requiring the use of telephone headset for a substantial time during the day
- Positions patients for procedures.

MENTAL EFFORT

- Dealing with pressures of working in clinics and prioritising where necessary.
- Skilful in dealing with chaotic and sometimes demanding patients.
- Daily concentration on client assessments, treatment plans and on-going care, where the work pattern is unpredictable.

EMOTIONAL EFFORT

- Frequent exposure to informing patients of results, some of which can be distressing.
- Non-judgemental approach when patients request is in conflict with own personal ethics/beliefs.
- Dealing with patients/clients fears and distress on a regular basis, empowering service users.
- Ability to assess and act upon safeguarding issues with all age groups of those attending clinic and supports other staff in these issues.
- Supporting colleagues in psychologically distressing situations.
- Ability to deal assertively with groups of younger clients on a regular basis
- Provide initial information and support to patients who have reported being sexually assaulted and take appropriate actions

WORKING CONDITIONS

- Clinical conditions with exposure to potentially verbally aggressive behaviour.
- Frequent exposure to blood or body fluids, i.e. cervical smears, vaginal examination, urine tests etc.
- Ability to respond quickly both physically and mentally in the event of emergency.
- Promotes a healthy and safe environment for patients and staff adhering to all relevant Health and Safety legislation and reporting all incidents through the appropriate channels
- Daily use of VDU for most of the day

OTHER RESPONSIBILITIES

- Take part in regular performance appraisal.
- Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling
- Contribute to and work within a safe working environment
- You are expected to comply with Trust Infection Control Policies and conduct him/herself 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.

DISCLOSURE AND BARRING SERVICE CHECKS

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.

PERSON SPECIFICATION

Job Title	Sexual Health Specialist Practitioner
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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	✓	
STIF Fundamental / level 1 or willingness to undertake	✓	
Evidence of continuing professional development (CPD).	✓	
Recognised teaching qualification i.e mentorship course or willingness to undertake.	✓	
Qualification in contraception i.e. DFSRH.(Diploma of Faculty of sexual and reproductive health) or willingness to undertake		✓
Willingness to undertake relevant contraception training i.e. emergency contraception.	✓	
KNOWLEDGE/SKILLS		
Knowledge of current issues regarding sexual health.	✓	
Knowledge of health promotion methods especially as they relate to sexual health.	✓	
Knowledge of sexually transmitted infections (STIs).	✓	
knowledge of all methods of contraception.		✓
Working knowledge of partner notification issues and methods.	✓	
Sound knowledge of confidentiality and legal issues relating to sexual health and safeguarding.	✓	
Knowledge and understanding of the National Chlamydia Screening Programme.	✓	
Willingness to undertake further training relevant to the Service.	✓	
Excellent interpersonal skills i.e communication, negotiation and diplomacy.	✓	
Good organisation skills, ability to prioritise and work under pressure to meet deadlines.	✓	
Good numeracy, literacy, IT and record keeping.	✓	
Good time management and organisational skills with active listening skills	✓	
EXPERIENCE		
Experience of working effectively and collaboratively with a wide range of partner agencies.	✓	
Experience of working in a sexual health related area.	✓	
Experience of delivering services to and for young people and an understanding of current issues relating to young people		✓
Experience of working within a Genito-Urinary Medicine (GUM) Service.	✓	
Experience of working within a community-based nursing service / health project.		✓
PERSONAL ATTRIBUTES		
Ability to communicate effectively and sensitively with patients, 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.	✓	

Ability to respond flexibly to changes in service needs both short and long term	✓	
Other Requirements		
Ability to meet the travel requirements of the post.	✓	

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