JOB DESCRIPTION

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| Job title  | Specialist Sexual Health Nurse  |
| Sector/Function  | Public Health & Substance Use (Sexual Health) |
| Reports to  | Service Coordinator |
| Grade  | 4  |
| Location | Outreach/community settings |

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| Job purpose  | To work as part of the local team and with the wider alliance of local providers, including the specialist sexual health services, to increase access to sexual health clinical interventions for marginalised groups of people who may otherwise experience barriers to accessing support. Responsibility for the overall day to day delivery of Turning Point’s Sexual Health In-reach service, including providing direction on clinical sexual health interventions to non-clinical colleagues across the wider team, in accordance with Turning Point’s clinical strategy. To assist in delivering Turning Point’s clinical offer, reflecting our person-centred values and the high levels of ambition for the health and wellbeing of local people. To support people with sexual health and contraception needs in the community, including assessment, investigation, diagnosis, and treatment. Enabling the service to meet service specific statutory requirements and report any variance immediately.To work with local partners and community representatives to explore the best ways of engaging with people in outreach settings and identify locations across the geographic area (Lambeth, Southwark, Lewisham).Remain deeply community-focused, ensuring that the voices and lived experiences of local people directly shape the delivery and development of services.  |
| Key accountabilities  | 1. Quality To ensure quality standards are maintained by:- * Monitoring own performance to ensure it meets expectations and agreed performance criteria and reporting any areas where support to maintain quality, is required, to line manager
* Reporting variances to expected team performance to the line manager
* Participating and utilising management information and data collection systems as appropriate
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| 2. Own Development To continuously review own performance and development needs to assist growth and development by:- * Participating in one-to-one meetings regularly with line manager and identifying development needs and setting objective
* Agreeing own task and development objectives and reviewing these and overall performance against the competency framework
* Participating in training and other development opportunities as agreed within the Performance Management process
* Maintaining registration with the NMC and being revalidation ready/revalidated
* Look for and create opportunities for learning which are significant to your area of practice which will not only support your growth but that of your colleagues and clients
* To be a role model for promoting excellent standards of support and sharing knowledge and skills with other colleagues within the team
* To participate in the annual appraisal process and one-to-one supervision
* To participate in clinical supervision and CPD activity, maintaining a portfolio that will support revalidation
* To actively reflect on practice and record these reflections
* To participate in clinical meetings and learning opportunities
* To attend TPs mandatory training and any other courses arising from the needs of the post and statutory requirements

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|  | 3. Health, Safety & Risk Management To ensure health and safety standards are maintained and risk is mitigated to the lowest level possible by:- * Ensuring a safe working environment for self, and where appropriate, the team, particularly when delivering in outreach settings and/or lone working
* Ensuring good standard of housekeeping is maintained with own area, ensuring all equipment is maintained and being aware of TP’s Infection Control policies and procedures
* Ensuring risk assessments are completed when appropriate
* Taking personal responsibility for own safety e.g. reporting concerns, ensuring appropriate vaccinations and eye tests etc. are obtained
* Complying with all health and safety policies and procedures including serious untoward incidents and accident reporting
* Able to maintain personal resilience during periods of stress and demanding, yet rewarding work situation
* To ensure all legislative and organisational safeguarding policy and guidance is followed to ensure protection of people's health, wellbeing and human rights, enabling them to live free from harm, abuse and neglect.
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| 4. Compliance To ensure compliance with internal and external standards and codes of conduct by- * Meeting all regulatory requirements and being familiar with the demands of the same e.g. CQC, health and safety
* Complying with Turning Point’s Code of Conduct, policies and procedures

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| 5. Miscellaneous * To undertake any other duties reasonably requested by the line manager
* To be prepared to work flexible hours (may include some evenings and weekends) in a variety of locations

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| 6. People who use our service To proactively deliver a high quality/person-centred service provision that meets the needs of the people who use our service by:- * Offering sensitive, empathic and non-judgemental support through excellent interpersonal skills and culturally sensitive communication
* Making sure you are aware of the possible challenges some of our target populations experience when access clinical health settings. Providing a chaperoning service to sexual health clinics for clients, as and when appropriate.
* Providing education, prevention, health promotion and 1-1 or group support for vulnerable residents
* Promoting peoples’ rights and responsibilities
* Working as an effective member of the team
* Providing support and information to people who use our service, their families and friends and professionals regarding their support as appropriate
* Developing, in consultation with people who use our service, effective, inclusive and innovative pathways of support, service delivery locations and person-centred planning within agreed guidelines or service models
* Continually assess the needs of local health inclusion groups to consider opportunities to develop and tailor the provision of appropriate services
* Identifying suitable clinical and outreach spaces and establish agreements to use them
* Ensuring that a collaborative approach is adopted, with effective communication links with external community and professional groups e.g. GPs, Social Services, etc. and to work as an effective member of any multi-disciplinary team
* Providing written reports to professionals and other organisations, such as, specialist sexual health services, GPs
* Ensuring record keeping is maintained to the required standard at all times and contributing to service monitoring requirements
* Undertaking responsibility for clinical risk and needs assessment and the formation and implementation of management plans
* Agreeing and formulating individual action/support plans
* Developing strength-based support plans with individuals that are; comprehensive, person-centred and individualised based on a clear assessment of that individual’s needs and circumstances
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|  | * Carry a caseload of clients as agreed with your line manager and act as the Care

Coordinator for these people  |
| 7. Clinical To provide effective clinical interventions and services by:- * Ensuring safe management and administration of medication to people who use our service as per medical notes, sexual history and clinical guidelines, taking care to ensure that the person’s details match the instruction on the Medication Administration Record (MAR), prescription and Patient Group Directions (PGD)
* Maintaining required stocks of medication and equipment ensuring use-by dates are observed and storage requirements are monitored e.g. temperature checks
* Completing clinical audits weekly or monthly as required
* Acting as primary nurse for nominated people who use our service
* Participating in clinical supervision
* Undertake assessment of people who use our service, maintaining high quality contemporaneous notes
* Arranging for the people who we support to visit GP/hospital/other clinical professionals as required, in a timely manner, to meet their needs
* Supporting the development of physical and mental health pathways and the effective use of the pathways
* Ensuring appropriate standards of infection, prevention and control are maintained and acting accordingly if there are any deficiencies or concerns.
* Adhere, support and monitor all policies, guidance and practice regarding Medicine Optimisation, highlighting areas which may need review
* Expand and support the delivery of level 1 clinical activity across the sexual health alliance providers locally
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| 8. Service To assist the Service Coordinator / Manager in the implementation, development and delivery of the service by:-. * Ensuring effective and efficient daily management of clinical delivery, in the absence of the Service Coordinator.
* Assisting in the development and implementation of Service record keeping, procedures and policies
* Attending relevant internal and external meetings as requested including multi-agency meetings and Statutory Sector Services
* Ensuring that all joint working Policies and Procedures are adhered to where the Service is run on a partnership basis

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| 9. Service Development To work collaboratively to develop the service by:- * Developing and co-ordinating professional links with other statutory and voluntary service providers, ensuring a corporate approach is adopted
* Assisting in establishing formal communication / support / education structures
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|  | for statutory and voluntary service providers throughout the Local area* Supervising, teaching & assessing registered and unregistered colleagues across the sexual health alliance
* Ensuring the service and the wider organisation of Turning Point is represented in a professional manner at all times
* Proactively contributing to continuously improving the service by making positive suggestions, providing constructive feedback and assisting in the implementation of agreed new ways of working
* Ensuring day to day delivery of service provision embeds and extends Turning Point’s person-centred approach
* Meeting agreed performance targets and outcomes
* Support the Senior Clinical Team, when required, in the Policy writing process
* Support Services with recruitment and retention
* Mentor student nurses when required.
* Ensure your service is making cost effective clinical choices
* Through target driven supervision sessions have accountability for individual targets and service needs
* Have a clear and up to date understanding of evidence-based clinical sexual health and public health practice according to the needs of your specific population
* Look for opportunities to meet the needs of your target clients through specific training or service provision
* To assist Senior nurses/leadership team in implementation development and delivery of the service
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| 10. Empathy & Support To support the people who use our services to achieve their potential by:- * Ensuring that person centred plans reflect and promote the needs, personal goals and aspirations of individuals
* Proactively support, enable and encourage clients to be aspirational for their health and wellbeing outcomes, addressing the barriers they face
* Engaging with family, carers and significant others where appropriate to facilitate person centred approaches and plans
* Deploying appropriate de-escalation techniques when required

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|   | 11. Sector Quality Standards To ensure all services are delivered in accordance with recognised standards by: - * Ensuring all services are delivered according to the BASHH, FSRH and Care Quality Commission (CQC) standards and guidance as appropriate
* Understanding the need to be ‘inspection ready’ and your role in any

CQC inspections |
|   | 12. Sexual health To assist the Service Coordinator / Manager and work within the clinical team to implement, develop and deliver clinical sexual health and contraception support by:-.* Maintaining competence in the following skills:
	+ Taking a full contraception and sexual health history
	+ Undertake BBV risk assessments.
	+ Recognising signs and symptoms of STI’s
	+ Asymptomatic and uncomplicated symptomatic screening of male and female patients
	+ Venepuncture
	+ Point of care testing for blood borne viruses
	+ Treating named infections and administering a range of treatment and contraception using Patient Group Directions (PGD’s) or working towards completing Non-Medical Prescribing
	+ Competent in insertion and removal of contraceptive implants or willingness to work towards.
* Undertaking phlebotomy and dry blood spot testing, as required, to undertake routine screening and testing, ensuring adherence to identified pathway for blood sample labelling, collection, obtaining results and signposting follow-up and any next steps planning
* Interpreting and discussing the results of sexual health screening with clients, including HIV. Offering clear, sensitive and non-judgemental support to help people understand the results and refer to other members of the team/agencies as appropriate.
* Confidently carry out partner notification of STIs or onward referral for partner notification
* Assessing for psychosexual problems and referring for further support as appropriate
* Undertaking health promotion activities to promote risk reduction in line with national guidance, strategy and best practice
* Keeping up to date and able to advise, teach and counsel on all methods of contraception, and to be willing to train to fit and remove contraceptive implants
* Promoting good practice and adopting a holistic approach to client support at all times, including the identification of wider health and wellbeing needs and onward referral as necessary
* Acting as a professional role model, leading and developing sexual health clinical practice and to support the Service Coordinator
* Ensuring you work within the legal responsibilities as laid down in the Venereal Diseases Regulations 1974
* Identifying safeguarding issues and sexual assault with referral as appropriate, with particular focus on managing risk for vulnerable people
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| Dimensions  | Direct reports  |   |
| Total staff overseen  |   |
| Internal contacts  | * People who use our service
* Area/Service Coordinator/ Nurses
* Team Members/ partnership colleagues / MDT

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| External contacts  | * Partner agencies in local area
* Carers/Friends/Family members
* Regulatory bodies
* Locality manager and TP Central Support services
* Local community members
* Advocacy /Service User forums

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| Planning outlook  |   |
| Problems solved  |   |
| Financial authority  | Responsible for managing petty cash and daily expenditure as required  |

PERSON SPECIFICATION

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| Job title  | Specialist Sexual Health Nurse   |

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| Personal effectiveness    | Essential  | Desirable  |
| * Diploma/Degree in Nursing
* Current registration with Nursing & Midwifery Council and evidence of readiness for revalidation or of revalidation
* Able to deliver a range of services/treatments/intervention s in a person-centred, non-judgemental manner.
* Able to demonstrate flexibility and creativity when developing support options, packages and plans
* Experience in managing a caseload of people with complex needs
* Able to demonstrate self-motivation, reliability and an autonomous approach, seeking support when required
* Able to ensure an empathic and non-judgemental approach at all times
* Able to demonstrate a good knowledge and value base in a relevant service specialism of sexual health
* Ability to recognise individuality and rights for everyone in relation to their values, attitudes and beliefs and working with the patient accordingly
* Demonstrates commitment and enthusiasm to self-development within this field
 | * Non-medical Prescriber qualification
* Qualification in Mentorship or agreeable to undertake training
* Qualification in Clinical Supervision or agreeable to undertake training
* Proven track record of working within the sector or appropriate placements during training
* Experience of providing sexual health services in outreach settings
* Working in outreach settings
* Evidence of further qualification / training in the field of practice inc.:

- STIF Level 2 competence/GUM course- Relevant contraception qualification- Fitting and removal of contraceptive implants* Experience in dealing with difficult situations

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| Technical effectiveness  | Essential  | Desirable  |
| * Proven verbal and written communication skills with the ability to tailor the message to the audience
* Ability to maintain clear, accurate and concise records
* Able to identify relevant clinical and non-clinical needs of patients within the specialty
* Experience of health promotion and education
* Proficient in
* Screening of asymptomatic and symptomatic people
* Point of care testing for BBV’s
* Venepuncture
* Administering treatments and vaccinations
* Collaborative team working skills
* Experience in supervising a small team where appropriate to the role
* Adaptable and able to work in a challenging and changeable environment
* Ability to deliver against agreed objectives and targets
* Able to utilise evidence in practice
* Has clear understanding of implementing quality standards in nursing care
* Competent in IT
* Ability to participate in research/audits
 | * Demonstrates an in-depth knowledge of speciality
* Experience in gynaecology, HIV, counselling, research, outreach, and other experience related to the speciality or willing to undertake training
* Experience of building and maintaining relationships with multi-disciplinary stakeholders
* Experience of engaging with groups within an outreach setting, particularly when the core services do not meet their needs
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