**JOB DESCRIPTION**

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| **Job title** | Senior 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 supervision to the Specialist Sexual Health Nurses and direction on clinical sexual health interventions to non-clinical colleagues across the wider team, in accordance with Turning Point’s clinical strategy.  As a professional role model, they will promote and maintain high professional and organisational standards that support and advocate for the adherence to evidence-based clinical practice in the area of sexual and reproductive health.  With support and in liaison with colleagues, the post holder will develop protocols and educational tools to ensure referral between Turning Point and existing specialist and community-based sexual health services, with a focus on increasing access into specialist services where there is a clinical need.  To play a leadership role in delivering Turning Point’s person-centred values and the high levels of ambition for the health and wellbeing of local people. Taking responsibility for the support of people with sexual health and contraception needs in the community, including assessment, investigation, diagnosis, and treatment.  To develop relationships and work with local partners and community representatives to explore the best ways of engaging with people in outreach settings.  Remain deeply community-focused, ensuring that the voices and lived experiences of local people directly shape the delivery and development of services. |
| **Clinical competencies** | * Demonstrate detailed knowledge of and experience in the assessment and management of asymptomatic STIs and reproductive needs * Possess the knowledge, skills and experience to undertake nurse led assessments at Specialist Practitioner level. * Working under the advice and direction of the Service Coordinator and Operations Manager to plan, implement and evaluate sexual health clinical advice and interventions * Understand the sexual health and reproductive needs of individuals from a range of backgrounds * Providing day-to-day advice and support ensuring clinical policy, guidance and best practice is followed. * Providing clinical advice to colleagues to support management of clinical sexual health and reproductive needs * Supporting with the clinical management and oversight of people with complex sexual health and reproductive needs ensuring effective and efficient referral and escalation of support to local specialist sexual health services * Support in ensuring that referrals are co-ordinated in an accountable and auditable way * Effectively liaise with Turning Point and other professionals in community agencies where appropriate to support effective information sharing and facilitation of referrals * Communicate sensitive information to individuals, including partner notification. Provide ongoing education, support and reassurance as necessary with regard to ongoing sexual health and reproductive needs and risks. * Lead and support complex case care planning and case management across the service where clinical input is required. * Support service users to make informed choices about their treatment and support options * Act as a specialist resource sharing best practice guidance, national trends and innovations in specialist and professional practice * Develop effective internal and external stakeholder networks * Evaluate effectiveness of practice / service to influence role and speciality development. * Support in effective outcome monitoring of progress with individuals and the multiprofessional team. Utilise reports and feedback to inform practice / service developments. * Conduct and plan Clinical Audits collaboratively with the Service Coordinator and Operations Manager. * Engage with and promote collaborative partnerships and projects designed to support the integration of clinical sexual health opportunities in the community. * Identify and deliver efficient use of community-based facilities and resources. * Support the development of Clinical Pathways for sexual health service users, partners and affected others where appropriate |
| **Sexual health** | * 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 males and females   + 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. * Oversee and confidently carry out the partner notification process across the service, including onward referral pathways 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 * Assessing, planning and evaluating sexual health care/treatment interventions * 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 |
| **Management and Leadership** | * Monitor staffing levels and nursing activities in conjunction with the Senior Management Team, co-ordinating and planning these effectively and efficiently to maintain service delivery requirements. * Provide day to day operational management and supervision of the Specialist Sexual Health Nurse(s) * Represent the Service at internal and external meetings as required * Undertake personal development reviews to include personal development plans, nursing revalidation and identification of training needs. Discuss any development issues with the Service Coordinator and Operations Manager * Plan, develop, implement, and deliver relevant colleague and external training/CPD in relation to sexual health screening and treatment pathways in conjunction with other members of the Team * Promote excellence in terms of setting clinical standards which are evidence based * Implement and manage change to meet the service provision and development needs. * Organise regular update team meetings to discuss service activity, ensure seamless service delivery and effective dissemination of key communication from Turning Point * Act as a professional role model, leading and developing clinical practice and to support and deputise for the Service Coordinator * Undertake recruitment, selection and orientation of new colleagues including shortlisting, question setting and interviewing prior to appointment, and providing professional support during the induction period * Work in accordance with and ensure that all colleagues are aware of key national and local policies including Dept of Health, NMC, NICE, BASHH and FSRH guidance * Maintain effective communication and information systems within and between specialist sexual health services and Turning Point * Work with other members of the multidisciplinary team, and external sexual health partners and commissioners to achieve common goals and improve services * Enable the service to meet service specific statutory requirements and report any variance immediately * Budgetary responsibilities; operate within with the organisational financial instructions and the discharge of budget management responsibilities. |
| **Education/Professional** | * Promote the active involvement of all nursing colleagues\team members in Clinical audit planning and data analysis * Maintain a good knowledge of emerging policies from Government Departments, NICE guidance, and current research studies * Maintain awareness of current advances and changes in clinical practice and care through local and national networking and undertaking CPD * Promote and deliver supervision encouraging reflective practice within nursing colleagues and team members * Contribute to short, medium and long-term service delivery plans to support the achievement of quality outcomes * Promote CPD and maintain a learning environment through participating in and developing educational programmes for team members, colleagues and service users * Promote a culture to deliver evidence-based practice by encouraging nursing research/audit * Provide/support team members to provide health education and health promotion to clients, either individually or in groups. * Teach and assess team members, other employees, and students by acting as a mentor by using the Turning Point competency framework and preceptorship tools * Be aware of and maintain professional standards of conduct, taking action if others do not meet the required standard. * Support the development needs of colleagues, take appropriate action and maintain and monitor via Ongoing Performance Reviews/personal development plans |
| **Personal** | * Take responsibility for own professional development by maintaining existing skills and developing new ones relevant to specific professional practice * Maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support workforce development and training. Participate in ongoing performance reviews contribute to and take ownership for a personal development plan * Act with integrity and demonstrate accountability for actions taken * Adhere to professional, organisational and departmental standards/policies at all times * Recognise own personal strengths and weaknesses and identify appropriate strategies to enhance the strengths and overcome or minimise the weaknesses * Apply effective personal effectiveness skills in terms of time management, prioritisation, resource management, self-motivation and team work |
| **Other responsibilities** | **1. Confidentiality**  The post holder must maintain confidentiality of information relating to service users, colleagues, and work in accordance with data protection and GDPR legislation. Adherence to Turning Point’s information governance and handling information including GDPR policy’s and procedures.  **2. Health and Safety**  Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974) as well as the requirements of other current legislation applicable to their work duties and must:-   * Be responsible for their own health and safety in the workplace * Take all reasonable care for the health and safety of others who may be affected by the way he/she works * Co-operate and comply with health and safety provision including training   **3. Risk Management**  All colleagues have a responsibility to report all clinical and non-clinical accidents or incidents promptly and, when requested, to co-operate with any investigation undertaken  Colleagues much 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.  **Line Managers**:  It is the responsibility of line managers to ensure:-   * All colleagues working in their area understands and is familiar with all infection control policies, procedures and guidelines (to include hand decontamination, correct use of PPE and care and management of people with communicable infections). Where colleagues are required to wear PPE, managers are responsible for ensuring that PPE is readily available and colleagues understand and are competent in its use. * All colleagues in their area are aware of and adhere to the Trust’s hand hygiene policy. * Ensure that the Occupational Health and Infection Control Departments are notified of any colleague with known or suspected symptoms of a communicable infection report (e.g. - infectious symptoms such as diarrhoea and /or vomiting, rashes etc.).  The employee should be asked to maintain regular contact with their manager and inform them as soon as possible of their expected date of return, (as a minimum the employee should endeavour to give 24 hours notice of their intended return to duty) * That colleagues do not attend or remain at work whilst infected with organisms that have the potential to cause outbreaks or severe infection among patients and colleagues. Should a member of the team report symptoms of any of the conditions or infections below, whilst at work, arrangements should be made for them to contact the Occupational Health Department (or Microbiology Department during evening/night/weekend hours) to evaluate their fitness to work. |

**PERSON SPECIFICATION**

**Post Title: Senior Specialist Sexual Health Nurse**

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| **ATTRIBUTE** | **ESSENTIAL** |
| Experience | * Demonstrable clinical knowledge in identification, support and treatment of STIs and reproductive health needs * Experience of contribution to effective and safe care and support planning * Assessment skills, including an understanding of risk assessments * Experience in delivering colleague training/CPD * Awareness of health issues relating to sexual health * 2 years in Sexual Health at minimum band 6 level * Experience of providing clinical leadership through leading and supervising multidisciplinary colleagues * Experience in multi-agency working and training * Awareness and experience of contributing to effective clinical governance * Experience in reporting and managing incidents effectively * Ability to conduct clinical audit processes * Recent experience working with vulnerable groups and safeguarding mechanisms, demonstrating delivery in line with Equality, Diversity and Inclusion   Desirable   * Working with Patient Group Directives * Experience of planning and delivery of sexual health outreach services |
| **Qualifications** | * Diploma/Degree in Nursing * NMC Registration * Recognised sexual health qualification or working towards * Evidence of continuing personal development/revalidation and post-registration training in the nursing care, assessment and treatment with sexual health clients   Desirable:   * Leadership/management qualification or working towards * Non-medical prescribing qualification |
| **Personal Qualities** | * Ability to work within a multidisciplinary team. * Ability to work in partnership with other agencies * Ability to treat service users with respect and dignity at all times, adopting a culturally sensitive approach, which considers the needs of the whole person * Able to build constructive relationships with warmth and empathy, using good communication skills |
| **Management / Supervision / Coordination skills** | * Ability to work autonomously * Act as a role model * Ability to lead and develop teams * Ability to provide and co-ordinate clinical and management supervision * Ability to lead and facilitate decision-making processes * Able to co-ordinate workflows and determine team rota’s * Able to supervise the work performance and attendance of a team * Be able to manage all aspects of work including: identifying training needs, carrying out appraisals, full management of sickness absence; manage conduct; and capability cases * Assist on interview panels * Organisational skills |
| Communication/Verbal/Written skills | * Be able to write complex reports and formulate policies * Able to comment on complex documents such as policies/reports * Ability to chair and conduct meetings * Act as a service user advocate * Ability to work in partnership with other agencies * Ability to treat service users with respect and dignity at all times, adopting a culturally sensitive approach, which considers the needs of the whole person * Ability to communicate at complex levels and with service users who may have challenging behaviours * Good IT skills including; keyboard skills, ability to use the internet, email, records management systems and basic word-processing skills. * Fluency in verbal and written English Language |
| **Responsibility for financial and physical resources** | * Responsible for managing petty cash and daily expenditure as required |
| **Knowledge** | * Demonstrable clinical knowledge of sexual and reproductive health * Evidence of on-going training and practices, in the field of sexual health and public health prevention * Knowledge and understanding of legislations pertaining to mental health, substance misuse, sexual health and related fields of interests * Knowledge and understanding regarding the Mental Capacity Act |
| **Mental Effort** | * Able to research complex information * Able to interpret and analyse complex available data to make recommendations and improve practice * Analysis of statistical information and ability to make appropriate recommendations based on findings * In managing conflicting priorities and organising time effectively |
| **Working Conditions** | * Flexibility to travel to and work from a range of sites and community venues\external meetings * To be able to work with people who display challenging behaviour * To be able to demonstrate understanding of risk assessments e.g. Blood Born Viruses risk |
| **Emotional Effort** | * Able to maintain personal resilience during periods of stress and demanding, yet rewarding work situations |