

We partner with the NHS and Local Authorities and deliver publicly funded health and care services the Virgin Way: high quality, commercially sound services and problem-solving. As a result, we can invest the proceeds in the communities they serve to make positive differences to people's lives and help secure publicly funded health and care for the future.



Job details

Job title: Sexual Health Nurse – Development Post

Reports to: Nurse Manager - Clinical Lead/Nurse Consultant

Salary: FTE £25,655 - £31,534 (Band 5 AfC)

Role purpose

The post holder will work within HCRG Care Services Northern Lincolnshire Sexual Health Service (NLISH) to provide high quality nursing care for patients attending the service for sexual health care and contraception.

The post holder will deliver integrated sexual health provision to clients of all ages age 13 upwards and from a diverse range of cultural and social backgrounds.

This Northern Lincolnshire service covers Grimsby, Immingham, Scunthorpe, Brigg, Barton and surrounding villages. The post holder will be based at Scunthorpe Ironstone Centre and will be asked to support the Scunthorpe Service from time to time. The NLISH Service offers appointments six days per week Monday to Saturday with opening times between the hours of 9am and 5pm with two evening sessions until 8pm during the week. The NLISH Service offers on-line appointments and postal testing 24/7 through the national website www.thesexualhealthhub.co.uk where videos and information regarding sexual health and contraception methods can be accessed. The postholder will also be expected to be flexible and able to travel to various locations across the localities to support marketing events and offer sexual health care in a variety of settings once trained in the speciality.

The post holder will be expected to work collaboratively with key team members including nursing, medical and administration colleagues and support the Service Manager, Clinical Lead and Administration Manager to ensure the effective and efficient delivery of clinical sessions and smooth running of the service.

This is a two-year development post and the successful candidate will undertake the Faculty for Sexual & Reproductive Healthcare (FSRH) Diploma and FSRH letter of competence in the insertion and removal of implants, alongside service training

packages. The Nurse will receive training to manage both asymptomatic and symptomatic clients with sexual health needs and to train in the delivery of family planning and contraception methods. On successful completion of the training the Nurse will become a Senior Nurse at band 6.

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: -

Clinical

- To provide high quality integrated sexual and reproductive healthcare (SRH) and genitourinary medicine (GUM) to all client groups accessing the integrated sexual health service through the provision of a safe, friendly, non-judgmental and confidential service.
- To assess, in consultation with clients, their contraceptive and safer sexual health needs in order to provide individualised advice and care, with relevant teaching and demonstration regarding the chosen method of contraception.
- To undertake Level 3 Safeguarding training in Children and Adults and recognise vulnerable clients who require specific care and make appropriate referrals to other professionals and agencies as necessary including Children's Services, Adult Services, Mental Health and the Police, adhering to local and national safeguarding policies.
- To arrange appropriate referrals and liaise with both statutory and voluntary agencies for those patients identified as having social / emotional problems. This includes complex issues around child protection and vulnerable adults and the assessment by the national Spotting the Signs framework of those under 18 years of age, including Fraser assessment of those under 16.
- Following training provide relevant tests/screening, including microscopy, and treatments for sexually transmitted infections including HIV testing, Chlamydia Screening and immunisation for high-risk groups. To assess any related health care needs and advise the client accordingly or refer to the relevant health care professional.
- To provide health promotion and education in one-to-one settings to clients from different social and educational and cultural backgrounds.
- Following training perform Cervical Screening, audit own results and attend updates on cervical cytology as per training programme.
- To support and assist the Service Health Advisor with Partner Notification and Results Management.
- Support effective Partner Notification to ensure contact(s) attendance and treatment of Index (patient), as detailed in Partner Notification Policy.
- Following appropriate training work towards the insertion and removal of implants.
- Willing to undergo any further training that will enhance service delivery and aid improved outcomes for our service users.

- To work within nurse led clinical sessions and issue prescription-only medicines/treatments in accordance with local care pathways and Patient Group Directions, and in accordance with the latest National and Virgin Care safe administration of medicines policies and NMC Code.

Education

- To use supervisory skills in the support of trainee nurses, doctors and post registration students working within the department.
- To contribute to and attend relevant training sessions, professional updates and participate in the Service's employee review system in order to identify and agree own training and development needs.
- To maintain registration with NMC and maintain professional competencies as required under PREP (CPD and practice standard) and 'Revalidation'.
- To undertake FSRH Diploma training, FSRH Letter of Competence in the insertion and removal of contraceptive implants and complete nurse skill training packages as necessary in line with the development of the post and as agreed with the line manager as part of the personal development process.
- To achieve and demonstrate agreed standards of personal and professional development within agreed timescales.
- To provide mentorship to students undertaking sexual health courses and support learning outcomes (on completion of the Mentorship Course).
- To complete all mandatory training as per Virgincare protocols within stated timescales.

Communication

- To maintain all client records, including electronic records in accordance with service policies, protocols, and the NMC record keeping guidelines.
- To ensure the smooth running of clinics through effective organisation of the session/clinic, informing Clinical Lead, Service Manager/Administration Manager of any anticipated staffing issues. To provide clinic cover within the integrated Sexual Health Service as required.
- Ensure that accurate data is entered into all data collection systems, manual or electronic.
- To report non-compliance with the Data Quality Policy, erroneous production of data and any factors affecting the production of valid data to the Service Manager.

Working relationships

- Foster good working relationships within the multidisciplinary team incorporating the Organisations values
- Promote effective communication channels within Sexual Health North Lincs (Scunthorpe)
- Improve service user experience by actively participating in promoting the Friends & Family Test and service user questionnaires/surveys.

Professional

- To influence the development of the Nurses role within the integrated sexual health service
- To work constantly within the framework of the NMC Code of Professional Conduct and maintain confidentiality as specified in the VD Act of 1974, the NHS Services and Primary Care Services (Sexually Transmitted Diseases Directions 2000).

Person specification	
Essential	Desirable
<ul style="list-style-type: none"> • Registered first level nurse • Integrated contraception /sexual health qualification (or equivalent), or willing to work towards • Experience of contraception services • Experience of GUM services • Evidence of ongoing professional development • Excellent communication skills, both written and verbal • IT skills • Self-directed practitioner • Highly motivated • Flexibility • Enthusiasm • Team player • Ability to work across boundaries • Travel between clinic locations across Northern Lincolnshire will be required as requested (Base Stirling Medical Centre, Grimsby) 	<ul style="list-style-type: none"> • Completion of Nurse Preceptorship post qualification. • Mentor/teaching qualification (training will be offered) • Knowledge of public health issues in the local area • Awareness of local and national health policy • Awareness of issues within the wider health economy • Knowledge of working to patient group directions and associated policy • Undertaken specific Health Advisor Course • Undertaken IOSH Managing Safely Course to support Infection Control role. • Sexual Health Experience • Knowledge of Blithe and DART systems



About us

We've been part of the NHS since 2006. We partner with the NHS and with local authorities to provide high quality care and transform services to be sustainable for the future. We see more than a million people each year in community and primary care, social care and referral services across England.

- We're part of the Virgin Family, a worldwide family business spanning the globe which has invested more than £60m of its own money into our partnerships with the NHS
- Our shareholders have committed to re-investing any profits back into our partnerships with the NHS, including through a £100,000 a year innovation fund you can use to make a difference in your service.
- We're highly rated by the CQC. 97% of our services¹ are rated good or outstanding by the CQC and we're inspected more often – more than 80 times a year since 2013.
- We are one of just 22 organisations with a Government-backed quality award for our learning and development programmes run through our in-house development company, The Learning Enterprise.

Our values

- **We think** - Challenging ourselves and others on what we do, how we do it, fostering a culture of improvement.
- **We care** - putting people over process, treating service users like our own family, understanding and walking in the shoes of others.
- **We do** – cutting through bureaucracy and getting stuff done – holding ourselves and others to account for high standards and not just talking about change but delivering it.

Confidentiality and Information Security

As a Virgin Care 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 UK Data Protection laws 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 NHS Digital's 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

As a Virgin Care employee you are responsible for the following key aspects of Information Governance (not an exhaustive list):

¹ As at September 2020

- 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
- Adherence to the clear desk/screen policy
- Only using email accounts authorised by Virgin Care – eg @virgincare.co.uk, NHSmail etc. These should be used in accordance with the Sending and Transferring Information Securely Procedures and IT and Electronic Communications guidance
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person eg line manager, Head of Information Governance, Information Security Lead within and no later than 72 hours after identifying the incident
- Only using approved equipment for the use of Virgin Care business

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 flourish. 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 Virgin Care 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

Virgin Care is firmly committed to reducing Healthcare-Associated Infections. All colleagues are responsible for protecting themselves and others against infection risks, and ensuring a clean safe environment is maintained. All colleagues, regardless of whether clinical or not, are expected to comply with current Virgin Care infection prevention and control policies including Hand Hygiene and Maintenance of a Clean Environment. These policies must be followed to ensure patients are cared for in a clean environment and receive the highest standards of clinical care.

Colleagues must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) and Virgin Care policies and guidelines to ensure that we maintain a safe environment and safe working practices to protect service users, other colleagues and visitors. It is essential to observe strict fire and security precautions at all times. Ensure you know the fire procedures in your workplace; never obstruct fire exit routes or prop open fire doors. Always keep premises secure and check the identification of visitors or unknown persons in the workplace.

All staff have a responsibility to access Occupational Health, other staff support services and/or any relevant others in times of need for advice and support.

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

Virgin Care is committed to safeguarding, protecting and promoting the welfare of children and adults at risk of harm. We expect all employees to share this commitment by working to relevant safeguarding legislation,

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.



multi-agency procedures and Virgin Care policies and guidance which promote safeguarding and safer working practices across our services.

As such, all posts are subject to a safer recruitment process, including the disclosure of criminal records and vetting checks. All colleagues working directly with people using our services will support them to participate in decision making in accordance with the Mental Capacity Amendment Act 2019.

Medicines Optimisation Responsibility

All health care professional colleagues who are registered with a regulatory body, must comply with their regulatory body, including standards of professional practice / and conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Nursing or registered healthcare professionals

All staff are responsible for undertaking all aspects of medicines optimisation related activities in accordance with the company's medicines policies and procedures to ensure the safe, legal and appropriate use of medicines. All staff are responsible for maintaining their competencies in order to undertake the medicines optimisation activities.

Skilled non-registered staff

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

Policies & Procedures

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

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.

As a Disability Confident Committed company, we work in partnership with the Department of Work and Pensions (DWP) to provide facilities, work environment adjustments and technical solutions to make our business an inclusive place for all. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.