

RCN Sexual Health project



Royal College
of Nursing

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BASHH Annual conference

Birmingham - June 30th July 2nd 2019



@Nurses4PH



Cause for concern

- ◆ The concerns about Sexual Health services were identified as part of the well known challenges for the wider nursing workforce across the UK.
- ◆ This was seen in conjunction to the wider RCN campaigns to highlight the need for sufficient staff across the system with the right skills to deliver safe and effective care
- ◆ Recognised as a particular challenge alongside many Public Health services, particularly in England.

RCN member survey

- ◆ UK wide – online survey
- ◆ RCN members – Women's Health, Public Health and other forums.
- ◆ Promotion via email, Facebook, twitter etc
- ◆ 640 individuals responded
- ◆ 384 complete and 256 incomplete
- ◆ Approx. 65% were from those working in sexual health
- ◆ Some were in fully integrated services, others in GUM or contraception (88.77%)
- ◆ Others in contraception located near GUM

Sexual and Reproductive Health

RCN report on the impact of funding and
service changes in England

RCN REPORT

service provision
HIV/AIDS
sterilisation
nurse
STIs
public health
trans
teenage pregnancy
sexual health
contraception
menopause
gynaecology
spending
reproduction
education
women
inequality
testing
wellbeing
young people
men
training
syphilis
emotion
fertility

Report written by:

Helen Donovan and Kathy French

With the support of the RCN

Public Health forum; Jason

Warriner and Belinda Loftus.

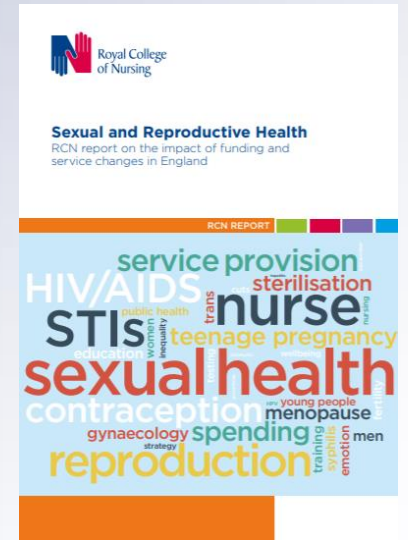
Thanks as well to the FSRH and

BASHH for helping to cascade the
survey.

<https://www.rcn.org.uk/professional-development/publications/pdf-006962>

Four key themes emerged

- ◆ Access to and availability of education and training at appropriate levels for nurses
- ◆ Complexity of commissioning arrangements
- ◆ Workforce planning and skill mix between support staff and registered nurses
- ◆ Impact of current commissioning on services and users of services.



Access to and availability of education and training

- ◆ Lack of agreed standards for nurses, results in nurses accessing education and training in a variety of ways
- ◆ Options are the HEI's, FSRH, BASHH, conferences, RCGP etc
- ◆ The HEI's vary in content, cost, credits awarded and clinical placements

Complexity of commissioning arrangements

Noticeable deterioration in the past five years

- ◆ The survey feedback indicated wide variation with a high level of confusion in the current system and frustration with the perceived importance of sexual and reproductive health to the wider health system

Workforce planning and skill mix

- ◆ The survey reported that there had been a 57% reduction in the number of registered nurses and a 61.5% reduction overall in the workforce
- ◆ There was an overall lack of workforce planning
- ◆ Staff recruitment and retention are significant issues

Wider work

- HEE 2017 – 2018 scoping task and finish group looking at the sexual health workforce, RCN were involved
- The need for a training / education directory was identified through this due to complexity of roles and service provision for sexual health and the need for a suitably trained and competent workforce
- Local PHE regional mapping of provision


Health Education England

Improving the delivery of sexual health services:

Sexual health, reproductive health and HIV workforce scoping project report



September 2018

Developing people
for health and
healthcare
www.hee.nhs.uk



<https://www.hee.nhs.uk/our-work/sexual-health-reproductive-health-hiv-workforce> -

Next steps

- ◆ RCN to clarify education and learning requirements for nurses in SH
- ◆ RCN to promote and clarify routes into the speciality.
- ◆ RCN to promote and develop career pathways and case studies to promote SH nursing careers.
- ◆ Routes into SRH need to more clearly defined and the RCN develop a resources detailing the courses available

Development of resources

◆ RCN public health pages:

<https://www.rcn.org.uk/clinical-topics/public-health>

◆ Sub page on sexual and reproductive health

<https://www.rcn.org.uk/clinical-topics/public-health/sexual-health>

The screenshot shows the RCN Public Health website. At the top, there is a banner with the text "Public health" and "Improving the public's health is at the heart of health and social care across the UK". Below this, there is a navigation menu with "Public health" selected. The main content area is divided into several sections: "What is public health?", "The role of nursing staff in public health", "Speciality areas in public health: Prevent, Protect and Promote", "Public health nursing for children and young people", "Public Health Forum", and "Prevent, Protect, Promote". The "Prevent, Protect, Promote" section at the bottom features images of a person holding a bottle, a person holding a plate of food, and a person holding a glass of water.

The screenshot shows the RCN Sexual Health website. At the top, there is a banner with the text "Sexual health". Below this, there is a navigation menu with "Sexual health" selected. The main content area is divided into several sections: "Sexual Health (SH) encompasses...", "There are a number of other RCN resources...", "The RCN's Public Health Forum and the Women's Health Forum...", "Sexual and reproductive health is a fundamental public health issue...", "Alongside providing advice and support to members...", "Nurses, midwives and health practitioners may be employed by the NHS...", "Current issues and concerns", and "In this section:". The "Current issues and concerns" section features a bar chart showing "420,000 cases on STI's diagnosed in 2017". The "In this section:" section lists various topics such as "Alcohol", "Cardiovascular disease prevention", "Health protection", "Immunisation", "Inclusion health care", "Obesity", "Occupational Health", "Physical activity", "Self care", "Sexual Health", "Smoking cessation", "The role of nursing staff in public health", "Travel Health", and "Tuberculosis".

Clinical sub page for Public Health on Sexual health

Sexual health education, training and professional associations

You are here: [Home](#) / [College of Nursing](#) / [Clinical](#) / [Public health](#) / [Sexual health](#) / Sexual health education and training

To ensure that patients receive high quality safe care it is essential that nurses, midwives and healthcare practitioners who work in sexual and reproductive health, contraception and HIV settings have the appropriate qualifications, knowledge, competence and skills.

Sexual health covers a wide range of services as demonstrated by this [umbrella diagram](#).

A nurse who provides contraception should have undertaken a course that includes theoretical knowledge and clinical placements so clinical competence can be assessed and demonstrated in that area of practice. A nurse working in HIV would need theoretical knowledge and placement experience relevant to that area of care. See [RCN Subject Guide for Sexual Health](#).

The RCN publication [Sexual and reproductive health: education, training and career progression in primary and secondary care](#), provides details of the courses and various education pathways into sexual and reproductive health, and suggests routes and provides up-to-date information.

If you are looking for funding for courses the RCN Foundation provides a number of bursaries and scholarships each year. For more information see [RCN Foundation](#).

The [RCN Sexual Health Education Directory](#) identifies the education, training and qualification requirements for registered nurses, midwives, health advisers and nursing associates as well as unregistered health care support staff working in sexual health.

The directory is designed for all those in sexual health from entry level through to advanced practice and from registered nurses to nursing associates and health care assistants.

The directory is split into sections:

[Introduction](#) - with information of introductory programmes for sexual health.

[Part 1](#) - Education programmes for providing Sexual Health Services (SH) and Contraception (C) and HIV for entry level, Intermediate and advanced level roles.

[Part 2](#) - Education requirements for providing Sexual and Reproductive Health services in Primary care. Essential and desirable criteria.

[Part 3](#) - Education programmes for Midwives and Nurses in working in abortion care. Essential and desirable criteria.

[Part 4](#) - Education programmes for Sexual Health Advisers (SHA) who are also registered nurses. Essential and desirable criteria.

[Part 5](#) - Education requirements for Nursing Associates (England only). Essential and desirable criteria.

[Part 6](#) - Education requirements for Health Care Support Workers/Health Care Assistants/Unregistered staff working in Sexual and Reproductive Health Care. Essential and desirable criteria.

[Part 7](#) - Clinical Oversight - Education training and skills requirement for all areas of practice across England, Scotland, Northern Ireland and Wales.

Professional associations

As a nurse or health practitioner working in the specialty of sexual and reproductive health, HIV, contraception and termination of pregnancy there are a number of professional associations that you can join. Each organisation provides a range of information, produces national standards and guidelines alongside educational opportunities and professional journals.

- > [British Association for Sexual Health and HIV](#)
- > [British HIV Association](#)
- > [Faculty of Sexual and Reproductive Health](#)
- > [National HIV Nurses Association](#)
- > [Society of Sexual Health Advisers](#)
- > [Institute of Psychosexual Medicine](#)

Sexual health education directory

This resource highlights the education, training and qualification requirements for registered nurses, midwives, health advisers



<https://www.rcn.org.uk/clinical-topics/public-health/sexual-health/sexual-health-education-and-training>

Sexual and Reproductive Health – Education, Training and Career Progression in Nursing and Midwifery

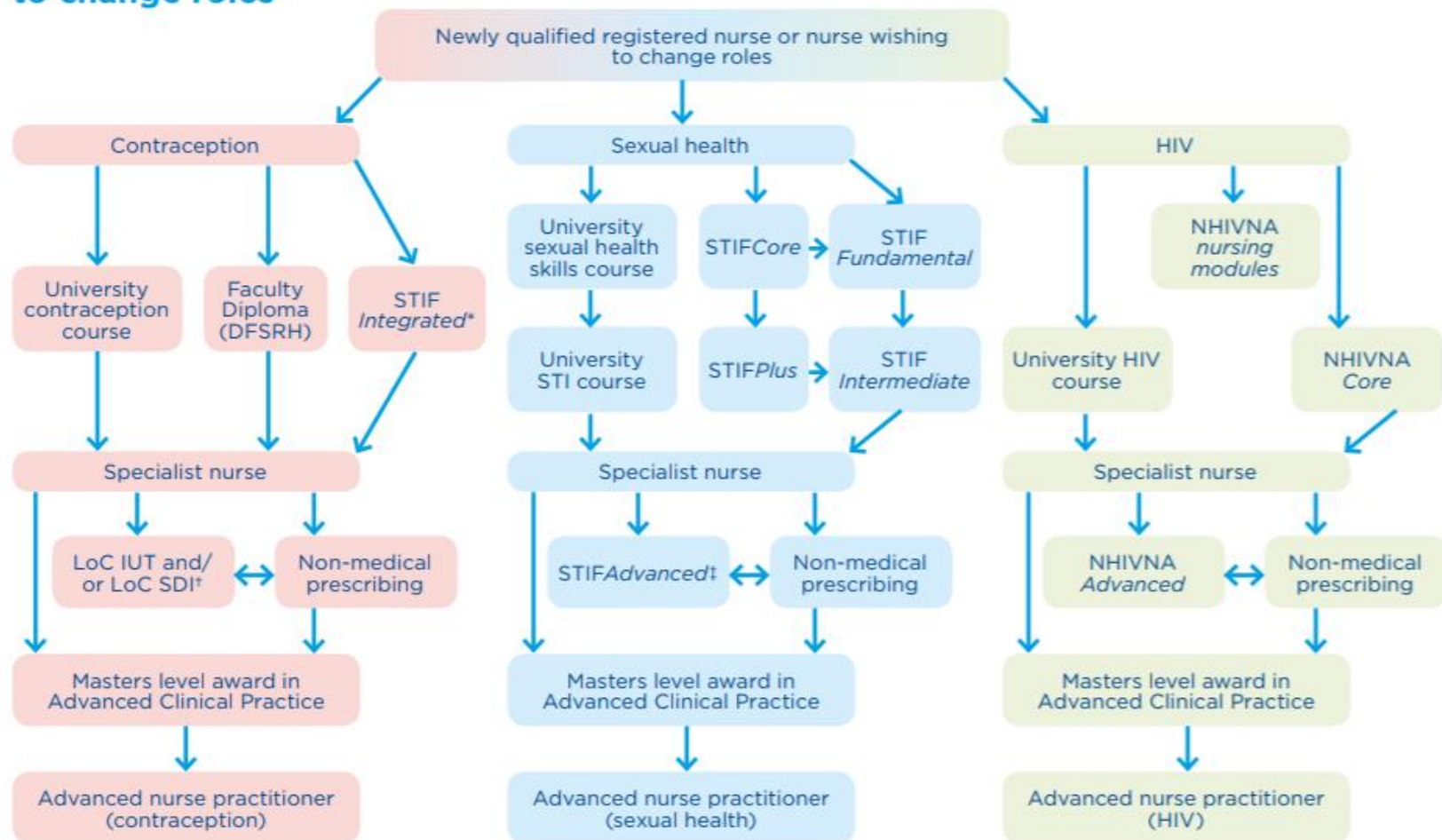
CLINICAL PROFESSIONAL RESOURCE



Sexual health education and career progression

<https://www.rcn.org.uk/professional-development/publications/007-502>

Flowchart: Education and training requirements for newly qualified registered nurses wanting to work in sexual health, contraception or HIV or those wishing to change roles

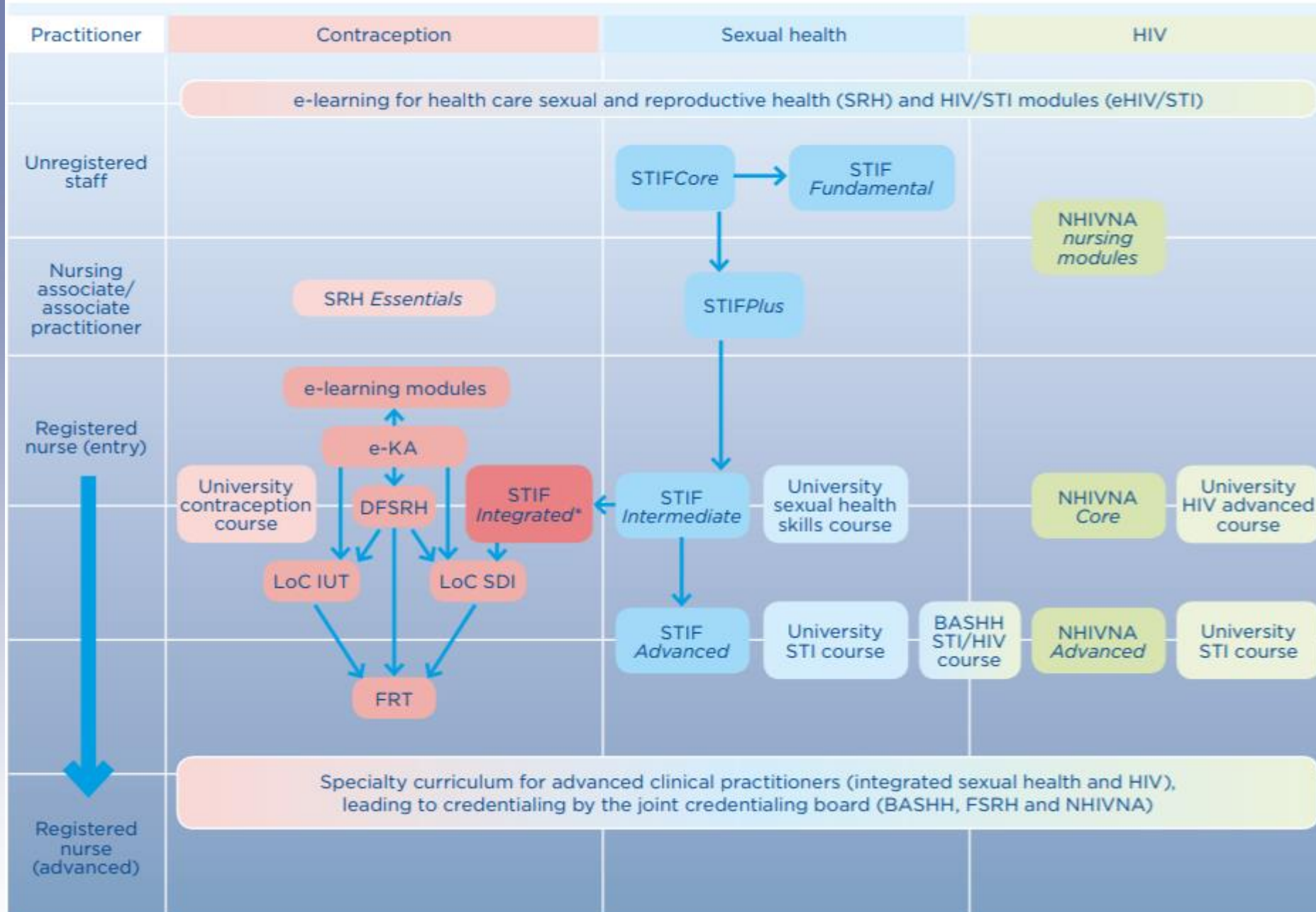


*STIF integrated is a bolt on contraception qualification to STIFIntermediate

† e-KA has to be undertaken to sit LoC IUT, e-KA or STIFIntegrated have to be undertaken to sit LoC SDI

‡ STIFIntermediate has to be taken before STIFAdvanced

Flowchart: Courses



Education directory



Sexual health education directory

You are here: [Royal College of Nursing](#) / [Clinical](#) / [Public health](#) / [Sexual Health](#) / Sexual health education directory

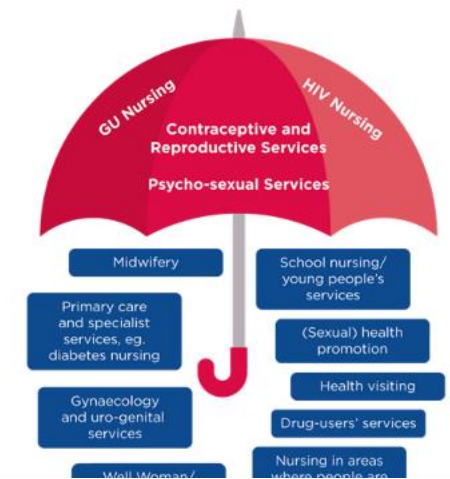


This resource highlights training and qualification requirements for registered nurses, midwives, health advisers and nursing associates as well as unregistered health care support staff working in sexual health.

Sexual Health (SH) encompasses: genito-urinary medicine, sexual and reproductive health, psychosexual counselling, abortion services and HIV. See the RCN umbrella diagram which shows the breadth of SH provision. It is delivered in various settings, providing care across specialised services as well in primary care and third sector organisations.

This resource provides an outline of the education and qualifications needed for nursing and midwifery staff working in sexual health and HIV care and the relevant qualifying bodies for these education programmes. Different levels of education and qualifications are available to develop the necessary expertise to deliver quality care.

The resource focuses on SH and HIV learning requirements. It is not intended, however, as a definitive list of all the courses available. It doesn't cover wider



<https://www.rcn.org.uk/clinical-topics/public-health/sexual-health/sexual-health-education-directory>



Sexual health education directory

- Introduction
- Part 1
- Part 2
- Part 3
- Part 4
- Part 5
- Part 6

Introduction

This document covers:

- Nurses/midwives/practice nurses/school nurses working in sexual and reproductive health care services
- Midwives and nurses - working in abortion services
- Advanced Clinical Practitioner (ACP)
- Health advisers who are also registered nurses;
- Nursing Associates; England only
- Health care support workers (HCSW); include all unregistered staff involved in SH services. Including Assistant Practitioners (APs) and Nursery Nurses as well as Health Care Assistants involved in SH services.

Part 1



Education programmes for providing Sexual Health Services (SH) and Genitourinary Medicine (GUM) and HIV

Entry level roles



Intermediate level - roles providing autonomous care



Advanced level - team or service lead roles



The word nurse refers to any registered nurse, midwife, health visitor, school nurse, mental health nurse.

For detailed information on medicines management see the RCN's [medicines management clinical topic page](#). There is also a subpage specifically on [Patient Group Directions \(PGD\)](#) and [Patient Specific Directions \(PSD\)](#).

Nurses who work in sexual and reproductive health and HIV will require education and knowledge to work with a PGD or be holding the recordable qualification as an independent prescriber.

Nursing Associates and health care support staff will be working as part of sexual and reproductive health care. When administering medicines these staff must work to a PSD.

Introductory education programmes



RCN sexual health umbrella diagram



Part 2



Education requirements for providing Sexual and Reproductive Health services in Primary care

General practice nurse

Part 3



Education programmes for Midwives and Nurses in working in abortion care

Midwives and Nurses working in abortion care



Part 4



Education programmes for Sexual Health Advisors (SHA) who are also registered nurses

Sexual health advisors who are registered nurses



Part 5



Education requirements for Nursing Associates (England only)

Nursing Associate (England only)



Part 6



Education requirements for Health Care support Workers Health Care Assistants Unregistered staff working in Sexual and Reproductive Health Care

Health Care Support Workers



Part 7



Cervical Cytology – Education training and skills requirement for all areas of practice

Cervical Cytology



Sexual health career stories and case studies

You are here: [Royal College of Nursing](#) / [Clinical](#) / [Public health](#) / [Sexual health](#) / Sexual health career stories and case studies

Sexual Health (SH) encompasses; genito-urinary medicine, sexually transmitted infections (STIs), HIV, contraception, abortion services, teenage pregnancy and sexual & reproductive health.

It is delivered in various settings, providing care across specialised services as well as through primary and third sector organisations. The following selection of career stories from nurses working across the UK and in a variety of organisations, demonstrate the various routes that senior nurses have taken to develop into the speciality. These are followed by case studies which help to show the breadth of services providing sexual health care.

Sex, Speciality and Service - Working in sexual health services



Sexual and reproductive health nurses talk about why they chose to work in sexual health and how their role and studying has developed their skills and experience. Also, hear about what their role encompasses and what they enjoy about the area they work in.

Would you like to submit a case study?

If you would like to submit a case study, please complete [this template](#) or if you would like to share your career story please use [this template](#) and email it to helen.donovan@rcn.org.uk. To fill out the template, you will need Adobe Acrobat Reader, which you can download [here](#).

Sexual health

- [Sexual and reproductive health career case studies](#)
- [Sexual health education and training](#)
- [Sexual health education directory](#)



Sexual health education directory

This resource highlights the education, training and qualification requirements for registered nurses, midwives, health advisers and nursing associates as well as unregistered health care support staff working in sexual health.

Dating apps and keeping safe

RCN Awards finalist Sandra Bennett discusses the best approaches to take with patients who have been assaulted after using dating apps. Post forward the podcast to 330 to hear Sandra Bennett.

Career stories



[Angela Cannon](#)



[Bryony Grimshaw](#)



[Cath Crossman](#)



[Jodie Bridges](#)



[Kerry Carruthers](#)



[Mirelle Harris](#)



[Ruth Bailey](#)



[Sue Hansford](#)

Case studies



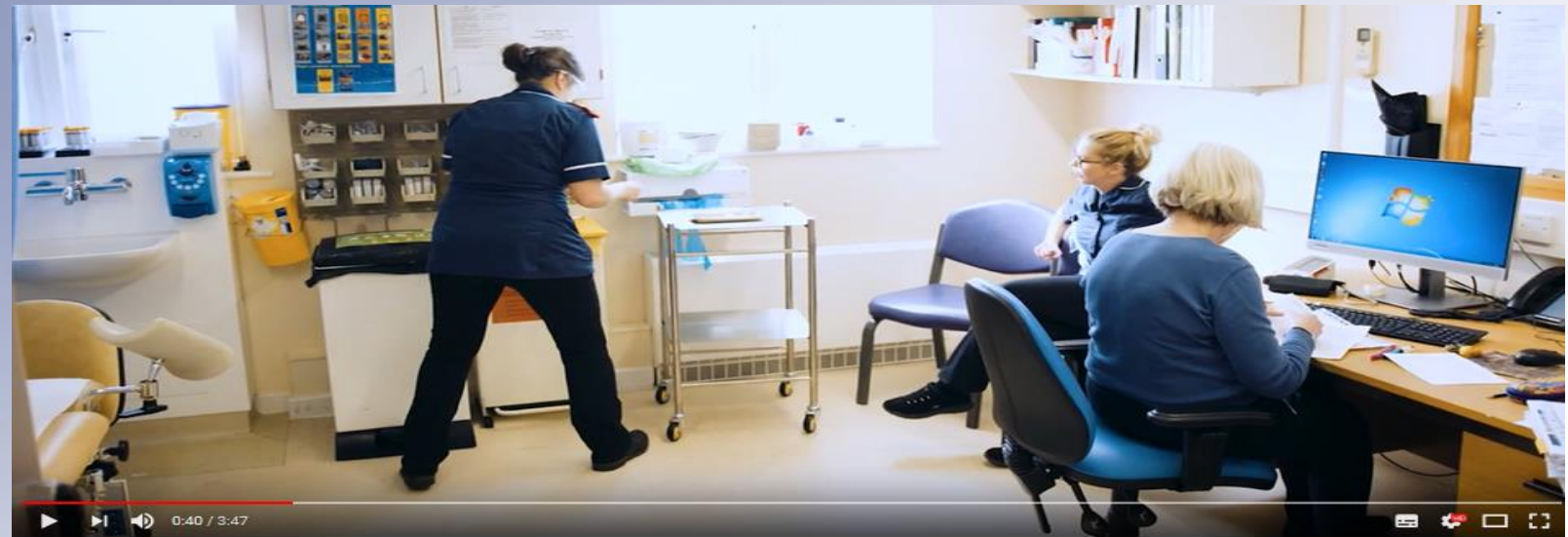
Promoting sexual health as a career

Career stories case studies and Videos

<https://www.rcn.org.uk/clinical-topics/public-health/sexual-health/sexual-health-career-stories-and-case-studies>

Shining a light on sexual health and reproductive nursing

<https://www.rcn.org.uk/clinical-topics/public-health/sexual-health/sexual-health-education-and-training>



Shining a light on sexual and reproductive health nursing

RCNonline
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Sex, Specialty and Service - Working in sexual health services

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Sex Speciality and Service – Working in sexual health

<https://www.rcn.org.uk/clinical-topics/public-health/sexual-health/sexual-health-career-stories-and-case-studies>



Health Education England

Special acknowledgement and thank you to HEE for funding support for the 'Education Directory' and video development

***SEXUAL
HEALTH
MATTERS!***

Thank you and Questions



RCN SH project group

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Su Everett	Senior Lecturer in Sexual Health
Matthew Grundy- Bowers	Consultant Nurse (HIV/Sexual Health) / Senior Lecturer (Advanced Nursing Practice)
Jason Warriner	Specialist Nurse in HIV and sexual health & Chair of the RCN PH forum
Ruth Bailey	Specialist nurse, Sexual and reproductive health & RCN Women's Health forum
Belinda Loftus	Head of Integrated Sexual Health Services
Michelle McGrath	Sexual Health specialist nurse - Northern Ireland
Claire Galloway	Clinical Lead for Sexual Health & Professional Lead for The Rowan - Northern Ireland
David Evans	Professor in Sexualities and Genders: Health & Well-Being
Lorraine Kelso	Nurse Consultant & Head of Profession Sexual Health Services - Scotland
Jodie Walker-Haywood	Specialist Nurse in SRH and BASHH Board Nurse Rep
Jodie Crossman	Chair of the BASHH nurses group and specialist in SRH
Suzanne Williams	Senior Nurse Sexual health - Wales