



Study Module
Sandyford Initiative Practical Special Study
Module One

Registered Practitioner
Sexual & Reproductive Health
October 2004



Background and Purpose

The Competency Assessment Program is based on the Department of Health Competency Framework for Sexual and Reproductive Health Nursing (2004).

The trainee will be an experienced nurse working as a registered practitioner in the departments of Family Planning and Genitourinary Medicine.

The purpose of the competency program is to support nurses develop knowledge or skills to work in an integrated nurse led “drop-in” sexual health service.

The Competency Framework domains

- 1. Client Assessment**
- 2. Clinical examination and specimen collection**
- 3. Interpretation and provision of findings**
- 4. Provision of treatment and therapies**
- 5. Health promotion**

Assessment of Competence

The level of competence stated in the logbook are based on the DFFP recommendations and Career Grade Training

- | | |
|----------------|---|
| Level 1 | Activity observed, basic understanding of principles & concepts involved |
| Level 2 | Activity carried out under supervision, broad understanding of principles and concepts involved |
| Level 3 | No need for supervision, needs senior colleague available for support and advice |
| Level 4 | Activity carried out without direct supervision within a legal and ethical framework, in accordance with the Nursing and Midwifery Council Code of Professional Conduct |

The primary trainer must be satisfied that the competence has been attained at least at level 3. If competency has not been achieved at level 3 then the trainee may be asked to continue observed further practice until this has been achieved.

In preparation the trainee will work through the competency indicators for a registered practitioner and evidence will be by portfolio. This can be in the form of reflective practice and self assessment of competency. The trainee will keep a log book to record practice experience and competency.

Training

The trainee will self select the primary trainer who, for the first cohort of the program, will be a member of the medical staff. The assessment of competence may fall to several experienced clinicians working in different spheres but the overall responsibility will be with the Primary Trainer.

Competencies Required for Sexual and Reproductive Health Nursing Practice

What is a competency framework?

A nurse is **competent** when s/he possesses the skills and abilities required for lawful, safe and effective professional practice without direct supervision.⁷ There are broadly three models of competence:

- a) what people need to achieve – outcomes (standards) models
- b) what people need to possess – educational models
- c) what people are like – personal competence models

The framework utilises an outcomes competence model. Using this approach focuses on the expectations of any individual who is undertaking a particular area of work / work role. The framework described in this document therefore describes what knowledge and skills individuals need in order to achieve specific outcomes or standards of sexual and reproductive health care.

The structure of the framework

The framework is centred on the client experience within the multidisciplinary sexual and reproductive health care settings, set in the context of professional nursing practice. As suggested earlier, this framework provides competencies that are additional to those outlined within the NHS Knowledge & Skills, although some may be obviously complementary.

The framework consists of five key **dimensions** that are seen as specific to sexual and reproductive health nursing practice. These specific dimensions are ordered in a way that follows the general patient pathway through sexual and reproductive health services. It is anticipated that individual nurses would need to apply their knowledge and skills across the dimensions in order to achieve the expectations outlined within their job description. Most job descriptions will likely cover an element of each dimension.

Each of the dimensions is described across **three levels of clinical practice**, with each level building upon the preceding level(s):

- registered practitioner;
- senior registered practitioner;
- consultant practitioner.

Attached to each dimension is:

- specific **areas of competency**, each with an **overarching statement**, which gives an overall flavour of what the competency is about
- A number of statements, referred to as **indicators** which represent the knowledge, skills and attitudes required for safe, effective, accountable and acceptable client care. As individuals progress through the levels of practice, they will achieve the respective level of competence.

Registered Practitioner

This level defines the entry point for registered nurses to the specialty of sexual and reproductive health. Competencies at this level have a minimum threshold that is in line with the general competencies required for registered nurses to enter the register of the Nursing and Midwifery Council.

To begin with, the role of the registered practitioner in the sexual and reproductive health setting is generally limited to that of supporting doctors and senior nursing colleagues throughout individual episodes of client care. The nurse develops his/her expertise, skills and tasks relevant to the local setting. The nurse learns how to deliver health promotion and education, and to supply and administer specific medications.

The interpersonal skills of all sexual and reproductive health nurses develop so that they can initiate discussions surrounding use of contraception, risk behaviours for pregnancy, STIs and HIV. They learn when and how to directly refer clients to other health care professionals, such as health advisers and clinical psychologists and how to document client care. Experienced nurses are also able to provide the ongoing management of specific sexual and reproductive health care, such as ongoing contraceptive care and the treatment of genital warts.

For example, sexual history and risk assessment, HIV testing, STI testing for women, pregnancy testing and referral, contraceptive information and services, assessment and referral of men with STI symptoms, cervical cytology screening and referral, and hepatitis B immunisation. Many of these elements are covered within this level of nursing practice in the competency framework and can be adapted to local level accordingly.

Qualification:

- ◆ Registered nurse with qualification in Reproductive or Sexual Health

Experience:

- ◆ Working within a specialist area

Some Useful Contacts and Resources for Continuing Professional Development

Internal:

- ◆ Your line manager
- ◆ Those responsible for education and development in your organisation - e.g. practice development team or clinical education lead

External:

- ◆ The NHS Knowledge and Skills Framework (NHS KSF) and Development Review Guidance www.dh.gov.uk
- ◆ RCN Institute Practice Development website - <http://www.rcn.org.uk/resources/practicedevelopment/home.php>
- ◆ RCN Publishing Company (2003) *Personal Development Planning* - a resource to provide assistance in developing a personal development plan (PDP).
- ◆ Detailed competencies for nurse prescribers - http://www.npc.co.uk/nurse_pres.htm
- ◆ GU Nurses Association - www.guna.org.uk
- ◆ fpa - www.fpa.org.uk
- ◆ National Association of Nurses for Contraception and Sexual Health - www.nancsh.org.uk
- ◆ Faculty of Family Planning and Reproductive Health Care - www.fffprhc.org.uk
- ◆ British Association for Sexual Health and HIV (formerly MSSVD) - www.bashh.org

Overview of the Competency Framework for Nurses Working in the Specialty of Sexual and Reproductive Health in Relation to the NHS KSF

The core and specific dimensions in the NHS Knowledge & Skills Framework are:

Core dimensions

- 1 Communication
- 2 Personal and people development
- 3 Health, safety and security
- 4 Service development
- 5 Quality
- 6 Equality, diversity and rights

Specific dimensions

- 7 Assessment of health and wellbeing needs
- 8 Addressing individuals' health and wellbeing needs
- 9 Improvement of health and wellbeing
- 10 Protection of health and wellbeing
- 11 Logistics
- 12 Data processing and management
- 13 Production and communication of information and knowledge
- 14 Facilities maintenance and management
- 15 Design and production of equipment, devices and visual records
- 16 Biomedical investigation and reporting
- 17 Measuring, monitoring and treating physiological conditions through the application of specific technologies
- 18 Partnership
- 19 Leadership
- 20 Management of people
- 21 Management of physical and/or financial resources
- 22 Research and development



The specific dimensions of the competency framework for nurses working in the specialty of sexual and reproductive health are:

- 1 Client assessment
- 2 Clinical examination and specimen collection
- 3 Interpretation and provision of findings
- 4 Provision of treatment and therapies
- 5 Health promotion

The competency framework for nurses working in the specialty of sexual and reproductive health (SRH) has *not* been developed as an externally-quality assured framework to support the NHS Knowledge and Skills Framework (NHS KSF). Therefore, the SRH framework should *not* be used as a sole means for determining career and pay progression under the Agenda for Change pay modernisation process. It should only be used to complement the NHS KSF by providing specific competences related to sexual and reproductive health.

Comparing the NHS KSF dimensions to the Competency Framework for Nurses Working in the Specialty of Sexual and Reproductive Health

<i>Sexual and Reproductive Health Dimensions</i>	<i>NHS KSF Dimensions</i>
1. Client assessment	7 Assessing health and wellbeing needs
2. Clinical examination and specimen collection	7 Assessing health and wellbeing needs 16 Biomedical investigation and reporting
3. Interpretation and provision of findings	7 Assessing health and wellbeing needs 16 Biomedical investigation and reporting
4. Provision of treatment and therapies	8 Addressing health and wellbeing needs
5. Health promotion	8 Addressing health and wellbeing needs 9 Improvement of health and wellbeing 10 Protection of health and wellbeing

REGISTERED PRACTITIONER

CLIENT ASSESSMENT	
CLINICAL	<i>Recognises own role in assessing the client's clinical condition and presenting issues in accordance with national and locally agreed assessment guidelines</i>
	<ul style="list-style-type: none"> • Demonstrates an understanding of the relevance and need to elicit a clear and concise clinical picture of the client's presenting problem(s) • Interprets clinical information documented by colleagues • Encourages the client's full participation in the assessment • Elicits new information on physical signs and symptoms of infection and risk of pregnancy • Records new information related to clinical assessment and passes it on to relevant colleagues in a timely manner
RISK	<i>Identifies client risk factors in respect of STIs, blood borne infections, pregnancy and use of contraception methods</i>
	<ul style="list-style-type: none"> • Demonstrates an understanding of what constitutes sexual 'risk-taking' behaviour • Demonstrates a general understanding of the various contraceptive methods as well as their risks and benefits • Elicits and records new information regarding the clients sexual and reproductive health history • Communicates new information regarding the clients sexual and reproductive health history to colleagues in a timely manner • Demonstrates an understanding of the issues related to 'sexual consent' and, where appropriate, elicits, records and relays this information to colleagues • Demonstrates an awareness of HIV risk factors and is able to undertake or contribute to pre-test discussion • Elicits relevant risk factors in regards to other blood borne infections • Elicits relevant vaccination history as required • Refers clients to appropriate colleagues for further risk assessment as required
PSYCHOSOCIAL	<i>Demonstrates an understanding of and is able to assess psychosocial /psychosexual issues</i>
	<ul style="list-style-type: none"> • Demonstrates an awareness of psychosocial / psychosexual well-being and impact on client management • Assesses aspects of psychosocial well-being (eg stigma, shame) in relation to sexual and reproductive health care and management • Demonstrates awareness of the range of psychological attributes of sexual dysfunction • Liaises with colleagues in assessing and referring clients for psychological and psychosexual assessment and support • Provides accurate information to the team on the support that individuals will need and the impact on his/her own work
KNOWLEDGE & INFORMATION	<i>Provides relevant information to enable the client to make informed choices on their care and condition</i>
	<ul style="list-style-type: none"> • Demonstrates an awareness of relevant information resources available e.g. client leaflets, internet sites • Elicits and interprets client knowledge and understanding in order to meet their information needs

REGISTERED PRACTITIONER

KNOWLEDGE & INFORMATION	<ul style="list-style-type: none">• Assesses the barriers that individuals have in making informed choices e.g. language, learning difficulties• Works with colleagues to overcome information barriers e.g. liaises with interpreting services• Ensures that clients have clear and concise information to be able to make informed choices about their care• Explains the general principles of cervical screening, becoming pregnant, reproductive anatomy and physiology, contraception and locally common STIs
CONSENT	<i>Seeks client consent to enhance and protect individual care</i>
	<ul style="list-style-type: none">• Demonstrates a clear understanding of the law and guidelines with regard to working with younger clients• Seeks client consent at each level of care, particularly prior to any clinical procedure• Advocates on behalf of the client to ensure that consent to clinical procedures is well informed• Explicitly considers the guidance (e.g. Fraser Guidelines) in the assessment of any young person's capacity to provide valid consent• Accurately records the factors taken into account in making the assessment of any young person's capacity to give valid consent• Liaises with senior colleagues when a young person's capacity for consent is insufficient or questionable• Liaises with senior colleagues and adheres to local guidelines/policy when neglect, physical or sexual abuse, sexual assault is suspected in any client

REGISTERED PRACTITIONER**CLINICAL EXAMINATION AND SPECIMEN COLLECTION**

PREPARATION OF CLIENT	<i>Enables the client to feel prepared for the examination procedure</i>
	<ul style="list-style-type: none">• Demonstrates an understanding of client examination procedures• Prepares the examination room to receive the client• Accurately interprets sexual and reproductive health history to identify priorities and process of examination• Takes all measures to maintain the client's privacy, dignity and wishes• Seeks client consent for examination process• Explains all procedures to the client and address any queries• Identifies any examination issues for clients with physical disabilities, such as access to couches and specific positioning requirements• Assists the client into the correct position and ensures they are comfortable prior to the examination process• Is able to detect anxieties in the client prior to and during the examination process and respond accordingly
CLINICAL EXAMINATION / PROCEDURES	<i>Identifies client risk factors in respect of STIs, blood borne infections, pregnancy and use of contraception methods</i>
	<ul style="list-style-type: none">• Demonstrates an understanding of the principals and practice of chaperoning• Works as a chaperone in accordance with local policy and guidelines• Assists colleagues in clinical examination and procedures, as required• Ensures the privacy and dignity of the client is maintained throughout any examination or procedure• Promotes and advocates the rights of individuals during clinical examination• Identifies signs of client discomfort during examination and responds accordingly• Demonstrates an understanding of the appearance of normal genital anatomy and general pathological processes affecting the genitalia• Demonstrates an awareness of the physical manifestations of common genital tract infections• Undertakes a clinical examination of the client in accordance with local guidelines• Asks client relevant questions during the examination to elicit underlying pathology or sexual dysfunction• Recognises the common signs and symptoms of genital tract infection observed during examination• Documents and communicates examination findings clearly and concisely to colleagues in a timely manner• Demonstrates general awareness of physical manifestations of less common genital tract conditions• Identifies problems needing specialist evaluation and advice• Contributes to the identification and diagnosis of more complex clinical conditions in accordance with experience
SPECIMEN COLLECTION	<i>Demonstrates an understanding of and is able to assess psychosocial /psychosexual issues</i>
	<ul style="list-style-type: none">• Demonstrates a knowledge of health and safety and infection control issues related to specimen collection• Demonstrates an awareness of the clinical requirement for particular specimens• Promotes and advocates the rights of individuals during specimen collection• Prepares the appropriate equipment for specimen collection

REGISTERED PRACTITIONER

SPECIMEN COLLECTION	<ul style="list-style-type: none">• Assists in the collection of the specimens and samples, where required• Explains to clients the clinical requirement for specimens and samples• Performs specific techniques that facilitate specimen/sample taking e.g. passing a speculum or proctoscope• Obtains the appropriate male and female specimens and samples - e.g. cervical cytology, STI and blood samples• Keeps the client informed throughout specimen collection and takes steps to minimise any discomfort• Demonstrates an understanding of specific medico-legal requirements for specimen collection from clients who have been sexually assaulted• Contributes to specific documentation of specimen collection from clients who have been sexually assaulted• Performs more complex specimen collection techniques, such as prostatic massage, according to experience, training and local protocol
SPECIMEN PROCESSING	<i>Provides relevant information to enable the client to make informed choices on their care and condition</i>
	<ul style="list-style-type: none">• Demonstrates an understanding of the principles of labelling, preparation and storage of specimens and samples• Correctly labels all specimens• Contributes to the correct preparation and storage of specimens and samples• Adheres to infection control and health and safety issues related to specimen storage and processing• Contributes to the specific medico-legal processing requirements of specimens from clients who have been sexually assaulted• Prepares specimens for processing e.g. gram staining slides• Processes specimens and samples to achieve an investigation outcome and/or diagnosis e.g. pregnancy testing, gram stain, wet prep and dark ground microscopy• Documents and communicates investigation outcomes to colleagues and/or clients in a timely manner

REGISTERED PRACTITIONER

INTERPRETATION AND PROVISION OF FINDINGS	
INTERPRETATION OF FINDINGS	<i>Interprets findings to identify the client's needs</i>
	<ul style="list-style-type: none"> • Demonstrates a general knowledge of the clinical findings and how they can be interpreted • Demonstrates knowledge of sources of results and local procedures for obtaining such results • Accurately documents/transcribes client results where required • Engages in the multidisciplinary approach to interpretation of findings • Encourages client involvement in the results interpretation process as appropriate • Advocates where necessary to ensure all findings are considered • Seeks clarification of the understanding of the findings where needed e.g. liaises with laboratory staff • Interprets the findings within the scope of own knowledge, experience and role • Consults and refers as appropriate
PROVIDING RESULTS	<i>Provides clear and accurate results to the client</i>
	<ul style="list-style-type: none"> • Demonstrates an understanding of local policies and procedures for the provision of results • Demonstrates an understanding of the issues related to confidentiality and the provision of results: <ul style="list-style-type: none"> - within the clinic setting - in outreach/off-site settings - over the telephone - via letter, email or other mechanism • Correctly identifies client details before providing results • Provides clear and accurate interpretations of key results: <ul style="list-style-type: none"> - within the clinic setting - in outreach/off-site settings - over the telephone - via letter, email or other mechanism • Acknowledges own knowledge limitations and seeks advice or refers client on for interpretation of specific results
PLANNING CARE & TREATMENT	<i>Plans care appropriate to the individual client</i>
	<ul style="list-style-type: none"> • Demonstrates an awareness of the appropriate care required/available • Establishes and communicates individual client requirements for the planning of care • Advocates in the planning of care and treatment, where requested or required, for clients with specific needs e.g. learning disabilities • Encourages clients to contribute to the planning of their care and treatment • Amends care according to new information, in partnership with client and colleagues • Contributes in any referral process where required • Considers non-drug treatment options where appropriate • Documents own contribution to the plan of care

REGISTERED PRACTITIONER

PROVISION OF TREATMENT AND THERAPIES

CLINICAL & PHARMACEUTICAL KNOWLEDGE	<i>Has up-to-date information about the common treatments and vaccinations for STIs and methods of contraception used in sexual and reproductive health care settings</i>
	<ul style="list-style-type: none"> • Demonstrates an awareness of the various sources of pharmaceutical information • Demonstrates an understanding of the primary treatments and vaccinations for common STIs and the main methods of contraception available • Demonstrates an awareness of how medicines are licensed, monitored and supplied • Demonstrates a basic knowledge of the key medications used in sexual and reproductive health in relation to the common modes of action and how these are affected by other medications • Demonstrates a knowledge of common adverse effects resulting from the key medications used in sexual and reproductive health care • Understands and discusses the different treatment options with colleagues and clients • Recognises and discusses treatment options that are not in line with individual client needs and evidence based standards of care • Able to identify physical and behavioural factors that may impact on treatment options and treatment concordance
ADMINISTRATION, SUPPLY & PRESCRIBING	<i>Safely supplies and administers medications within professional and organisational standards and own limitations of practice</i>
	<ul style="list-style-type: none"> • Demonstrates a clear understanding of the professional regulatory frameworks within which nurses can supply, administer and prescribe medications • Supplies and administers treatments and vaccinations in accordance with professional and organisational standards • Documents supply and administration of any medications and therapies • Works within the confines of patient group directions (PGDs), in order to supply and administer any treatments and/or vaccinations • Identifies, documents and reports adverse drug reactions in a timely manner
CLIENT EDUCATION	<i>Provides relevant information about medications to those receiving treatments</i>
	<ul style="list-style-type: none"> • Discusses methods of contraception with client • Discusses treatments and vaccinations for common STIs with clients • Provides appropriate written information to client, where available • Clarifies clients understanding of, and commitment, to their treatment and vaccination schedule • Documents any treatment and/or vaccination information provided to client • Identifies potential barriers to effective use and adherence to treatments, vaccinations and method of contraception • Works with client to identify solutions to the identified barriers • Refers clients to other members of multidisciplinary team according to need and local procedures

REGISTERED PRACTITIONER

CLIENT SUPPORT	<i>Provides essential psychosocial and practical support and advice</i>
	<ul style="list-style-type: none">• Demonstrates an understanding of the nursing contribution for the psychosocial care and support of clients within the sexual and reproductive health care setting• Demonstrates knowledge of local referral pathways for acute and ongoing psychosocial support• Demonstrates an understanding of the elements of psychosocial care specific to:<ul style="list-style-type: none">○ Acute bacterial STIs○ Chronic viral STIs○ HIV○ Acute and chronic hepatitis A/B/C○ Sexual assault○ Unintended pregnancy○ Termination of pregnancy○ Sexual dysfunction

REGISTERED PRACTITIONER

HEALTH PROMOTION	
INFORMATION AND EDUCATION	<p><i>Provides holistic information about aspects of sexual and reproductive health care</i></p> <ul style="list-style-type: none"> • Demonstrates an understanding of the transmission dynamics of STIs and blood borne infections • Accesses up to date information and clinical guidelines for the management of STIs and blood borne infections • Demonstrates knowledge of local referral pathways to specialist sexual and reproductive health services – e.g. termination of pregnancy services, GUM, contraception and fertility clinics • Delivers information in a holistic manner (verbal and written) to clients • Seeks appropriate referral when limitations of own knowledge are met
PREVENTION AND RISK REDUCTION SUPPORT	<p><i>Provides support for individuals to reduce risk and maintain sexual and reproductive health</i></p> <ul style="list-style-type: none"> • Demonstrates an awareness of STI/HIV transmission risk, prevention messages, available resources (eg free condom supplies, local service availability, leaflets), STI/HIV testing policy and processes • Utilises relevant communication skills for the effective delivery of prevention messages • Distributes condoms and lubricant according to individual need within the constraints of local resources • Demonstrates an awareness of the barriers to using contraception • Performs and advises on pregnancy testing and local referral sources • Aware of national and local immunisation policies and performs appropriate risk assessment • Provides clear and correct pre-conceptual advice • Refers individuals to appropriate health care worker (eg health adviser) for sexual and reproductive health promotion, risk modification discussions • Discusses individual attitudes, beliefs, perceptions, motivations and intentions towards condom use, safer sex, contraceptive use and HIV/hepatitis sero-status/disclosure • Integrates individual behavioural, physical, social and environmental risk modifying factors into health promotion discussions • Advises on alternative methods of contraception if current method contraindicated or unsustainable
SKILLS BUILDING	<p><i>Integrates skills building interventions into routine sexual and reproductive health care</i></p> <ul style="list-style-type: none"> • Demonstrates an understanding of the communication, sexual negotiation, condom and sexual assertiveness skills required for individuals to engage in safer sex • Aware of local referral pathways for individuals requiring skills building intervention • Aware of, and refers to, external organisations providing skills building courses/workshops • Provides condom demonstrations to individuals, where requested • Engages client in one to one skills building interventions e.g. sexual negotiation skills • Participates in the delivery of skills building interventions to groups of individuals (eg community groups, schools)

REGISTERED PRACTITIONER

PARTNER NOTIFICATION	<i>Contributes to the identification of sexual partners requiring diagnostic and treatment services</i>
	<ul style="list-style-type: none">• Understands the importance of interventions to identify asymptomatic and symptomatic infected persons unlikely to seek diagnostic and treatment services• Demonstrates an understanding of the various roles that all staff have in the partner notification process• Actively encourages health adviser referral for individuals diagnosed with an STI or HIV• Engages individuals in the partner notification process (eg provision of contact slips) where health adviser unavailable or declined by client• Contributes to the assessment, treatment and support of sexual partners of persons who are infected with an STI or HIV• Refers individuals, and/or contributes to partner notification follow- up on completion of treatment

COMPETENCY LIST

Each item should be initialled and dated by an experienced practitioner.

Competence Levels

1. Activity observed, basic understanding of principles & concepts involved
2. Activity carried out under supervision, broad understanding of principles and concepts involved
3. No need for supervision, needs senior colleague available for support and advice
4. Activity carried out without direct supervision within a legal and ethical framework, in accordance with the Nursing and Midwifery Council Code of Professional Conduct

CLIENT ASSESSMENT

		Level 1	Level 2	Level 3	Level 4	Sign	Date
1	Adapts consultation style to suit client's knowledge and understanding						
2	Keeps clear and contemporaneous records in line with professional standards						
3	Can take an appropriate sexual history, eliciting risk factors for STI and make a sexual risk assessment						
4	Aware of HIV risk factors, undertakes/contributes to pre test counselling						
5	Can undertake an assessment of client's contraceptive needs						
6	Understands concept of 'sexual consent'						
7	Communicates new information regarding client's history to relevant colleagues						
8	Understands importance of psychosocial and psychosexual factors relating to client's well being						
9	Demonstrates awareness of the range of psychological attributes of sexual dysfunction						
10	Can assess aspects of client's psychosocial wellbeing						
11	Demonstrate an awareness of available relevant information resources						
12	Works with colleagues to overcome information barriers						
13	Ensures clients have clear and concise information to enable informed choice regarding care						
14	Understands principles of cervical screening and recall						
15	Understands principles of conception and pregnancy						
16	Demonstrates understanding of appearance of normal anatomy and physiology of the genitalia and reproductive tract						
17	Demonstrates understanding of general pathological processes affecting the genitalia and reproductive tract						
18	Communicates information regarding genital infections in men and women sensitively with regard to individual need						
19	Understands concepts of confidentiality and adheres to local protocols and professional code of practice						
20	Demonstrates a clear understanding of the law with regard to working with young people						
21	Demonstrates a clear understanding of local guidelines/policy with regard to child protection issues, sexual assault / abuse with young people						

CLINICAL EXAMINATION & SPECIMEN COLLECTION

		Level 1	Level 2	Level 3	Level 4	Sign	Date
22	Demonstrates a clear understanding of client examination procedures, consent and chaperone principles						
23	Undertakes a clinical examination of the female client and obtains the appropriate specimens and samples - e.g. cervical cytology and blood samples						
24	Undertakes a clinical examination of the male client and obtains the appropriate specimens and samples - e.g. urethral swab and blood samples						
25	Recognises the common signs and symptoms of genital tract infection observed during examination						
26	Identifies problems needing specialist evaluation and advice and make appropriate onward referral						
27	Demonstrates a knowledge of health and safety and infection control issues related to specimen collection, storage and processing						
28	Demonstrates an understanding of specific medico-legal requirements for specimen collection from clients who have been sexually assaulted						
29	Contributes to specific documentation of specimen collection from clients who have been sexually assaulted						
30	Performs more complex specimen collection techniques, such as proctoscopy, according to experience, training and local protocol						
31	Demonstrates an understanding of the principles of labelling, preparation and storage of specimens and samples						
32	Demonstrates awareness of the specific medico-legal processing requirements of specimens from clients who have been sexually assaulted						
33	Prepares specimens for processing e.g. gram staining slides						
34	Processes specimens and samples to achieve an investigation outcome and/or diagnosis e.g. pregnancy testing, gram stain, wet prep and dark ground microscopy						

INTERPRETATION AND PROVISION OF FINDINGS

		Level 1	Level 2	Level 3	Level 4	Sign	Date
35	Demonstrates a general knowledge of the clinical findings and how they can be interpreted						
36	Demonstrates knowledge of sources of results and local procedures for obtaining such results						
37	Encourages client involvement in the results interpretation process advocating where necessary to ensure all findings are considered						
38	Demonstrates an understanding of the issues related to confidentiality and the provision of results						
39	Establishes and communicates individual client requirements for the planning of care encouraging clients to contribute to the planning of their care and treatment						
40	Considers non-drug treatment options where appropriate						

PROVISION OF TREATMENT AND THERAPIES

		Level 1	Level 2	Level 3	Level 4	Sign	Date
41	Demonstrates an awareness of the various sources of pharmaceutical information						
42	Demonstrates an understanding of the primary treatments and vaccinations for common STIs						
43	Demonstrates an awareness of how medicines are licensed, monitored and supplied						
44	Demonstrates a basic knowledge of the key medications used in sexual and reproductive health in relation to the common modes of action and how these are affected by other medications						
45	Demonstrates a knowledge of common adverse effects resulting from the key medications used in sexual and reproductive health care						
46	Demonstrates a clear understanding of the professional regulatory frameworks within which nurses can supply, administer and prescribe medications						
47	Supplies and administers treatments and vaccinations in accordance with professional and organisational standards						
48	Works within the confines of patient group directions (PGDs), in order to supply and administer any treatments and/or vaccinations						
49	Identifies potential barriers to effective use and adherence to treatments, vaccinations and method of contraception						
50	Demonstrates an understanding of the nursing contribution for the psychosocial care and support of clients within the sexual and reproductive health care setting						
51	Demonstrates knowledge of local referral pathways for acute and ongoing psychosocial support						
52	Demonstrates an understanding of the elements of psychosocial care specific to: Acute bacterial STIs Chronic viral STIs HIV Acute and chronic hepatitis A/B/C Sexual assault Unintended pregnancy Termination of pregnancy Sexual dysfunction						
53	Demonstrates an ability to give sensitive care and support to all clients						

HEALTH PROMOTION

		Level 1	Level 2	Level 3	Level 4	Sign	Date
54	Demonstrates an understanding of the transmission dynamics of STIs and blood borne infections						
55	Accesses up to date information and clinical guidelines for the management of STIs and blood borne infections						
56	Demonstrates knowledge of local referral pathways to specialist sexual and reproductive health services – e.g. termination of pregnancy services, GUM, contraception and fertility clinics						
57	Demonstrates an awareness of STI/HIV transmission risk, prevention messages, available resources STI/HIV testing policy and processes						
58	Demonstrates an awareness of the barriers to using contraception						
59	Provides clear and correct pre-conceptual advice						
60	Discusses individual attitudes, beliefs, perceptions, motivations and intentions towards condom use, safer sex, contraceptive use and HIV/hepatitis sero status /disclosure						
61	Advise on alternative methods of contraception if current method contraindicated or unsustainable						
62	Demonstrates an understanding of the communication, sexual negotiation, condom and sexual assertiveness skills required for individuals to engage in safer sex						
63	Provides condom demonstrations to individuals, where requested						
64	Aware of local referral pathways for individuals requiring skills building intervention						
65	Aware of, and refers to, external organisations providing skills building courses/workshops						
66	Engages client in one to one skills building interventions e.g. sexual negotiation skills						
67	Participates in the delivery of skills building interventions to groups of individuals (eg community groups)						
68	Understands the importance of interventions to identify asymptomatic and symptomatic infected persons unlikely to seek diagnostic and treatment services						
69	Demonstrates an understanding of the various roles that all staff have in the partner notification process						
70	Actively encourages health adviser referral for individuals diagnosed with an STI or HIV						
71	Contributes to the assessment, treatment and support of sexual partners of persons who are infected with an STI or HIV						
72	Engages individuals in the partner notification process where health adviser unavailable or declined by client						

Learning Plan for:	Training Centre:	Primary Assessor:
Initial Assessment: Competent in: Some experience of: New to:		Contact details: Assessor Signature: Trainee Signature: Date: Next Assessment Date:

The trainee and Primary Trainer will agree the training plan for Registered Practitioner competency indicators at the initial assessment. The trainee will have responsibility for undertaking the planned learning objectives and will be guided by the Primary Trainer. At subsequent interim assessments learning objectives should be signed off as achieved. Further learning objectives can be added at interim assessments.

Experience for assessment of competency may be achieved by:

- Observation critical analysis of practical and case presentations
- Reflective diary, with self assessment of competence
- Direct teaching
- Active involvement in clinical support groups
- Portfolio development

Learning Objective	Planned Activity	Achieved Date & Assessor Signature
Learning Objective	Planned Activity	Achieved Date & Assessor Signature
Learning Objective	Planned Activity	Achieved Date & Assessor Signature
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Throughout the training program, recognised assessors will assess the progress made towards achieving the learning objectives. At least two interim assessments should be undertaken. Once all the competencies from list have been achieved, the primary assessor should complete a final assessment and certify competence below.

<p>INTERIM ASSESSMENT Progress made</p>	<p>Assessor signature: Date:.....</p>
<p>INTERIM ASSESSMENT Progress made</p>	<p>Assessor signature: Date:.....</p>
<p>INTERIM ASSESSMENT Progress made</p>	<p>Assessor signature: Date:.....</p>

Final Assessment	Primary Assessor Name & Signature Date:
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