RCN Sexual Health project

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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
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

◆ 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

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](https://www.rcn.org.uk/clinical-topics/public-health)

- **Sub page on sexual and reproductive health**
Clinical sub page for Public Health on Sexual health

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

Newly qualified registered nurse or nurse wishing to change roles

- Contraception
  - University contraception course
  - Faculty Diploma (DFSRH)
  - STIF Integrated

- Sexual health
  - University sexual health skills course
  - STIFCore
  - STIF Fundamental

- HIV
  - University HIV course
  - NHIVNA nursing modules
  - NHIVNA Core

- Specialist nurse
  - LoC IUT and/or LoC SDI
  - Non-medical prescribing

- Advanced nurse practitioner (contraception)
  - Masters level award in Advanced Clinical Practice

- Advanced nurse practitioner (sexual health)
  - Masters level award in Advanced Clinical Practice

- Non-medical prescribing

- STIFPlus

- STIF Intermediate

- Masters level award in Advanced Clinical Practice

- STIF Advanced

- Non-medical prescribing

- NHIVNA Advanced

- Non-medical prescribing

- Advanced nurse practitioner (HIV)
Flowchart: Courses

Practitioner | Contraception | Sexual health | HIV
---|---|---|---
Unregistered staff | e-learning for health care sexual and reproductive health (SRH) and HIV/STI modules (eHIV/STI) | STIFCore → STIF Fundamental | NHIVNA nursing modules
Nursing associate/associate practitioner | SRH Essentials | STIFPlus | University HIV advanced course
Registered nurse (entry) | e-learning modules | University sexual health skills course | NHIVNA Core
| e-KA | STIF Intermediate | University STI course | University STI course
| DFSRH | STIF Integrated | BASHH STI/HIV course | NHIVNA Advanced
| LoC IUT | STIF Advanced | University STI course
| LoC SDI | FRT | |
Registered nurse (advanced) | Specialty curriculum for advanced clinical practitioners (integrated sexual health and HIV), leading to credentialing by the joint credentialing board (BASHH, FSRH and NHIVNA) | | | |
Education directory

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.

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.

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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

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

Royal College of Nursing
Education requirements for Nursing Associates (England only)

Nursing Associate (England only)

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

Health Care Support Workers

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

Cervical Cytology
Promoting sexual health as a career

Career stories case studies and Videos

Shining a light on sexual health and reproductive nursing


Sex Speciality and Service – Working in sexual health

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

Thank you and Questions
## RCN SH project group

<table>
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