

Mater Misericordiae University Hospital Dublin



Job Title and Grade	Clinical Nurse Specialist in Sexual Health
Organisational Area	HSE Dublin North East
Location of Post	☐ Mater Misericordiae University Hospital (MMUH) ☐ Eccles St Dublin 7 ☐ Permanent full time post
Informal Enquiries	Emma Fitzpatrick, Directorate Nurse Manager.
Details of Service/Background to the post	The Mater Misericordiae University Hospital (MMUH) is a charitable voluntary hospital and holds a unique place in the delivery of healthcare. The core objective of the MMUH is to deliver high quality services in its numerous specialities in a safe environment. The hospital not only serves a local catchment population (approx.185,000) but also provides secondary and tertiary referral services in its regional and national specialities The Infectious Diseases Multidisciplinary Team provides 7 Infectious Diseases Out Patient Clinics per week; primarily for people living with HIV, an OPAT service and people experiencing sexually transmitted/blood borne infections. From 2019, the MMUH Sexually-Transmitted Infections (STI) Clinic expanded and developed a Pre-Exposure Prophylaxis (PrEP) service for those at highest risk of HIV acquisition. The MMUH PrEP service implemented the Sexual Health Programme Sexual Health Strategy which is guided by the relevant HSE Framework and Policy documents. Clinical work is guided by the relevant International, National, Public Health, Sexual Health Programme, MMUH and Department guidelines and protocols. National guidelines (HSE 2024) and national standards (HSE, 2024) for PrEP service providers, and a monitoring and evaluation framework, have been developed by the Sexual Health Programme (SHP) in collaboration with the multisectoral PrEP working group. The CNS for Sexual Health will work closely with the Consultant Lead for Sexual Health, ANP/cANP for Sexual Health, other Sexual Health CNSs, and as part of the wider Infectious Diseases Multidisciplinary team.
Reporting Relationship	The post holder will be • Professionally accountable to the Director of Nursing • Operationally accountable to the Directorate Manager and CNM3 for the service. • Clinical governance and support provided by the Consultant Sexual Health Lead
Purpose of the Post	The purpose of this Clinical Nurse Specialist in Sexual Health post is to: Deliver care in line with the five core concepts of the role set out in the Framework for the Establishment of Clinical Nurse Specialist Posts, 4th edition, National Council for the Professional Development of Nursing and Midwifery (NCNM) 2008. Caseload To provide specialist nursing care for patients over the age of 16 who are referred, or self-refer to the Sexual Health/ PrEP service within the Infectious Diseases department in the MMUH. The Clinical Nurse Specialist in Sexual Health will provide specialist care at

	outpatient clinics, during inpatient stay or by phone or email. The CNS Sexual Health will practice nursing according to The Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives (NMBI 2025) Successful candidates will work under the clinical governance of the Consultant Sexual Health Lead, while remaining professionally accountable to the Director of Nursing, and operationally accountable to the Directorate Nurse Manager and CNM 3 for the service.
Principal Duties and Responsibilities	The post holder's practice is based on the five core concepts of Clinical Nurse Specialist Sexual Health role as defined by the NCNM 4th edition (2008) in order to fulfil the role. The concepts are: • Clinical Focus (Direct and Indirect Care) • Patient/Client Advocate • Education and Training • Audit and Research • Consultancy (including leadership in clinical practice) Clinical Focus Clinical Nurse Specialist in Sexual Health will have a strong patient focus whereby the specialty defines itself as nursing and subscribes to the overall purpose, functions and ethical standards of nursing. The clinical practice role may be divided into direct and indirect care. Direct care comprises the assessment, planning, delivery and evaluation of care to the patient, family and/or carer. Indirect care relates to activities that influence and support the provision of direct care. Direct Care <i>The spectrum of care delivered by the successful candidate will include (but not be limited to):</i> • Perform assessments and devise treatment plans for patients with symptomatic STIs, under the guidance and supervision of the Sexual Health Consultant and ANP/cANP, and in association with other clinical nurse specialists • Perform physical examination of patients of all sexes, including speculum examination • Asymptomatic screening for STIs, including for individuals identified through partner notification and contact tracing • Joint support of the SH24 testing platform within the MMUH Sexual Health Service, including the provision of treatment to those with positive screening tests • Provide a specialist nursing service for patients seeking HIV pre-exposure prophylaxis (PrEP), including initiation and follow up • Accept referrals and provide assessments and care for patients seeking HIV post-exposure prophylaxis (PEP) • Undertake comprehensive patient assessment to include physical, psychological, social and spiritual elements of care using best evidence-based practice in Sexual Health care • Use the outcomes of patient assessment to develop and implement plans of care/case management in conjunction with the multidisciplinary team (MDT) and the patient, family and/or carer as appropriate. • Monitor and evaluate the patient's response to treatment and amend the plan of care accordingly in conjunction with the MDT and patient, family and/or carer as appropriate. • Make alterations in the management of patient's condition in collaboration with the MDT and the patient in line with the nursing/midwifery aspect of agreed pathways and policies, procedures, protocols and guidelines (PPPG's).

- Accept appropriate referrals from MDT colleagues
- Co-ordinate investigations, treatment therapies and patient follow-up
- Communicate with patients, family and /or carer as appropriate, to assess patient's needs and provide relevant support, information, education, advice and counselling as required
- Where appropriate work collaboratively with MDT colleagues across Primary and Secondary Care to provide a seamless service delivery to the patient, family and/or carer as appropriate.
- Perform vaccination for infections relevant to sexual health in accordance with national guidance and local policy
- Perform cryotherapy for skin lesions where indicated
- Accept appropriate referrals from the local Sexual Assault Treatment Unit (SATU) for ongoing sexual-health care and follow-up within the CNS scope of practice
- The MMUH Sexual Health service currently does not provide outreach sexual health testing or care however scope may exist in future for such a role in a limited and supported basis at the MMUH catchment area.
- Be situated primarily in the outpatient clinic setting, with some role in the assessment of admitted patients with sexual health-based needs
- Participate in medication reconciliation taking cognisance of poly-pharmacy and support medical and pharmacy staff with medication reviews and medication management Identify and promote specific symptom management strategies as well as the identification of triggers which may cause exacerbation of symptoms. Provide patients with appropriate self-management strategies and escalation pathways.
- Manage nurse-led PrEP and Sexual Health clinics in collaboration with MDT input.
- Identify health promotion priorities for the patient, family and/or carer and support patient self-care in line with best evidence. This will include vaccination for infections relevant to sexual health in accordance with national guidance and local policy, advocacy of PrEP and PEP, and the provision of educational and health promotion material which is comprehensive, easy to understand and meets patients' needs

Indirect Care

Clinical Nurse Specialist in Sexual Health will:

- Identify and agree appropriate referral pathways for patients with Sexual Healthcare needs
- Participate in case review with MDT colleagues
- Use a case management approach to patients with complex needs in collaboration with MDT in both Primary and Secondary Care as appropriate
- Take a proactive role in the formulation and provision of evidence-based PPPGs relating to PrEP and Sexual Health care
- Take a lead role in ensuring the service for patients with Sexual Health needs or conditions is in line with best practice guidelines and the Safer Better Healthcare Standards (HIQA, 2024)
- Assist with triage of queries received from patients via the email and telephone-based self-referral system
- Provide local support for the national SH24 programme
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Patient/Client Advocate

Clinical Nurse Specialist in Sexual Health will:

- Communicate, negotiate and represent patient's family and/or carer values and decisions in relation to their condition in collaboration with MDT colleagues in both Primary and Secondary Care as appropriate
- Develop and support the concept of advocacy, particularly in relation to patient participation in decision making, thereby enabling informed choice of treatment options
- Respect and maintain the privacy, dignity and confidentiality of the patient, family and/or carers.

- Establish, maintain and improve procedures for nursing collaboration and cooperation between Acute Services, Primary Care and Voluntary Organisations as appropriate
- Proactively challenge any interaction which fails to deliver a quality service to patients

Education & Training:

Clinical Nurse Specialist in Sexual Health will

- Maintain clinical competence in patient management within Sexual Health nursing, keeping up-to-date with relevant research to ensure the implementation of evidence-based practice.
- Provide the patient, family and/or carer with appropriate information and other supportive interventions to increase their knowledge, skill and confidence in managing their Sexual Health condition.
- Contribute to the design, development and implementation of education programmes and resources for the patient, family and/or carer in relation to PrEP and Sexual Health thus empowering them to implement best practice in sexual health.
- Provide mentorship and preceptorship for nursing colleagues as appropriate.
- Participate in training programmes for nursing, MDT colleagues and key stakeholders as appropriate
- Create exchange of learning opportunities within the MDT in relation to evidence-based Sexual Health nursing care delivery through journal clubs, conferences etc.
- Develop and maintain links with Regional Centres for Nursing & Midwifery Education (RCNMEs), the Nursing and Midwifery Planning and Development Units (NMPDUs) and relevant third level Higher Education Institutes (HEIs) in the design, development and delivery of nursing educational programmes in Sexual Health care.
- In tandem with the line management structure, be responsible for addressing own continuing professional development (CPD) needs to maintain competencies required for the role.
- Be responsible for addressing own continuing professional development needs.

Audit & Research:

Clinical Nurse Specialist in Sexual Health will:

- Establish and maintain a register of adult patients experiencing STIs within Clinical Nurse Specialist Sexual Health Caseload.
- Maintain a record of clinically relevant data aligned to National Key Performance Indicators (KPIs) as directed and advised by the DON/DNM in conjunction with the senior clinical decision maker.
- Identify, initiate and conduct nursing audit and research relevant to the area of practice and take part in MDT audit and research, as agreed with the Consultant Sexual Health Lead
- Identify, critically analyse, disseminate and integrate best evidence relating to care of PrEP and Sexual Health patients into practice
- Contribute to nursing research on all aspects of Sexual Health care.
- Use the outcomes of audit to improve nursing service provision and advocate, when appropriate, for improvement of non-nursing/midwifery services
- Contribute to service planning and budgetary processes through use of audit data and specialist knowledge
- Monitor, access, utilise and disseminate current relevant research to advise and ensure the provision of informed evidence-based nursing practice
- Maintain epidemiological data of positive results, ensuring adequate notification to Public Health where indicated
- Perform ongoing monitoring and audit of results from sexual health and PrEP investigations

Audit expected outcomes including: follow up

- In collaboration with the Sexual Health Lead Consultant, agree local KPIs to reflect best practice in sexual health.
- Collate data using the HSE's HIV PrEP Monitoring and Evaluation Framework (2025) which will provide evidence of the effectiveness of Clinical Nurse Specialist Sexual Health.
- The CNS in Sexual Health will maintain appropriate service activity and clinical data in accordance with local and national PPPGs and data-protection requirements.
- Refer to the National Council for the Professional Development of Nursing and Midwifery final report - *Evaluation of Clinical Nurse and Midwife Specialist and Advanced Nurse and Midwife Practitioner roles in Ireland* (SCAPE Report, 2010) and refer to the National KPIs associated with the speciality. They should have a clinical nursing focus as well as a breakdown of activity - patients seen and treated.
- Evaluate nursing audit results and research findings to identify areas for quality improvement in collaboration with nursing management and MDT colleagues (Primary and Secondary Care).
- Uphold auditable standards in keeping with international BASHH guidelines

Consultant:

Clinical Nurse Specialist Sexual Health will:

- Understand leadership in clinical practice with the aim of acting as a resource and role model for nursing sexual healthcare practice.
- Generate and contribute to the expanding nursing knowledge/expertise to the development of clinical standards and guidelines and support implementation
- Use growing specialist knowledge to support and enhance own nursing/midwifery practice and practice of colleagues
- Develop collaborative working relationships with local Sexual Health Clinical Nurse Specialists/ Registered Advanced Nurse Practitioner / MDT colleagues as appropriate, developing person centred care pathways to promote the integrated model of care delivery.
- With the support of the DON/DNM, attend integrated care planning meetings as required
- Where appropriate develop and maintain relationships with specialist services in voluntary organisations which support patients in the community.
- Liaise with other health service providers in the development and on-going delivery of the National Clinical and Integrated Programme model of care.
- Network with other Clinical Nurse Specialist Sexual Health and in related clinical and professional areas of practice.

Health & Safety:

These duties must be performed in accordance with local organisational and the HSE health and safety policies. In carrying out these duties the employee must ensure that effective safety procedures are in place to comply with the Health, Safety and Welfare at Work Act (2005). Staff must carry out their duties in a safe and responsible manner in line with the local policy documents and as set out in the local safety statement, which must be read and understood.

Quality, Risk and Safety Responsibilities

It is the responsibility of all staff to:

- Participate and cooperate with legislative and regulatory requirements with regard to quality, risk and safety
- Participate and cooperate with local quality, risk and safety initiatives as required
- Participate and cooperate with internal and external evaluations of the MMUH organisation's structures, services and processes as required, including but not limited to, The National Hygiene Audit, National Decontamination Audit, Health and Safety Audits and other audits specified by the HSE and / or other regulatory authorities
- Initiate, support and implement nursing quality improvement initiatives in their area which are in keeping with local organisational quality, risk and safety requirements
- Contribute specialist expertise to the development of PPPGs and safe professional practice and adhere to relevant legislation, regulations and standards

	• Comply with local MMUH and Health Service Executive (HSE) Complaints Policy • Ensure completion of incident/near miss forms and clinical risk reporting • Adhere to department policies in relation to the care and safety of any equipment supplied and used to carry out the responsibilities of the role of Clinical Nurse Specialist in Sexual Health patient care Specific Responsibility for Best Practice in Hygiene Hygiene is defined as: “The practice that serves to keep people and environments clean and prevent infection. It involves the study of preserving one’s health, preventing the spread of disease, and recognising, evaluating and controlling health hazards. In the healthcare setting it incorporates the following key areas: environment and facilities, hand hygiene, catering, management of laundry, waste and sharps, and equipment” (HIQA, 2008; P2) It is the responsibility of all staff to ensure compliance with local organisational hygiene standards, guidelines and practices. <u>Management/Administration:</u> <i>Clinical Nurse Specialist Sexual Health will:</i> • Provide an efficient, effective and high quality nursing service, respecting the needs and dignity of each patient, family and/or carer • Effectively manage time and caseload in order to meet changing and developing service needs • Continually monitor the nursing service to ensure it reflects current patient and organisational needs. • Implement and manage identified changes • Ensure that confidentiality in relation to patient records is maintained • Understand the need to represent the specialist nursing service at local, national and international fora as required • Maintain accurate and contemporaneous records and data on all matters pertaining to the planning, management, delivery and evaluation of nursing specialist care and ensure that this service is in line with local MMUH and HSE requirements. • Contribute to the service planning process as appropriate and as directed by the DoN • Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role. • To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service. The above Job Description is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to them from time to time and to contribute to the development of the post while in office.		
Eligibility Criteria Qualifications and/ or experience	Candidates must have at the latest date of application: - 1. <u>Professional Qualifications, experience etc</u> (a) Eligible applicants will be those who on the closing date for the competition <table border="1" data-bbox="416 1877 1476 2000"> <tr> <td data-bbox="416 1877 491 2000">(i)</td><td data-bbox="491 1877 1476 2000">Be a registered nurse/midwife on the active Register of Nurses and Midwives held by An Bord Altranais and Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland) or be eligible to be so registered.</td></tr> </table> AND	(i)	Be a registered nurse/midwife on the active Register of Nurses and Midwives held by An Bord Altranais and Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland) or be eligible to be so registered.
(i)	Be a registered nurse/midwife on the active Register of Nurses and Midwives held by An Bord Altranais and Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland) or be eligible to be so registered.		

(ii)	Be registered in the division(s) of the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) Register for which the application is being made or be entitled to be so registered.
AND	
(iii)	Have a minimum of 1 years' post registration full time experience or an aggregate of 1 years' full time experience in the division of the register in which the application is being made (taking into account (ii) (iii) if relevant)
AND	
(iv)	Have a minimum of 1 years' experience or an aggregate of 1 years' full time experience in specialist area of sexual health .
AND	
(v)	Have successfully completed a post registration programme of study, as certified by the education provider which verifies that the applicant has achieved a Quality and Qualifications Ireland (QQI), National Framework of Qualifications (NFQ) major academic Level 9 or higher award that is relevant to the specialist area of care (equivalent to 60 ECTS or above), and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed (2008). Alternatively provide written evidence from the Higher Education Institute that they have achieved the number of ECTS credits equivalent to a Level 9 or higher standard, relevant to the specialist area of care (equivalent to 60 ECTS or above), and in line with the requirements for specialist practice as set out by the National Council for Nursing and Midwifery 4th ed (2008). (See **Note 1 below).
AND	
(vi)	Be required to demonstrate that they have continuing professional development (CPD) relevant to the specialist area
AND	
(vii)	Have the ability to practice safely and effectively fulfilling their professional responsibility within their scope of practice

And

- (b)** Candidates must possess the requisite knowledge and ability, including a high standard of suitability and clinical, leadership, managerial and administrative capacity for the proper discharge of the duties of the office.

****Note 1:** For Nurses/Midwives who express an interest in CNS/CMS roles and who currently hold a level 8 educational qualification in the specialist area (equivalent to 60 ECTS or above), this qualification will be recognised up to September 2026.

2 Annual registration

- (i) Practitioners must maintain live annual registration on the appropriate/relevant Division of the register of Nurses and Midwives maintained by the Nursing and Midwifery Board of Ireland (Bord Altranais agus Cnáimhseachais na hÉireann) for the role

And

- (ii) Confirm annual registration with NMBI to the MMUH and HSE by way of the annual Patient Safety Assurance Certificate (PSAC).

	3 <u>Age</u> Age restriction shall only apply to a candidate where they are not classified as a new entrant (within the meaning of the Public Service Superannuation (Miscellaneous Provisions) Act, 2004). A candidate who is not classified as a new entrant must be under 65 years of age on the first day of the month in which the latest date for receiving completed application forms for the office occurs. 4 <u>Health</u> Candidates for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service. 5 <u>Character</u> Candidates for and any person holding the office must be of good character. <i>Please note that appointment to and continuation in posts that require statutory registration is dependent upon the post holder maintaining annual registration in the relevant division of the register maintained by Bord Altranais agus Cnáimhseachais na hÉireann (Nursing & Midwifery Board of Ireland) by way of the Patient Safety Assurance Certificate (PSAC)</i>
Post Specific Requirements	This section may be used to include <u>educational or experience</u> requirements that are deemed necessary for a specific post in a specific location. For example; Demonstrate depth and breadth of Nursing experience in the specialist area of PrEP and Sexual Health. • Attend educational PrEP and Sexual Health study days nationally & internationally to maintain and keep updated with specialist PrEP and Sexual Health knowledge • Self-directed reading of articles & pertinent books relating to PrEP and Sexual Health to acquire information on PrEP and Sexual Health and management and problems in adulthood. • Attend other PrEP and Sexual Health specialist centres if feasible to observe practice and ideas to further develop the service • Have undertaken or agree to undertake, within an agreed timeframe, the Nurse Prescribing of Medicinal Products Certificate. Formally apply for entry onto the Interim ONMSD CNS/CMS database (until the database is transferred to its permanent location)
Skills, competencies and/or knowledge	Professional Knowledge <i>Clinical Nurse Specialist in Sexual Health will:</i> • Practice in accordance with relevant legislation and with regard to The Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives incorporating the Scope of Practice and Professional Guidance (Nursing and Midwifery Board of Ireland, 2025) • Maintain a high standard of professional behaviour and be professionally accountable for actions/omissions. Take measures to develop and maintain the competences required for specialist practice • Adhere to the Nursing & Midwifery values of Care, Compassion and Commitment (DoH, 2016) • Adhere to national, regional and local HSE / MMUH PPPGs • Adhere to relevant legislation and regulation • Adhere to appropriate lines of authority within the nurse management structure. • Demonstrate an awareness of current and emerging nursing strategies and policy in relation to the clinical/specialist area. • Demonstrate the ability to relate nursing research into nursing practice.

- Demonstrate an awareness of HR policies and procedures including disciplinary procedures.
- Demonstrate an awareness of relevant legislation and policy e.g., health and safety, infection control etc.
- Demonstrate a commitment to continuing professional development.
- Demonstrate a willingness to develop IT skills relevant to the role.

Clinical Nurse Specialist Sexual Health will demonstrate:

- An in-depth knowledge of the role of Clinical Nurse Specialist Sexual Health
- In-depth knowledge of sexual health, HIV prevention, and the epidemiology, pathophysiology, diagnosis and management of sexually transmitted infections relevant to the CNS scope of practice
- The ability to undertake a comprehensive assessment of the patient, including taking an accurate medical, social and Sexual Health history, of their condition and presenting problem
- The ability to employ appropriate diagnostic interventions e.g. STI screening to support clinical decision making and the patients' self-management planning
- The ability to formulate a plan of care based on findings and evidence-based standards of care and practice guidelines
- The ability to follow up and evaluate a plan of care
- Knowledge of health promotion principles/coaching/self-management strategies that will enable the patient to take greater control over decisions and actions that affect their health and wellbeing
- An understanding of the principles of clinical governance and risk management as they apply directly to Clinical Nurse Specialist PrEP and Sexual Health role and the wider health service
- Evidence of teaching in the clinical area
- A working knowledge of audit and research processes
- Evidence of computer skills including use of Microsoft Word, Excel, E-mail, PowerPoint

Communication and Interpersonal Skills

Demonstrate:

- Emotionally intelligent communication skills
- Ability to build and maintain relationships particularly in the context of personal and MDT relationships.
- Ability to present information in a clear and concise manner
- Ability to manage groups through the learning process
- Ability to provide constructive feedback to encourage future learning
- Demonstrates the ability to influence others effectively
- Effective presentation skills.

Organisation and Management Skills:

Demonstrate:

- Evidence of effective organisational skills including awareness of appropriate resource management and the importance of value for money
- Ability to attain designated nursing service targets, manage deadlines and multiple activities
- Ability to be self-directed, work on own initiative
- A willingness to be flexible in response to changing local/organisational requirements.

Building & Maintaining Relationships including Team and Leadership skills

Demonstrate:

- The ability to work autonomously as well as the ability to build and maintain relationships with MDT colleagues.
- With the required support, demonstrate leadership in clinical practice
- A knowledge of change management and team management skills

	- Adopts a collaborative approach to patient care by co-ordination of care/interventions and interdisciplinary team working Commitment to providing a quality service: Demonstrate: - Awareness and respect for the patient's views in relation to their care - The ability to conduct audits. - A strong commitment to providing quality improvement programmes - Demonstrates integrity and ethical stance. - Demonstrate motivation, initiative and an innovative approach to job and service developments, is flexible and open to change. Analysing and Decision Making Demonstrate: - Adopts an overview of complex problems before generating solutions and anticipates implications - Effective analytical, problem solving and evidenced-based decision-making skill - Uses a range of information sources and knows how to access relevant information to address issues
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This job description is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.