

# NATIONAL PROFILES FOR SEXUAL HEALTH

## CONTENTS

Profile Title	AfC Banding	Page
Sexual Health Adviser	6	2
Sexual Health Advisory Service Manager	7	4

**Note:**

Following a consistency monitoring group meeting to consider matching to the sexual health profiles, it emerged that it was possible for jobs with a KTE at level 7 but no managerial responsibility to be matched to the band 7 Sexual Health Advisory Service Manager profile. However, please be aware that there is a suite of generic Health Improvement profiles that may be more appropriate for this type of job. Nursing profiles can also be used. (June 2006). □

**JOB TITLE: SEXUAL HEALTH ADVISER**

**JOB STATEMENT:**

- (1) To provide advice, information, counselling and education on sexual health
- (2) To provide counselling on sexual assaults
- (3) To be responsible for health promotion and specialist sexual health training

Factor	Relevant Job Information	JE level
Communication & Relationship Skills	Communicates highly sensitive information requiring developed persuasive or re-assurance skills/Presents complex information to groups/Communicates complex, sensitive or contentious information requiring developed persuasive, empathic or re-assurance skills; highly emotive atmosphere Gives presentations on issues around sexual health and HIV to clinic staff, outside organisations and at meetings/conferences/Explaining diagnosis of a sexually transmitted disease to a patient or partner	5 (a)/ 5(b)/ 5 (c)
Knowledge, Training & Experience	Specialist knowledge, underpinned by theory & practical experience Specialist sexual health knowledge acquired through degree, certification in counselling or equivalent, ongoing experience and training	6
Analytical & Judgemental Skills	Complex situations which require analysis & comparison of a range of options Psychosocial assessments of patients diagnosed with HIV	4
Planning & Organisational Skills	Planning & organising of a number of complex activities Co-ordinating case conferences for patients involving social services, homecare services, psychiatric services, voluntary agencies	3
Physical Skills	Standard driving, keyboard skills Uses computer and drives to visits/meetings	2
Responsibility for Patient/Client Care	Provides highly specialised advice for identified group of patients Responsible for provision of advice on sexual health issues, including life style changes; clinical responsibility for public health role of partner notification	6 (c)
Responsibility for Policy/Service Development	Implements policy & proposes policy changes for own area/beyond own area Implements policies set by medical staff and national sexual health strategy for own department/Develops and proposes changes to health advisor policies which impact on other services and departments	2-3
Responsibility for Financial & Physical Resources	Maintains stock control/Authorised signatory for small financial payments Orders promotional material/Authorises charge for HIV certificates (less than £1000 per month)	2 (c)/ 2 (d)
Responsibility for Human Resources	Responsible day to day supervision/Professional/Clinical supervision/Responsible for delivering training in own discipline Allocates work to administrative assistant/Supervision of trainee health adviser/Delivers training on sexual health issues to clinical staff and other professionals	2(a)/ 2 b)/ 2 (c)
Responsibility for Information Resources	Records personally generated observations	1
Responsibility for Research &	Undertakes surveys or audits as necessary to own work/Regularly undertakes clinical trials	1-2

Development	Undertakes patient audits/Regularly participates in clinical trials	
Freedom to Act	Guided by principles and broad occupational policies Lead Specialist in sexual health	4
Physical Effort	Light physical effort for short periods	1
Mental Effort	Frequent requirement for concentration; predictable work pattern Daily concentration on patient treatment; generally predictable work pattern	2 (a)
Emotional Effort	Frequent exposure to highly distressing and emotional circumstances, Communicating on a daily basis life changing events to patients e.g. giving HIV positive results	4(b)
Working Conditions	Occasional/Frequent exposure to unpleasant working conditions/Occasional exposure to highly unpleasant working conditions Verbal aggression/Weekly visits to patients with TB; Contact with patients with head lice and scabies	2(a)/ 3 a)/ 3 (b)
JE Score/Band	JE Score 443-464	Band 6

**JOB TITLE: SEXUAL HEALTH ADVISORY SERVICE MANAGER**

**JOB STATEMENT:**

- (1) To manage and lead the provision of Sexual Health Services
- (2) To manage Partner Notification Services
- (3) To provide advice, information and counselling to clients and agencies
- (4) To provide health education and training to clients and agencies

Factor	Relevant Job Information	JE Level
Communication & Relationship Skills	Communicates highly complex sensitive information, barriers to understanding Communicates highly sensitive condition related information to clients (e.g. on sexually transmitted infection, sexual health issues); requires empathy and reassurance	5 (a) (c)
Knowledge, Training & Experience	Specialist knowledge and expertise, underpinning theoretical knowledge and practical experience Professional knowledge acquired through relevant professional qualification supplemented by specialist training to diploma level, short courses and CPD	6
Analytical & Judgemental Skills	Complex facts, interpretation, range of options Skills for assessing client situations and advising on appropriate action.	4
Planning & Organisational Skills	Complex activities, adjustment of plans Co-ordination of services, plans changes and adjusts plans	3
Physical Skills	Physical skills obtained through practice Driving, keyboard skills	2
Responsibility for Patient/Client Care	Provides highly specialised advice for identified groups of patients/clients, accountable for the direct delivery of a sub division of a clinical or social care service Provides specialised advise to patients/clients on sexual health, manages provision of sexual health service	6 (c) (d)
Responsibility for Policy/Service Development	Discrete policy & service development and implementation Responsible for developing health advisor systems, protocols & policies which impact on own area and on other services and departments	4
Responsibility for Financial & Physical Resources	Authorised signatory, purchase of some physical assets, manages delegated budget Authorised signatory for equipment and expenses, Purchase of assets for own service, delegated budget	3 (a) (b) (d)
Responsibility for Human Resources	Day to day management; line manager for function Day to day management, line manager for a team of health advisors and other staff, including recruitment, appraisal and teaching	3(a) - 4(a)
Responsibility for Information Resources	Records personally generated client observations Updates client records	1
Responsibility for Research & Development	Occasionally, regularly undertakes R&D activity Involvement in research activity, devises and produces audit reports	1 - 2(a)
Freedom to Act	Guided by principles and broad occupational policies Accountable for own professional actions, responsible for service development and evaluation; lead specialist	4
Physical Effort	Occasional light effort	1
Mental Effort	Frequent concentration, predictable pattern Daily concentration on client assessments and care, professional supervision	2(a)
Emotional Effort	Frequent exposure to highly distressing circumstances Informing clients of distressing diagnostic information, dealing with patient/client fears and distress	4(b)
Working Conditions	Occasional/frequent exposure to unpleasant working conditions Occasional exposure to aggressive behaviour	2(a) - 3(a)
JE Score/Band	JE Score 481-504	Band 7