

**Job Title: Locum Consultant Sexual and Reproductive Health**

**Main Location: Aberdeen Community Health and Care Village**

**Ref No: BC032606**

**Closing Date: Sunday 10 January 2021**

**NHS Grampian**

**POST OF CONSULTANT IN SEXUAL AND REPRODUCTIVE HEALTH**

***Summary Information***

Applications are invited for a full-time 6 month Locum Consultant in Sexual and Reproductive Health to provide complex Sexual and Reproductive Healthcare (SRH) in NHS Grampian. This post is based at Aberdeen Health and Social Care Village (Aberdeen City) but may include duties at other locations across Grampian and also includes telemedicine care provision.

***Job description***

**1. General -**

With a population of approximately 250,000, the city of Aberdeen stands between the Rivers Dee and Don. This historic city has many architectural splendours and the use of the sparkling local granite has earned Aberdeen the name of the ‘Silver City’ Aberdeen is recognised as the oil capital of Europe but nevertheless retains its old-fashioned charm and character making it an attractive place in which to live.

Aberdeen enjoys excellent communication services with other British cities – e.g. flying time to London is just over one hour with regular daily flights, road and rail links to all points North and South are excellent. There is a wide choice of high quality housing available within easy commuting distance.

Well known for its superb quality of life, Aberdeen enjoys first class amenities including: His Majesty's Theatre, Music Hall, Art Gallery, Museums and Beach Leisure centre. Education facilities are excellent and in addition to Regional Education Authority schools, there are two fee-paying schools for girls and one co-educational college. All three cater for primary and secondary pupils.

There are two high-ranking universities in Aberdeen. The University of Aberdeen is a fusion of two ancient universities: Kings College founded in 1495 and Marischal College which dates from 1592. The University maintains an outstanding record in scholarship and supports a high level of teaching and learning underpinned by a first class portfolio of research programmes and currently has 10,000 matriculated students.

The Robert Gordon University has earned wide recognition for its pragmatic approach to higher education both in Scotland and internationally. For generations it has produced qualified professionals across a broad spectrum of careers in the arts, management, engineering, sciences, pharmacy, health and the professions allied to medicine. Around 5,800 students study almost 100 full-time and part-time courses at undergraduate, post-experience and postgraduate levels. The University is actively involved in applied research in a variety of fields and many short course programmes are being formulated to meet the growing needs of the community.

**2. Description of hospitals in Grampian**

**Aberdeen Royal Infirmary:** With a complement of 1027 beds, is the principal adult acute teaching hospital of the Grampian Area providing a complete range of medical and clinical specialties. It is situated on a large open site to the North-West of the city centre. The Royal Aberdeen Children's Hospital and the Aberdeen Maternity Hospital are also located on this site. The Matthew Hay Building (previously known as the Emergency Care Centre) brings together emergency and urgent care services into one building.

**Royal Aberdeen Children's Hospital:**  (RACH) with a complement of 109 beds together with the Neonatal Unit, Aberdeen Maternity Hospital (AMH) provide all specialist care for children up to the age of 16 years in the Grampian Region and the Orkney and Shetland Islands.

**Aberdeen Maternity Hospital:**  With a complement of 177 beds is the main Maternity Hospital for the Area. It has both ante-natal and post-natal beds.

**Matthew Hay Building:** With a complement of 353 inpatient and day case beds brings together urgent and emergency care services within one building. Accident and emergency (A&E), GMED (primary out- of- hour’s service) and NHS24 are also housed within this building.

**Woodend Hospital:**  With a complement of around 300 beds is situated one mile west of Aberdeen Royal Infirmary and includes the provision of elective orthopaedics, Medicine for the Elderly and Rehabilitation Medicine

**Dr Gray’s Hospital, Elgin** in the Moray District of Grampian has a bed complement of 205 with 60 surgical beds. In-patient services are provided in the following specialities: Geriatric Assessment, Gynaecology, Medicine, Obstetrics, Ophthalmology, Paediatrics and Surgery. Full ranges of support services are also provided including Anaesthetics, Dietetics, Laboratories, Occupational Therapy, Pharmacy, Physiotherapy and X-ray.

The **Aberdeen Community Health and Care village** is a community based hospital housing the Grampian sexual health service as well as community dentistry, podiatry, physiotherapy and radiological facilities including X-ray and Ultrasound. There are a number of other communities hospitals across Grampian, a full list of these locations can be found at www.nhsgrampian.org

**3. Post - Consultant in Sexual and Reproductive Health Care**

Applications are invited for a 6 month Locum full-time Consultant in Sexual and Reproductive Health to provide complex Sexual and Reproductive Healthcare (SRH) in NHS Grampian. This post focus is complex SRH and community Gynaecology. Experience/interest in abortion care and psychosexual medicine is desirable.

Applicants should have full GMC registration, a license to practice and eligibility for inclusion on the Specialist Register. Those trained in the UK should have evidence of higher specialist training leading to a CCT in Sexual and Reproductive Healthcare or eligibility for specialist registration (CESR) or be within 6 months of confirmed entry from date of interview. Applicants with a CCT in obstetrics and Gynaecology with subspecialty training and Genitourinary Medicine with additional SRH competencies are also invited to apply. Non-UK applicants must demonstrate equivalent education and training. Applicants who wish to work less than full time will be considered.

**4. Grampian Sexual Health Service (SHS)**

The Grampian Sexual Health Service (SHS) is an integrated sexual health service hosted by the Aberdeen Health and Social Care Partnership to provide Sexual Health Services across Grampian (Aberdeen City, Aberdeenshire and Moray). This is a busy service with around 37,000 clinical contacts per year. The service has well established links other areas of the organisation; partnership working includes working with colleagues in Public Health, Gynecology, Obstetrics, Infectious Diseases Unit, Laboratory Medicine and Fertility Medicine.

The main SHS site is based within the Aberdeen Community Health and Care Village, Frederick Street in the centre of Aberdeen. A wide range of services are offered at this central location including prevention methods, testing, treatment and care for Sexually Transmitted infections (STIs) and Human Immunodeficiency Virus (HIV), priority access clinics for urgent care, contraception including Long Acting Reversible Contraception and young person’s clinics.

Furthermore, there is a well-established community Gynaecology service which receives 1800 primary care referrals per year and has a joint referral pathway with hospital Gynaecology. Abortion care for residents in Aberdeen and Aberdeenshire is also accessed and delivered within the SHS community service with 85% being delivered as home procedures having undergone a significant development in 2018 with the roll out of early medical abortion at home and earlier intervention.

We also have an established psychosexual medicine service and the post may have scope to include this care provision as per successful candidate experience.

Equally, a Forensic Suite for the provision of forensic assessment in cases of sexual assault and rape is also contained within the service currently led by the forensic team of NHS Grampian. The SHS works closely with this team, seeing patients after this initial contact for follow on care. A pilot of self referral forensic examination is planned with opportunities for interested applicants to be further involved on this area of service.

Complimentary to the main central site there are a number of SHS clinics delivered across Grampian. Weekly clinics are delivered in Elgin, Peterhead, Fraserburgh, Banff, Her Majesty’s Prison (HMP) and Young Offenders Institute (YOI) Grampian. A further clinic, specifically for Men who Have Sex with Men (MSM) is also delivered in Aberdeen City centre; designed and delivered in partnership with a third sector partner organisation. Given the remote and rural nature of Grampian, the SHS also encourages the use of technology to improve patient care and post Covid19 telemedicine has increased throughout the service.

This is an incredibly dynamic time within the service with multiple new service developments including a self referral process for sexual assault, joint working with Substance Misuse Services and co-location of sexual health services in custodial settings.

**5. Service Organisational structure**

Organograms 1 and 2 are provided on Page 5 to give applicants an indication of operational/management team and governance arrangements. Grampian Sexual Health is an integrated team of doctors, nurses, health care assistants, administrative and support staff. Specifically, the medical team includes:

Dr Daniela Brawley Clinical lead and Consultant in Sexual Health & HIV

Dr Sarah Wallage Consultant in Sexual & Reproductive Health

Dr Dianna Reed Consultant in Sexual & Reproductive Health

Dr Sinead Cook Consultant in Sexual and Reproductive Health

Dr Ambreen Butt Consultant in Sexual Health and HIV

Dr Steve Baguley Consultant in Sexual Health and HIV

Dr Linda Sandilands Specialty Doctor Sexual Health

Dr Caroline Bates Specialty Doctor Sexual Health

**6. Responsibilities of post**

The postinvolves providing complex sexual and reproductive healthcare and community gynecology in addition to abortion care and potentially psychosexual medicine for suitably trained candidates.

An indicative job plan is provided in Section 10, but this can be modified to allow for ongoing redesign of the service as part of this appointment.

**7. Continuous Professional Development (CPD)**

Grampian sexual health has a comprehensive in house CPD program twice a month. Post holders have consultant study leave and budget as per NHS Grampian policy and are encouraged to participate in postgraduate development to fulfill their own learning needs. Library Facilities are available across NHS sites; Consultant Staff will also have the opportunity to access libraries at the local Universities (University of Aberdeen and Robert Gordon’s University).

**8. Research**

NHS Grampian aims to maintain the tradition of clinical excellence and to encourage clinical staff to work in an environment where people are looking to innovate, are aware of and contribute to developments within their specialties and are excited by the prospect of involvement in the exchange of ideas within the national and international research community. NHS Grampian’s Research and Development Strategy has been developed to prioritise and stimulate research and development within the organisation fields of interest, complementing the research strategies of the Universities and Research Institutes in the area.

**9. Audit**

As a service, Sexual Health is fully committed to the practice of Medical and Clinical Audit. A multidisciplinary approach is adopted, and all staff are encouraged to regularly produce and present audits. The post holder would be expected to provide leadership with other Consultants in relation to audit and to support and promote audit within the department.

**10. Teaching and Training**

Undergraduate teaching in the form of lectures, tutorials and clinic based teaching is a regular part of the work of the Unit. There is active involvement in teaching and training towards the Diploma Faculty of Sexual and Reproductive Health (DFSRH) and Letters of Competence for intrauterine techniques and subdermal implants (LoC IUT and LoC SDI). There is also significant postgraduate training of the wider workforce in Grampian in Sexual Health through local conferences; practice based learning sessions and clinical training.

**Organogram 1: SHS operational and management team structures**

**Organigram 2: Governance Arrangements for NHS Grampian SHS** 

**11. Location of duties**

This post is based at Aberdeen Community Health and Care Village. It is envisaged that a full-time appointee will be employed on a 10 PA session (8 plus 2) contract with the requirement to provide support to SHS in various sites across Grampian. Office accommodation will be provided at Aberdeen Community Health and Care Village, shared with other senior medical staff although home working is possible and a laptop will be provided. Administrative support is provided by a team of staff based at Aberdeen Community Health and Care Village.

**12. Job plan (indicative)**

The successful candidate will be expected to contribute to the care of Sexual and Reproductive patients. A detailed job plan will be agreed with the Clinical Lead, and in accordance with the new consultant contract. It is emphasised that duties and responsibilities of this post may change as a result of new evidence and service development.

**NHS GRAMPIAN**

**LOCUM CONSULTANT IN SEXUAL AND REPRODUCTIVE HEALTH**

**REF: BC032606**

CONDITIONS OF APPOINTMENT

1. The appointment will be made by the Board on the recommendation of an Advisory Appointments Committee, constituted in terms of the National Health Service (Appointment of Consultants) (Scotland) Regulations, 1993 - NHS Circular 1993 No 994 (S.140) which will include University representatives. Less than full time/flexible working and home working will be considered for suitable candidates. At the present time, there is no requirement for evening or weekend work or to participate in an on-call rota (this may be subject to change as service needs change). All staff would be consulted prior to any changes.

2. (a) The whole-time salary, exclusive of any distinction award, will be a starting salary of £84,984 to £112,925 progression of salary is related to experience. Appendix 8 of the contract sets out the code of conduct for private practice which applies to all interested parties. In general consultants will be free to undertake private practice as long as this is undertaken outwith the agreed job plan and employers are informed, in writing, of private commitments. While employers have discretion to allow some private practice to be undertaken alongside a consultant’s NHS duties, such provisions of private service should not prejudice the interests of NHS patients or disrupt NHS services.

(b) Job plans must be agreed in association with Clinical Lead and Service Manager for signature on behalf of the Aberdeen City Health & Social Care Partnership Chief Officer. Changes will be discussed and agreed by these officers and yourself in line with Clinical Grouping service needs and changes in service requirements as well as at annual review.

3. The person appointed will be expected to take part in undergraduate and postgraduate teaching programmes. You will therefore be awarded appropriate Aberdeen University Honorary Status.

4. Consultants are expected to undertake research and development in their own field and to link with the University research areas.

5. Day to day arrangements for undertaking the specified duties of the post will be made in consultation with the Clinical Lead, other consultants in the department and with the Board.

6. The person appointed will have a continuing responsibility for the care of patients in his or her charge and will undertake the administrative duties associated with the care of his or her patients and an appropriate share in the running of the clinical department.

7. You may exceptionally be required to undertake duties at other hospitals in Grampian or other Health Board areas and at hospitals in Orkney, Shetland and elsewhere for which service agreements would be arranged.

8. The person appointed may undertake the diagnosis and treatment of patients occupying accommodation made available under Sections 57(1), 57(2) and 58 of the National Health Service (Scotland) Act 1978 at the above hospitals insofar as the patients have not made private arrangements for such treatment.

9. The Board, in partnership with the BMA Local Negotiating Committee has a study leave policy for all Career Grade Medical and Dental staff Policy available on request from the Human Resources Department.

10. The appointment will be superannuable if the person appointed so chooses. He or she will be subject to the regulations of the National Health Service Superannuation Scheme and the remuneration will be subject to deduction of contributions accordingly, unless he or she opts out of the Scheme.

11. NHS Grampian is legally liable for the negligent acts or omissions of employees in the course of their NHS employment. Medical staff are however advised to ensure that they have defence cover for activities not covered by the Board’s indemnity.

12. The officer appointed will be required to be registered on the General Medical Council’s Specialist Register.

13. As a result of guidance issued by the Scottish Office on "Protecting Health Care Workers and Patients from Hepatitis B” NHS Grampian is required to: -

 Ensure health care workers who may be at risk of acquiring hepatitis B from a patient are protected by immunisation.

 Protect patients against the risk of acquiring hepatitis B from an infected health care worker. Due to the nature of this post, any offer of appointment will be conditional upon the successful applicant either:-

* Undergoing a process of screening/immunisation/monitoring in accordance with the Board's Policy and Procedure, or
* Producing acceptable documentary evidence that he/she is not an infective risk to others.

In the event that he/she is an infective risk to others or if he/she fails to comply with the above requirements, the conditional offer of appointment will be withdrawn

As a condition of his/her subsequent employment in this post he/she is also required to undergo further immunisation and monitoring at the intervals specified by the Board's Occupational Health Service in order to boost/maintain his/her level of immunity. Should he/she become hepatitis B e antigen positive and therefore an infective risk to others at any stage in the future the appointment will be subject to review in accordance with the Board's agreed Procedure for dealing with such situations where the postholder is involved in "Exposure Prone Procedures". This review may result in the postholder having to alter his/her clinical exposure to remove risk to patients and others. In circumstances where this is not a practical option, it will be necessary to provide industrial compensation for this prescribed industrial disease prior to the postholder leaving the Board's employment.

14. The appointment is made subject to satisfactory fitness for employment. The candidate will therefore be required to complete a pre-employment health screening questionnaire and may/will subsequently be required to attend for health screening.

15. Termination of the appointment is subject to three months' notice on either side.

16. The Board is required to instigate a check to be made with the Disclosure Scotland Office for any convictions recorded before an offer of appointment can be made (rehabilitation of Offenders Act 1974 amended 1985 and 1986) and (Disclosure of Criminal Convictions of NHS Staff with Substantial Access to Children 1989).

**NOTES TO CANDIDATES**

Canvassing in connection with appointments is not permitted but this does not debar candidates who wish from visiting the hospitals concerned.

Further information can be obtained and an appointment to view the Department arranged by contacting Daniela Brawley, Clinical Lead 01224-455545.

Apply for this post by visiting https://www.nhsgrampianjobs.org and search for Ref No quoted above. Closing date 10 January 2021.

NHS Grampian has a process of induction for all newly appointed Consultants. You will have a local department induction and orientation led by your Head of Service. In addition we believe it important that you have an opportunity to meet with key personnel in NHS Grampian. This allows them to explain their role in the organisation and to discuss key information on the organisation and strategic planning processes we operate. We believe it important that all newly appointed Consultants even if they have previously worked in Grampian should have this opportunity once appointed to a Consultant post. Your Head of Service along with you will be responsible for ensuring this is undertaken. Heads of Service are supplied with the names of those you should meet.

NHS Grampian are obliged to bring to your notice that the Rehabilitation of Offenders Act 1974 provides for many people who have been convicted of certain criminal offences, the opportunity to have no need to refer to any conviction or circumstances relating to it in the course of daily lives. Certain convictions can, therefore, be regarded as “spent” after the lapse of a period of years under the terms of the Act. The National Health Service employment for which you are applying, however, has been excluded from the provisions of the Act and you are, therefore, required no withhold information about convictions which for other purposes are “spent” under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Board. Any information given, however, will be completely confidential and will be considered only in relation to the post to which this job description refers.

There is a Day Nursing facility for children of staff employed by NHS Grampian. ‘Little Acorns Day Nursery’ which has been specially designed can accommodate 24 children between the ages of 6 months and 5 years. Please contact the Nursery Manager on (01224) 557828 for further details.

In The Interest Of Health Promotion We Operate A **No Smoking Policy.**

**MODEL JOB PLAN FORMAT**

**APPLICABLE TO MEDICAL CONSULTANT LEVEL ONLY**

**(For the period 1st April 2018 to 31st March 2019)**

**Name: Consultant in Sexual and Reproductive Healthcare Specialty: Sexual Health**

**Principal Place of Work: Aberdeen Community Health and Care village**

**Contract:** **Full Time**

**Programmed Activities: Indicative PA Split: DCC 8.0 SPA 2.0**

**Availability Supplement**: **Level 1**

**Premium Rate Payment Received: 0 %**

**Managerially Accountable to: Clinical Lead, Sexual Health Services**

**a) Timetable of activities which have a specific location and time**

|  |  |  |
| --- | --- | --- |
| **DAY** | **HOSPITAL/ LOCATION** | **TYPE OF WORK** |
| **Monday** **From / To**9.00-17.00 Hrs | **Aberdeen Community Health and Care village** | **One DPA: Abortion assessment clinic- face to face****One DPA: Consultant clinic- face to face** |
| **Tuesday** **From / To**9.00-17.00hrs  | **Aberdeen Community Health and Care village** | **One SPA:** supporting activity**One DPA** : **Telemedicine clinic – abortion care or consultant care OR young persons clinic** |
| **Wednesday** **From / To**9.00-17.00hrs | **Aberdeen Community Health and Care village**  | **One DPA** : **Consultant clinic** **face to face** **One DPA**: **Priority Access Clinic** **face to face** |
| **Thursday** **From / To**9.00-17.00 hrs | **Aberdeen Community Health and Care village** | **One DPA**: **Clinic administration** for direct patient care results, vetting, letters, public health activity relating to direct patient care**One SPA**: includes attendance at monthly meetings such as clinical governance meetings, consultant meetings, management meetings as required, CME teaching programme |
| **Friday** **From / To**9.00-17.00 hrs | **Aberdeen Community Health and Care village** | **One DPA**: **Telemedicine Psychosexual medicine** **clinic OR Consultant vetting clinic****One DPA**: **Face to face** **Priority Access clinic/ clinical advice calls** |
| **The post holder may be required to provide some cover, on a rotational basis, for the Sexual Health Service clinics in Fraserburgh, Peterhead, Banff, Elgin and HMP Grampian.** |

**NB: the detailed Job Plan will be agreed with the successful candidate at the time of the appointment, taking account of the experience, skills and interests of the candidate and how they can best be used within the Consultant team.**

**NHS Grampian**

**Person Specification**

|  |  |  |
| --- | --- | --- |
| **REQUIRMENTS**  | **ESSENTIAL** | **DESIRABLE** |
| Qualifications  | * Full GMC registration
* On Specialist Register or within 6 months of obtaining CCT in SRH OR CESR accreditation in SRH OR Obstetrics & Gynaecology with subspecialty training in Sexual and Reproductive Health OR Genitourinary Medicine with evidence of SRH competencies
* MFSRH or equivalent
* FSRH LoC in SDI & IUT
 | * Higher academic degree.
* Relevant FSRH SSMs such as abortion care, ultrasound, menopause care OR RCOG ATSMs such as abortion care, sexual health, forensic gynaecology
* DipGUM
* NES training as sexual offence examiner or equivalent
* DIPM or MIPM
* LoC MEd/PGA or Diploma in medical education
* FSRH registered trainer
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| Experience  | * Wide experience of contraception and community sexual and reproductive health.
* Postgraduate and undergraduate teaching experience.
* Participation in audit and quality improvement including demonstration of service improvement.
* Experience of change management activities in practice.
 | * Demonstrable experience of managing and developing Sexual Health or Psychosexual medicine or abortion services in a social medicine or community environment.
* Formal training in teaching techniques.
* Demonstrable experience of work in an integrated sexual health setting.
* Demonstrable experience of partnership working with other statutory and voluntary bodies.
* Demonstrable experience in sexual offences examination and the care of victims of sexual assault.
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| Ability  | * Evidence of maintaining CPD
* Specialist skills in managing people with sexual difficulties
* Specialist skills relevant to community based sexual and reproductive health care
* Knowledge of sexual health strategies relevant to the UK and Scotland
* Proficient use of information technology
* Demonstrable understanding of child protection and adult support and protection issues
* Excellent communication skills:
	+ written (including CV and job application)
	+ verbal
	+ understanding underlying social factors which may affect sexual & reproductive health
 | * Specialist skills in abortion care
* Ability to conduct evidence-based reviews.
* Able to manage and motivate a wide range of staff, both medical and non-medical.
* Ability to relate to community groups and work with and encourage user involvement in service planning.
* Ability to undertake a health needs assessment or service review and manage change as a result of its findings.
* Ability to work with marginalised groups and show an understanding of the multiple factors that contribute to adverse outcomes and experiences.
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| Personality  | * Able to prioritise work and work well against a background of change and uncertainty
* Adaptable to situations, can handle people of all capabilities and attitudes
* Self-motivated, pro-active and innovative
* High standards of professional probity​
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| Research and audit  | * Evidence of continuing personal development
* Understanding principles of research
* Evidence of personal and service audit work
 | * Experience of collaborative research
* Ability to supervise research and audit of trainees and other staff
* Holder of external research grants
* Use of audit to improve patient –centred care
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| Management Ability  | * Understanding of the management responsibilities of NHS Consultants
* Commitment to clinical governance
 | * Involvement in service development
* Involvement in performance review of services
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| Other requirements  | * Pre-employment health screening
* Evidence of Hepatitis B immune status
* Fluency in English
* Able to travel independently to clinics and meetings in different locations
 | * Member of relevant medical defence organization
* Publications in Medline listed peer-reviewed journals
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