

**Locum Consultant in Genitourinary Medicine**

**Candidate Information Pack**

**Job Title:**

**Locum Consultant in Genitourinary Medicine**

**Salary:**

**£96,963-£128,841 (pro rata)**

**Hours:**

**0.2 wte**

**Contracted Type: Locum**

**Department:**

**Sexual Health**

**Reporting to:**

**Clinical Lead**

**Base:**

**Sexual Health, Gatehouse, Ayrshire Central Hospital Irvine**

**Contact Details**

The Clinical Lead for Sexual Health is Dr R Holman 01294 323226

We welcome informal contact from prospective candidates who wish to better understand the role.

Please contact Dr Holman or by e-mail at :ruth.holman@aapct.scot.nhs.uk

# Job Description

## JOB PURPOSE

NHS Ayrshire and Arran seek a Locum Consultant in Genitourinary Medicine pending development of a permanent post.

The post is 0.2 wte and based in Irvine, Ayrshire. The post-holder will provide genitourinary medicine care within a supportive team.

## THE DIRECTORATE

Sexual Health is part of the Women‘s and Children’s Services Directorate. Which is based at Ayrshire Maternity Unit, co-located in Kilmarnock with University Hospital Crosshouse

The Manager for the Women, Children’s and Sexual Health Services Directorate is Elaine Harrison

The Clinical Director for Sexual Health and Gynaecology is Dr Inna Sokolova.

The Associate Medical Director for the Women’s and Children’s Services is Dr Suzanne MacKenzie

## THE SEXUAL HEALTH DEPARTMENT

Sexual Health A&A sits in the Women’s and Children’s Directorate

**Service aims:**

To deliver and coordinate excellent sexual health care that is safe, effective, efficient and reliable and to reduce sexual health inequalities across NHS Ayrshire and Arran

To provide training and raise awareness of sexual health issues for health professionals and partners to improve the sexual health of people living in Ayrshire and Arran

NHS Ayrshire and Arran has a population of about 366, 000 comprising urban, rural and remote rural populations including the islands of Arran and Cumbrae. Recent challenges include a hidden MSM community with significant burden of disease including a large HBV cluster 2020-21, a significant proportion of older PrEP users with comorbidities, and a relatively high rate of syphilis including in pregnancy and from other medical specialties.

###  Sexual Health provides specialist complex contraception and genito-urinary medicine (GUM) care as well as advice and support to other professionals and agencies. It aims to coordinate delivery of sexual health care to the public and where possible provision of some aspects of sexual health interventions by other health professionals as well as the statutory and third sector in order to improve access and decrease the stigma associated with accessing sexual health services. All medical and nursing staff in the department are expected to be competent in both SRH and GUM in order to provide a truly integrated service.

Genitourinary Medicine services including PrEP provision are provided by a consultant supported by a 0.2 wte staff grade and band 6 nursing staff, most of whom are non-medical prescribers

The sexual health department provides a complete range of contraceptive services including LARC, vasectomy counselling and operating. Specialist SRH clinics include pelvic ultrasound and deep implant removal. Abortion care is provided by SRH consultants within the Ayrshire Maternity Unit, and is accessed by self-referral. The board menopause clinic is run by the sexual health department. A psychosexual counsellor works in the department.

The service admin and clinical base is in a purpose built building at Ayrshire Central hospital in Irvine. Sexual health services are also delivered in community locations in Kilmarnock, Ayr and Cumnock.

The sexual health service is linked in to the West of Scotland Sexual Assault Referral Centre (SARC) which provides forensic medical services for men, women & adolescents (age 13-15) who have been raped or sexually assaulted in the previous 7 days. There is an SARC suite at Biggart Hospital in Ayr. The sexual health department undertakes follow-up to address STI testing, vaccines and contraception needs.

NHS A&A is one of five Health Boards in the West of Scotland Managed Care Network (MCN) for sexual health. The MCN is funded by Regional Planning to enable partners to work across geographical boundaries to support equitable provision of highest quality services. This has led to regional guidelines/protocols, patient information materials, shared learning events and formal clinical support arrangements. https://www.wossexualhealthmcn.scot.nhs.uk/

We prioritise hard to reach and vulnerable groups with identified links within the department for these groups. The sexual health department has close working relationship with the public health department who have an outreach worker from the Terrence Higgins Trust. The board sexual health website is www.shayr.com.

There is a national sexual health IT system (NaSH) in use across Scotland. All routine consultations are paperless. Test results are imported and interpreted automatically and made available to patients via an automated telephone system.

There are working relationships with other stakeholders in health, local authority and third sector. The microbiology service is based at University Crosshouse in Kilmarnock with some samples being sent to the West of Scotland Specialist Virology Centre at the Glasgow Royal Infirmary who provide nucleic acid amplification and serology testing. There is a track record of close collaboration with gynaecology, women’s health physio and the vulval clinic.

The department staffing comprises

Admin staff : 6.9 w.t.e. including an 0.25 wte Admin supervisor

Registered nursing staff: 7.09 w.t.e. comprised of 6.09 Band 6, 1 wte Band 7 Senior Charge Nurse).

Health Care assistants: 4.2 w.t.e. comprised of 1.16 w.t.e Band 2; 3.04 w.t.e. Band 3

Counsellors: 0.8 w.t.e. ( post termination and psychosexual)

Medical staff: 4.28 w.t.e. comprising 3 SRH consultants and 5 specialty doctors.

## HIV CARE

HIV care is not part of the locum role. HIV outpatient care in NHS A&A is part of the Blood Borne Virus service within the Infectious Diseases Department, based at University Crosshouse in Kilmarnock. Ayrshire has a single ID consultant. The current HIV cohort is approximately 170 individuals. The BBV clinic is staffed by a 4 session SAS doctor with a GP background, a band 7 nurse and 2 part time band 6 nurses.

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The post is Consultant in Genitourinary Medicine based in Irvine

## DUTIES AND RESPOSIBILITIES OF THE POST

### Clinical Duties:

Participate in the delivery of GUM clinics, with a particular emphasis on urgent care of symptomatic individuals and complex GUM

Provide clinical leadership and support to medical and nursing staff in the Sexual Health and HIV Services to support multidisciplinary team delivery of care.

Clinical work includes outpatient administration, results reporting, letters/phone calls to patients, GPs and members of the wider multidisciplinary team involved in the patients care.

Provide clinical leadership, and support on sexual health matters to colleagues and partners in NHS A&A as required, for example syphilis in pregnancy

Take part in regional and National MDTs relating to patient management

**Non Clinical Duties**

Ensure that clinical practice reflects quality and effectiveness as determined by evidence based research as far as possible.

* Work with colleagues to further develop services across NHSAA.
* Contribute to clinical governance and quality improvement e.g. ensuring application of BASHH guidelines in the board.
* Provide educational activities in the department and wider board.
* Undertake continuing medical education and annual appraisal.
* Participate in audit and research.
* Work with local managers and professional colleagues in the efficient running of services.
* Undertake tasks deemed appropriate that may arise as a result at the request of the department senior management team. The duties and responsibilities of this post may change as a result of new evidence and service development.
* Comply with the Organisation’s Policies on Clinical Governance and contribute as required to clinical governance meetings.
* Observe, subject to the provisions of the Terms and Conditions of Service, the Organisation’s agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of NHSAA.

It is expected that the post holder will make sure that there are adequate arrangements for staff involved in the care of patients to be able to make contact with the post holder when necessary.

The post holder will be responsible for the training and supervision of non-consultant medical and nursing staff who work with the post holder and will be expected to devote time to this activity on a regular basis.

In addition, they should foster a supportive environment for colleagues and help ensure non-consultant medical and nursing staff have access to advice and support.

**FURTHER INFORMATION**

The post holder will have access to such general administrative support as is required for the discharge of their duties and responsibilities. This will include the provision of adequate secretarial and clerical support. Office space is shared with the SRH consultant and includes a dedicated desk, desk top computer and networked printer

Ayrshire Central Hospital Irvine is easily accessed by road, with the M77 providing rapid access to Glasgow (40 mins from ACH). Rail services link Irvine to Glasgow and other surrounding towns. All clinical sites in NHSAA provide free parking.

**EDUCATION CENTRES**

Excellent post-graduate facilities are provided at the acute hospitals, with the MacDonald Education Centre based at University Hospital Ayr and the Alexander Fleming Education Centre based at University Hospital Crosshouse. Both centres include a full size lecture theatre, classrooms and a number of tutorial rooms. The facilities are supported with modern audio visual and information technology, including teleconferencing facilities and both centres incorporate an excellent up-to-date library with a resident librarian.The Gatehouse building has an education room with a smart board used for staff meetings

**RESEARCH**

Research is encouraged and supported by an active Research and Development Committee. The appointee will be encouraged to develop research interests associated with their specialist interest.

## ON CALL ARRANGEMENTS

## There is no on-call for this post

## DATES WHEN POST IS AVAILABLE

We would be looking for the successful post holder to start at their earliest convenience.

**APPRAISAL AND JOB PLANNING**

You are required to participate in annual appraisal. Job planning is linked closely with, but is separate to, the agreed appraisal scheme for consultants. The job plan review will take into account the outcome of the appraisal discussion and reflect the agreed personal development plan.

## JOB DESCRIPTION

**Provisional Job Plan**

A final job plan will be agreed with the post-holder on appointment and will be reviewed annually to take account of the evolving needs of the service.

**NOTES ON THE PROGRAMME**

**Patient Administration**. This activity covers the management of individual patients including Out Patient administration, results reporting, letters/phone calls to patients, GP’s and members of the wider multidisciplinary team involved in the patients care.

**Support to Nursing staff**- it is recognised that a significant amount of work is generated through nurse led consultations which generate a need for clinical advice from a consultant

**Public health/Lab liaison work** To support delivery of Scottish government ambition as laid out in the HIS standards and SHBBV action plan, time is needed to work with public health and the laboratory service

**Travel:** Any travel allocation will be included within the Total Programmed Activities and will be determined by location at which Direct Clinical Care and Supporting Professional activities are carried out.

**Supporting Professional Activities**: The agreed job plan will include all of the consultant’s professional duties and commitments, including agreed supporting professional activities (SPA). It will be requested that SPA is delivered at the normal place of work, unless there are mutual advantages to it being performed elsewhere. The exact timing and location of SPA, and flexibility around these, will be agreed during the 1:1 and included in the prospective job plan.

**Research:** The unit is supported by an active Research and Development Committee. The appointee will be encouraged to develop research interests.

**Teaching**: The post holder will contribute to the teaching and training activities of the department to support the board to have a workforce trained in line with HIS standards.

SPA is allocated to devote time to this activity on a regular basis. Teaching is provided for medical and nursing staff in the department including medical trainees, as well as for wider groups such as pharmacists, primary care staff and speciality trainees from acute specialties such as dermatology.

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**Specimen Job Plan**

Direct Clinical Care 1.25 PAs

Supporting professional activities 0.75 PAs

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|  |  | **DCC** |  |  |  | **SPA** |  |  |  |  |
|  |  | Clinic | Admin | Other clinical MDTS | Total DCC | Teaching/supervision | Audit & research | CPD and appraisal | Public health/Lab liaison/governance/Government/MCN | Total SPA |
| **Mon am** |  |  |  |  |  |  |  |  |  |  |
| **Mon pm** |  |  |  |  |  |  |  |  |  |  |
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| **Tues am** |  |  |  |  |  |  |  |  |  |  |
| **Tues pm** |  |  |  |  |  |  |  |  |  |  |
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| **Wed am** | Virtual ClinicPersonal SPA | 0.25 | 0.25 |  | 0.5 | 0.25 | 0.25 |  |  | 0.5 |
| **Wed pm** | GUM clinic | 0.5 | 0.25 |  | 0.75 |  |  |  |  | 0.25 |
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| **Thurs am** |  |  |  |  |  |  |  |  |  |  |
| **Thurs pm** |  |  |  |  |  |  |  |  |  |  |
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| **Fri am** |  |  |  |  |  |  |  |  |  |  |
| **Fri pm** |  |  |  |  |  |  |  |  |  |  |
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| **TOTALS** |  | 0.75 | 0.5 |  | 1.25 |  |  |  |  | 0.75 |
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Person Specification

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| **Essential** | **Desirable** |
| **Qualifications & Training:*** Full GMC registration
* Inclusion on the GMC Specialist Register
* CCT in GUM or equivalent,

*OR*, at time of interview, be within 6 months of the anticipated award of a CCT GUM*OR*, at time of interview, for CESR Combined Programme candidates be within 6 months of anticipated award of CESR in GUM * Royal College Membership/Fellowship
* Diploma in GU Medicine
 | * Higher academic degree.
* DIPM or MIPM
* DFSRH
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| **Eligibility:*** Eligibility to work in the UK
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| **Experience:*** Wide experience of both complex SRH and STI management including PEP, syphilis & provision of PrEP
* 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 work in an integrated sexual health setting
* Demonstrable experience of partnership working with other statutory and voluntary bodies
 | * Experience in a consultant post
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| **Ability/Skills:*** Sufficient leadership, organisational, communication, professional and personal skills to undertake effectively the role of consultant
* Able to manage and motivate a wide range of staff, both medical and non-medical
* 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
* Evidence of maintaining CPD
* Flexible approach to working patterns to cope with change
* Application/acknowledgement of evidence based practice
 | * 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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| **Teaching:**Experience of Teaching and training Undergraduate/ Postgraduate and Junior Medical Staff | * Attendance at courses to develop teaching skills.
* Postgraduate qualification in medical education.
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| **Academic, Research & Audit:**Evidence of audit experience in GUM | * Evidence of involvement in and understanding of research methodology and publication of findings.
* Research/critical review of literature.
* Publications in the last five years.
* Evidence of participation in audit.
* Evidence of having changed practice as a result of audit.
* Evidence of having revisited the audit to assess improvement
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| **Management and Administration**Commitment to effective departmental management and management of a multidisciplinary group | * Proven ability to lead a clinical team
* Proven management experience
* Understanding of resource management and quality assurance.
* Proven organisational skills
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| **Personal and Interpersonal Skills*** Effective communicator and negotiator
* Demonstrate effective leadership skills
* Ability to operate on a variety of different levels
* A willingness to accept flexibility to meet the changing needs of the NHS in Scotland
* Embraces an attitude of life- long learning
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Terms and Conditions are those determined by the New Consultant Grade (Scotland) as amended from time to time

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| Salary | The current salary applicable to a full time post is £96,963 -£128,841 depending on experience, plus banding depending on rota. |
| Leave | 5 or 6 weeks annual leave dependant on experience pro rata plus10 public holidays pro rata. Entitlement to 30 days study leave over a 3 year period. |
| Base | Your principal place of work is at the Sexual Health Department , Ayrshire Central hospital. Other work locations and off site working may be agreed. You may be required to work at any site within your employing organisation, including new sites. |
| Notice Period | 1 Calendar Month |
| Hours of Duty | As agreed |

**The full Hospital Medical and Dental Staff (Scotland) Terms & Conditions can be found at: http://www.msg.scot.nhs.uk/pay/medical**