

Business Unit - Dermatology and Sexual Health

Job Title:	National Sexual Health Clinical Lead
Reports to (job title):	Business Unit Head
Line Manager to:	N/A (Peer Support to Local Sexual Health Clinical Leads)

Introduction and Job purpose

Our purpose is to change lives by transforming health and care so that communities, colleagues, and those who use our services feel how we bring our values of Care, Think, Do to life.

Established in 2006, we are one of the UK's leading independent providers of community health and care services, working with health and care commissioners and communities to transform services with a focus on experience, efficiency, and improved outcomes. We deliver and transform adult and children community health services, primary care services including urgent care, sexual health, dermatology, and musculoskeletal services as well as adult social care and wellbeing services. From around 500 locations across England, we support communities of many millions and directly help more than half a million people each year.

We have been delivering high quality clinical sexual health care across the country since 2011, providing CQC 'Outstanding' rated care for its service-users. Our ethos and model of delivery is built upon:

- delivering all elements of the national and local service specifications, to local need, and to highest standard
- following best practice and clinical guidance, appropriately implementing new standards
- training, developing, and monitoring our workforce to ensure adherence to standards ensuring continual improvement and learning

We currently deliver services in 10 local authority areas:

- Teesside Service (4 commissioners plus ICB/NHSE)
- Greater Manchester Service (3 commissioners plus NHSE)
- North and North-East Lincolnshire Borough Councils (2 commissioners plus NHSE)
- Cheshire West and Chester (CWAC plus NHSE)

This is an exciting and rare opportunity for a National Sexual Health Clinical Lead (consultant) to join the team and make a significant contribution to the further development of HCRG's Sexual Health Services. The post holder will be a credible senior clinical leader in the field of sexual Health and will be responsible to provide expert clinical advice and leadership.

Base

Hybrid Part-time (sessions to be agreed) – National travel, therefore base location flexible.

This post is responsible for

The post-holder will provide professional expertise and leadership to HCRG Care Group supporting:

- Robust clinical governance across sexual health contracts
- Professional standard setting and adherence with best clinical practice
- Professional training, development, supervision, appraisal and medical revalidation
- Service development including business development and service innovation
- Internal and external professional networking to promote and advance HCRG Care Group in the field of sexual health Research and publication

Key responsibilities

This list is intended to summarise the key responsibilities and is not intended to cover every task that may be required of the role:

- To keep abreast of current knowledge / legislation and developments regarding Sexual Health
- Working with local Sexual Health Clinical Leads to ensure compliance with clinical standards, policies, and procedures
- To provide clinical advice and leadership across HCRG Care Group Sexual Health Services
- To support an inclusive working environment where diversity is valued, everyone can contribute, and everyday action ensures equality is upheld and promoted
- To support the strategic planning for the development of Sexual Health services, i.e Womens Health Hubs, Health Inequalities, LARC Development and System Leadership.
- To influence and shape the commissioning of services to eliminate social and cultural inequalities for disadvantaged groups
- To develop and encourage positive working relationships with both internal and external stakeholders, i.e Primary, Voluntary, Secondary care services and others as nessassery including Local Authroity, NHS England and Intergrated Care Boards (ICB's) Commissioners.
- To participate in development activity and projects as requested, including development/review of protocols, documentation, clinical governance issues, audit activity, training and research
- To support and contribute to the education and training of other professionals and colleagues

Proposed job plan

30 Session per annum

Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care	Think	Do
<ul style="list-style-type: none"> • Inspire • Understand • Communicate 	<ul style="list-style-type: none"> • Challenge • Improve • Learn 	<ul style="list-style-type: none"> • Accountability • Involve • Resilience

Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice , NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.

- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourish. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a "non-smoking" policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

Equal Opportunities

It is the company's intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy, and it is the responsibility of each employee to contribute to its success.

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

Personal Specification

1. SKILLS AND ABILITY

Number		Essential	Desirable
1.1	Excellent communication skills, verbal and written.	✓	
1.2	Excellent patient communication	✓	
1.3	Ability to organise and prioritise workload and to delegate responsibilities and supervise staff.	✓	
1.4	Ability to undertake robust audit within team structure.	✓	
1.5	Ability to motivate and inspire a multi-disciplinary team and work sensitively within teams.	✓	

2. KNOWLEDGE, EXPERIENCE AND TRAINING

Number		Essential	Desirable
2.1	Management of sexually transmitted infections and HIV	✓	
2.2	Contraception, sexual and reproductive health	✓	
2.3	Knowledge and principles of resource and budget management	✓	
2.4	Understanding importance of clinician in management	✓	

3. EDUCATION AND RESEARCH

Number		Essential	Desirable
3.1	Basic medical qualification registrable in UK	✓	
3.2	Entry on the GMC specialist register for Genitourinary Medicine or equivalent via: <ul style="list-style-type: none"> • CCT (proposed CCT date must be within 6 months of interview) • CESR or European community rights • Other approved method of entry 	✓	
3.3	MRCP, MRCOG or equivalent	✓	

3.4	Diplomas in HIV, GUM and DFSRH	✓	
3.5	Letter of competence in sub-dermal implants or equivalent	✓	
3.6	Specialist skills relevant to sexual and reproductive health	✓	
3.7	Application/acknowledgement of evidence-based practice	✓	
3.8	A working understanding of child protection issues	✓	
3.9	Letter of competence in intrauterine techniques		✓
3.10	Management training	✓	
3.11	Research/publications in sexually transmitted infections, contraceptive/reproductive health, and other aspects of sexual health		✓
3.12	Teaching qualification appropriate to sexual health (e.g. BASHH STIF trainer, Royal College of Physicians or University) and/or GMC registered trainer status		✓
3.13	Appropriate higher degree (e.g., MSc, MD /PhD)		✓

4. OTHER REQUIREMENTS

Number		Essential	Desirable
4.1	Willingness to work flexibly to support the needs of the service.	✓	
4.2	Ability to travel.	✓	

Employee signature

Manager signature
