

Job Title:	Consultant in Genitourinary Medicine
Reports to (job title):	Service Manager
Line Manager to:	N/A

Job Purpose

The post holder would be able to provide expert clinical leadership and high quality care in Genitourinary Medicine (GUM). This will incorporate complex Sexually Transmitted Infections (STI) whilst working as part of the wider multidisciplinary team to develop the service and ensure a high level of clinical governance. The post holder is expected to take the lead for an area of management.

The appointed Consultant will be required to participate in professional activities such as Continuing Professional Development (CPD), education and training, research and audit. There are regular service governance and education meetings; attendance and leadership is expected. HCRG Care Group also arrange at least bi-annual sexual health network meetings for clinicians representing all our services countrywide. There is a medical leadership structure within the organisation.

Consultant clinics will consist of booked and walk in appointments. There is no direct in-patient responsibility with this post but there is an expectation to provide support with secondary care pathways.

The post holder will be a pivotal part of the team by supporting the training and development of colleagues. This will include support to the existing British Association for Sexual Health and HIV (BASHH) Sexually Transmitted Infection Foundation (STIF) intermediate and advanced training programme. Therefore, experience in teamwork and delivering teaching is essential.

The Consultant would be expected to be involved in the provision and management of patients requiring Post Exposure Prophylaxis Sexual Exposure (PEPSE), Pre- exposure Prophylaxis (PrEP) and ensure newly diagnosed HIV patients are facilitated on the correct pathway for their future management. They will also be responsible for managing complex patients for example complex Syphilis patients and those patients managed in pregnancy.

The Department

The Consultant is part of the medical team which is made up of:

1 WTE Consultant in Sexual and Reproductive Health

1 WTE Specialty doctor

The Post

This post is a part time (4 PA's) Consultant in Genitourinary Medicine with responsibility for the Genitourinary provision in Leicestershire and Rutland based in Loughborough Sexual Health Hub.

The post is to support the delivery of Level 3 STI care and provision and clinical leadership within the service. The line

manager for this role is the Service Manager. There is no current call provision within the service.

Key Responsibilities

Clinical

- Diagnosis and management of STI's including complex genitourinary conditions
- The post holder will be expected to work with the MDT and lead the service GUM MDT meeting
- Offer expert opinions and second-line support to Specialty Doctors, nurses and trainees
- The appointee will participate in Clinical Governance, Clinical Audit, CME and meet the annual CPD requirements
- HCRG Care Group supports the requirements for CPD and is committed to providing time and financial support for these activities.
- The postholder will be required to follow the policies and practices laid down within HCRG Care Group
- The postholder will undertake annual appraisal and ensure they meet the requirements for CPD in line with GMC good medical practice and to meet requirements for revalidation.
- The postholder will be encouraged to participate in the mentoring scheme run jointly by the British Association for Sexual Health and HIV (BASHH), the Faculty of Sexual and Reproductive Healthcare (FSRH) and the British HIV Association (BHIVA).
- Provide safeguarding support for vulnerable adults and young people

Leadership and Service Development

- Provide clinical leadership to the wider team
- Contribute to the service development and redesign, and pathway development
- Lead/support quality improvement initiatives
- Support innovation in HIV prevention (PEPSE, PrEP)
- Contribute to commissioning discussions

Governance

- Participating in clinical governance
- Lead and contribute to service audits and reviews
- Ensure that the service is compliant with national standards such as BASHH, FSRH and NICE
- Manage clinical risks and incidents
- Maintain up to date knowledge of evolving and evidence-based care – and impart this to the team

Teaching and training

Supervise and train:

- Specialty trainees as required
- GP trainees as required
- Foundation doctors
- Nursing teams

- Formal and informal teaching Programmes
- Act as a clinical educator or supervisor
- Supports training of STI management

Research and accreditation

- Develop and support clinical research and service innovation
- Contribute in publications and presentations
- Support and encourage research and quality improvement innovations

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.

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 DATIX 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 flourishes. 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 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 expect all employees to share this commitment.

Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance with 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	✓	
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	MBBS or equivalent primary medical qualification.	✓	
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 specialist qualification or equivalent	✓	
3.4	Diplomas in HIV, GUM and DFSRH	✓ (GUM)	✓ (DFSRH and HIV)
3.5	Letter of competence in sub-dermal implants or equivalent		✓
3.6	Previous NHS experience in sexual health	✓	
3.7	Extensive experience in GUM	✓	
3.8	Application/acknowledgement of evidence-based practice	✓	
3.9	A working understanding of safeguarding management	✓	
3.10	Letter of competence in intrauterine techniques		✓
3.11	Management training		
3.12	Research/publications in sexually transmitted infections, contraceptive/reproductive health, and other aspects of sexual health	✓	
3.13	Teaching qualification appropriate to sexual health (e.g. BASHH STIF trainer, Royal College of Physicians or University) and/or GMC registered trainer status	✓	
	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	✓	
4.3	Ability to use the organisations IT support systems	✓	



Job Description

