

Specialty Doctor in Sexual and Reproductive Health

APPLICATION & INTERVIEW

A Specialty Doctor post in Sexual and Reproductive Health Medicine, based at Barnstaple Health Centre as part of the Devon Sexual Health service, is available as a Maternity cover post for till Jan 2024

We welcome enquiries for further information and encourage informal visits to the service. A list of contacts at the Service/Trust is detailed in the final section of this information pack.

The post is offered on a 0.7 whole-time equivalent basis. The Trust is committed to flexible working arrangements, including job sharing. Such arrangements will be discussed with any shortlisted candidates on a personal basis.

Applicants must have some Sexual and Reproductive Health experience prior to taking up this appointment. The applicant must be fully registered with the GMC and have evidence of completion of Foundation competences or equivalent.

Applications are through the career gateway website – see <https://vacancies.royaldevon.nhs.uk/> for details. In the interests of equal opportunities, applications or supplementary information submitted by CV will not be accepted. A minimum of three recent references are required, including a satisfactory reference from your current employer or the Responsible Officer at your current Designated Body.

INTRODUCTION

Applications are invited for a Specialty Doctor in Sexual and Reproductive Health Medicine at Devon Sexual Health.

Devon Sexual Health provides sexual health services across the whole of Devon (excluding Plymouth). Devon Sexual Health service is commissioned to provide integrated sexual health services at 3 principle sites: Barnstaple, Exeter and Torbay, as well as in a range of outreach clinics in community settings throughout the county. Devon Sexual Health has close links with its 2 acute provider trusts in RDUHNFT and TSDNFT, as well as with local GP training schemes and Exeter University Medical School, providing opportunities for teaching, training and research.

Devon Sexual health is committed to providing accessible services of the highest quality with innovative service models, most recently in response to the COVID 19 pandemic. The size of the county as well as its mixture of urban and rural environments, demographic profile and pockets of deprivation offer many challenges to equitable delivery of sexual health services. The service is staffed by a multidisciplinary team of GUM/HIV consultants, an SRH consultant, associate specialists, specialty doctors, and dual trained nursing staff with support from HCAs, full admin/secretarial support, a pharmacist and counsellors. The post holder will be based in Barnstaple and will provide clinical input on the North Devon site.

North Devon is a beautiful environment in which to live and work, with a wide variety of outdoor and cultural activities and excellent local schools. With National Parks and Areas of Outstanding Natural Beauty on the doorstep, the area offers an excellent quality of life.

Job Description

Post Title

Specialty Doctor in Sexual and Reproductive Health Medicine

Clinical Commitments

The post holder will undertake regular procedural contraception clinics and cover integrated booked and drop-in sexual health in the north Devon service. The principle requirement for clinical input is on the North Devon site at Barnstaple Health Centre and its associated outreach clinics

Emergency Cover

In exceptional circumstances, the Trust may request emergency cover for colleagues in the other Devon sexual health clinics.

Clinical administration

You will undertake administrative work associated with your clinical and other professional work. Adequate time and facilities for clinical administration, including appropriate office space, secretarial support and access to a personal computer, software and internet access, will be available.

Supporting Professional Activities

You will be expected to participate in a variety of professional activities (SPA) to support your personal clinical practice and the overall work of the department and Trust. All specialty doctors on 7 PA receive 1.25 SPA sessions per week for generic non-clinical work. This includes, but is not limited to:

- Appraisal, job planning & revalidation
- Personal & professional development, including service development
- Professional administration, including related correspondence
- Clinical supervision of junior staff and other educational activities
- Governance and quality improvement activities
- Departmental, divisional meetings and other clinical or managerial meetings
- Further details are published in the job planning policy.

Relationships

You will work closely with other medical staff, allied health professionals and non-clinical colleagues both within the department and in other specialties.

Outline Job Plan

The contract is for 7 Programmed Activities (PAs), which includes 1.25 Supporting Professional Activities (SPA). The remaining 5.75 sessions are for Direct Clinical care (DCC) and will be timetable as per the needs of the service. Ability to work on Friday is essential.

The individual job plan and detailed timetable will be discussed with the successful candidate. Special interests will be accommodated where they are compatible with service requirements.

It is expected that the initial job plan will be agreed within three months of the start date and will be reviewed annually or earlier, if necessary.

Travel time across the 3 Devon Sexual Health Service Hubs will be included in the job plan if required.

Person Specification

Applicants must demonstrate on the application form that they fulfill all essential criteria to be considered for shortlisting.

Appointment is subject to pre-employment checks, including occupational health, police checks and a minimum of three satisfactory references, including one from your current Responsible Officer.

Requirement	Essential Attributes	Desirable Attributes
Qualifications & Training		
Professional Qualifications	Primary Medical Qualification (MBBS or equivalent).	Distinctions, prizes, scholarships Additional postgraduate qualifications
Professional Training & Memberships	Full GMC registration & license to practice. Eligible to work in the UK. DfSRH, LoC IUT, LoC SDI – or working toward these qualifications	MFSRH, DipGUM
Clinical Experience		
Employment	Minimum 4 years post graduate experience Experience in working in Community based integrated Sexual Health services OR providing sexual health in primary care/other community setting/gynaecology services Be able to provide complete details of employment history.	
Clinical Knowledge and Skills	Able to take full and independent responsibility for clinical care of patients and provide an expert clinical opinion on a range of problems Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge Caring approach to patients	Demonstrates awareness of breadth of clinical issues. Clinical feedback from colleagues & patients.
Non-Clinical Skills		

Teaching	Willingness & ability to contribute to departmental & Trust teaching programs.	Evidence of previous teaching & training experience. LoC MEd or equivalent
Management of Change & Quality Improvement	Demonstrates willingness to implement evidence-based practice.	Demonstrates understanding of quality improvement and clinical governance within the NHS. Evidence of effective personal contributions to clinical audit, governance and risk reduction.
Innovation, Research, Publications & Presentations	Understanding of the principles of scientific method and interpretation of medical literature. Demonstrates a critical and enquiring approach to knowledge acquisition.	Recent evidence of relevant research, presentations or publications.
Management & Leadership Experience	Demonstrates familiarity with and understanding of NHS structures and management, including an awareness of national strategic plans and constraints	Experience of formal leadership roles or training.
Communication & Personal Skills	Good spoken & written English language skills. Information technology skills. Communicates effectively with patients, relatives, colleagues and nurses. Ability to work with multi-professional teams and to establish good professional relationships.	Evidence of patient & colleague feedback. Excellent presentation skills; engaging audience.
Other Requirements		
Motivation & management of personal practice	Punctual & reliable. Good personal organisational & prioritisation skills. Achieves deadlines. Takes responsibility for personal practice. Commitment to continuing medical education. Flexible & adaptable attitude.	Demonstrates initiative in personal practice. Willingness to undertake additional professional responsibilities at local, regional or national levels.

Main Conditions of Service

Appointment is to the NHS Specialty Doctor Contract terms and conditions (April 2021). These are nationally agreed and may be amended or modified from time to time by either national agreement or local negotiation with the BMA local negotiating committee.

The employer is Northern Devon Healthcare NHS Trust. The appointee will be professionally accountable to the Medical Director and managerially accountable to the Chief Executive.

The post-holder is required to have full registration with a license to practice with the General Medical Council and to ensure that such registration is maintained for the duration of the appointment.

Salary Scale

This is as described in the Medical & Dental Terms and Conditions, in line with the Specialty Doctor contract 2021. The current scale (2/2023) is from £51,000 to £80,000.

Leave

Annual leave entitlement is as described in the Terms and Conditions of Service Specialty Grade Doctors (England) 2021. Study leave entitlement is 30 days over a fixed three year period.

Further details are available in the relevant Senior Medical Staff Leave Policies.

Locum cover for leave will not normally be provided. It is expected that staff within the department will coordinate leave to ensure that an appropriate level of service (emergency, urgent & routine) is maintained.

Indemnity

The post-holder is not contractually obliged to subscribe to a professional defence organisation but should ensure that they have adequate defence cover for non-NHS work.

Professional Performance

The Trust expects all doctors to work within the guidelines of the GMC Guide to Good Medical Practice. You will work with clinical & managerial colleagues to deliver high quality clinical care, within the management structure of the Trust and are expected to follow Trust policies and procedures, both statutory and local, including participation in the WHO surgical checklist.

You will be expected to take part in personal clinical audit, training, quality assessment and other professional activities, including continuing medical education, annual appraisal, job planning and revalidation. It is expected that you will participate in multi-source feedback from both colleagues and patients. You will undertake administrative work associated with management of your clinical and professional practice.

You will be responsible for leadership of junior doctors within the specialty as agreed in your job plan and will be accountable for the effective and efficient use of any resources under your control.

You will also participate in activities that contribute to the performance of the department and the Trust as a whole, including clinical and academic meetings, supervision of junior staff, departmental management, service development and educational activities. Service developments that require additional resources must have prior agreement from the Trust.

Reporting Concerns

The Trust is committed to providing safe and effective care for patients. There is an agreed procedure that enables staff to report “quickly and confidentially, concerns about the conduct, performance or health of medical colleagues”, as recommended by the Chief Medical Officer (December 1996). All medical staff practicing in the Trust must ensure that they are familiar with the procedure and apply it if necessary.

Serious Untoward Incidents

It is expected that you will report all risks, incidents and near misses in accordance with the Trust governance structure. You will be required, on occasion, to lead or assist with investigation of incidents and implementation of risk reducing measures to safeguard patients, visitors and staff. You must comply with the Duty of Candour legislation.

Research & Audit

Audit is supported by the clinical audit and effectiveness department and we encourage all levels of staff to undertake quality improvement projects.

Research within the Trust is managed in accordance with the requirements of the Research Governance Framework. You must observe all reporting requirement systems and duties of action put in place by the Trust to deliver research governance.

Safeguarding Children & Vulnerable Adults

The Trust is committed to safeguarding children and vulnerable adults and you will be required to act at all times to protect patients.

The appointees may have substantial access to children under the provisions of Joint Circular No HC (88) 9 HOC 8.88 WHC (88) 10. Therefore, applicants are advised that, in the event that your appointment is recommended, you will be asked to complete a form disclosing any convictions, bind-over orders or cautions and to give permission in writing for a police check to be carried out. Refusal to do so could prevent further consideration of the application.

Rehabilitation of Offenders

Attention is drawn to the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended by the Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) Order 1986, which allow convictions that are spent to be disclosed for this purpose by the police and to be taken into account in deciding whether to engage an applicant.

This post is not protected by the Rehabilitation of Offenders Act, 1974. You must disclose all information about all convictions (if any) in a Court of Law, no matter when they occurred. This information will be treated in the strictest confidence.

Health & Safety

Employees are required to take reasonable care to avoid injury or accident while carrying out their duties, in compliance with the Health & Safety at Work Act 1974, various statutory regulations, Trust & departmental guidelines, policies and procedures. This will be supported by provision of appropriate training and specialist advice.

Infection Prevention & Control

The Trust is committed to reducing hospital-acquired infections. All staff are expected to ensure that infection risks are minimised in line with national and Trust policies and best practice. They are supported in this by the Infection Prevention and Control team.

Royal Devon University Hospitals NHS Foundation Trust – Northern Services

The Royal Devon - Northern Services operates acute & community services across North Devon, including the urban areas of Barnstaple & Bideford and a more rural population throughout the region. We also care for patients from neighbouring areas in Cornwall and Somerset and there is a significant increase in activity in the summer months, as visitors to the area access emergency services.

The Trust's Vision

Delivering high quality and sustainable services that support your health and wellbeing.

Management Structure

The Trust Board is led by the Chair, Mr. James Brent, with a team of five non-executive directors, five executive directors and one associate director. The executive team is led by the Chief Executive, Suzanne Tracey. There are three clinical divisions: Medicine, Surgery and 'Clinical Support and Specialist Services'. Devon Sexual Health sits within the Clinical Support and Specialist Services, of which the Interim Divisional Director is Mr. Anthony Layton and the Associate Medical Director is Dr Sarah Johnson.

The Acute Hospital

North Devon District Hospital serves the local population of around 160,000. It is estimated that the population will rise to 186,000 by 2030.

The hospital has approximately 250 inpatient beds, intensive care and cardiac care facilities.

We employ more than 70 consultants, in all major specialties. In addition, we work closely with other local Trusts to provide combined services in smaller specialties and robust clinical networks for cancer, vascular and neonatal services. There are nine operating theatres, an endoscopy suite and a new chemotherapy unit, with plans for further development.

Academic Facilities

The Medical Education Centre is independently funded by the Peninsula Institute and its primary purpose is the provision of facilities, equipment and financial support to enable a wide range of medical professionals to continue their education and training.

There is a 70-seat lecture theatre, a clinical skills centre and several classrooms. Recently a new simulation suite has opened, creating a facility for multi-professional training, including trauma team training.

Dual-flatscreen, video-conference facilities, linked to other units in the region are available for clinical meetings, including regional MDTs, as well as training events.

The comprehensive healthcare library is accessible to registered users 24 hours a day. The library is staffed between 8.30 and 17.30 Monday to Friday. Services include book and journal loan, interlibrary loans, PC access, literature searching, information skills training, printing and photocopying.

Local, regional and national electronic library resources are made available across the Trust and for staff to access from home.

Medical School Links

There have been recent changes to the Medical School provision in the South West. We currently take students from the University of Exeter Medical School (UEMS). Student numbers continue to rise year on year and there are many opportunities for involvement with teaching programmes.

Contacts

The Trust welcomes informal enquiries. Contact names are detailed below:

Chief Executive

Suzanne Tracey

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Prof Adrian Harris

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Associate Specialist in SRH Exeter

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