Locum Consultant in Sexual Health and HIV

Part Time: 6 PA Programmed Activities
Six month fixed term appointment

INFORMATION PACK AND JOB DESCRIPTION

VAP number: UPAC-LPC-T0346

July 2020
KING'S COLLEGE HOSPITAL NHS FOUNDATION TRUST

King's College Hospital NHS Foundation Trust is one of the UK’s largest and busiest teaching hospitals with over 1.5 million patient contacts a year and more than 13,000 staff based across five main sites in South East London and Kent.

The Trust provides a full range of local hospital services across its different sites, and specialist services from King's College Hospital (KCH) site in Camberwell and the Princess Royal University Hospital (PRUH) site in Bromley, Orpington Hospital, and some services at Beckenham Beacon and Queen Mary's Sidcup.

The Trust is recognised internationally for its work in liver disease and transplantation, neurosciences, cardiac, haemato-oncology, fetal medicine, stroke, major trauma, and Emergency Department.

King's is a key partner in one of London's foremost Academic Health Science Centres, King's Health Partners (KHP). KHP is one of only six Department of Health-designated AHSCs in England. It brings together a world-leading research-led university – King's College London – and three successful NHS Foundation Trusts: King's College Hospital, Guy's and St Thomas’, and South London and Maudsley.

With the acquisition of the PRUH and Orpington Hospitals in October 2013, the Trust increased in size and importance, now caring for patients in the boroughs of Bromley and Bexley in addition to Lambeth, Southwark and Lewisham. Many services, such as Trauma and Neurosurgery, are delivered on a regional basis, whilst people from throughout the UK and beyond come to us for our world renowned specialist services such as Liver and Fetal Medicine. Already one of only 4 major trauma centres in London, King's became the largest provider of stroke services with Hyper Acute Stroke Units based on both acute hospital sites in Kent and London. An elective orthopaedic centre was established in 2013 at Orpington Hospital, and this has already grown to become the second largest orthopaedic centre in London.

King's specialist services include some world renowned departments. The Liver Department has the largest transplant centre in Europe, and is celebrated for its innovative practice, the development of split liver transplants, as an example. In foetal medicine, the Harris Birthright Centre under Professor Kypros Nicolaides has led the world in the development of foetal scanning and surgery. King's has two “A” rated hyper acute stroke centres, and the centre at King's Denmark Hill was rated as the best in the country in a recent Royal College of Physicians national study. The Hospital also provides innovative cardiac, neurosurgery and haematological departments, and the largest Bone Marrow transplant centre in Europe.

King's College Hospital NHS Foundation Trust has an enviable track record in research and development and service innovation. In partnership with King's College London, the Trust has recently been awarded a National Research Centre in Patient Safety and Service Quality. It is also a partner in two National Institute for Health Research biomedical research centres. The first is a Comprehensive centre with King's College London and Guy's and St Thomas’ NHS Foundation Trust and the second is a Specialist centre with the South London and Maudsley NHS Foundation Trust and the Institute of Psychiatry. King's College Hospital NHS Foundation Trust
has also recently strengthened its research and development infrastructure in order to better support clinical researchers across the organisation.

King’s College Hospital NHS Foundation Trust is part of CLAHRC (Collaboration for Leadership in Applied Health Research), a collaborative partnership between universities and surrounding NHS organisations, focused on improving patient outcomes through the conduct and application of applied health research. The work of the CLAHRC South London is funded for five years (from 1st January 2014), by the NIHR (National Institute for Health Research).

The Trust has an annual income of around £1 billion, around half of which is derived from Clinical Commissioning Groups. However, education and research are also important sources of income, currently contributing around 8% of the total. The Trust is embarking on a strategy to achieve greater diversification of its income, with growth anticipated in tertiary referrals, research and commercial services activities. There is also a developing fund raising partnership within King’s Health Partners for the Institute programs in Cardiovascular, Haematology and Neurosciences.

King’s College Hospital NHS Foundation Trust has a very positive culture, built on the core staff and service values of:

- Understanding you
- Inspiring confidence in our care
- Working together
- Always aiming higher
- Making a difference in our community

We offer a family friendly working approach for all staff to ensure a good work-life balance. The Trust provides a supportive mentoring and career planning programme. Applications for job sharing are welcome.

King’s Health Partners Academic Health Science Centre (AHSC)

King’s is known as an innovative organisation and it is working hard to develop significant partnerships with health and social care partners across London and with industry, designed to improve the provision of integrated care to patients. It is a pivotal founding member of one of the country’s Academic Health Sciences Centres (AHSC) known as King’s Health Partners (KHP).

King’s Health Partners is a pioneering collaboration between King’s College London, Guy’s and St Thomas’, King’s College Hospital and South London and Maudsley NHS Foundation Trusts. This unique combination brings together one of the world’s leading research-led universities and three of London’s most successful NHS Foundation Trusts.

The driving purpose behind King’s Health Partners is to continually seek and bring about swifter and more effective improvements in health and well-being for patients and people everywhere, by combining the best of basic and translational research, clinical excellence and world-class teaching to deliver ground-breaking advances in physical and mental healthcare.

King’s Health Partners (KHP) is one of only five Academic Health Science Centres in the UK accredited by the Department of Health. This followed a selection process carried out by a panel of internationally renowned clinicians and researchers.
One of only six AHSCs in the UK, it brings together an unrivalled range and depth of clinical and research expertise, spanning both physical and mental health. The AHSC's combined strengths will drive improvements in care for patients, allowing them to benefit from breakthroughs in medical science and receive leading edge treatment at the earliest possible opportunity.

The partnership brings together:

- Three of the UK's leading NHS Foundation Trusts;
- One of the top 20 universities in the world;
- Services provided across central and outer London locations, including seven mental
- health and physical healthcare hospitals and many community sites;
- 4.2 million patient contacts each year; 36,000 staff; 25,000 students; and a combined
- annual turnover of £3.1bn.

Further information on KHP can be found on its website [www.kingshealthpartners.org](http://www.kingshealthpartners.org)

**DEPARTMENT DESCRIPTION**

**DEPARTMENT OF SEXUAL HEALTH & HIV**

The Department of Sexual Health & HIV is part of the Post-Acute, Planned Medicine and Outpatients Care Group at King’s College Hospital NHS Foundation Trust. The Department serves the populations of Lambeth & Southwark (from the Denmark Hill site) and Bromley (from the Beckenham Beacon site).

Lambeth and Southwark are areas characterised by an ethnically diverse population living in an inner city with significant levels of deprivation. There are high fertility and abortion rates, including high teenage conception rates and high levels of sexually transmitted infections. Lambeth and Southwark have the highest HIV prevalence in the country and high rates of late HIV diagnosis. Rates of unplanned pregnancy are above the national average. These statistics provide a serious challenge to health, education and social services. Local Sexual Health Strategies are in place to ensure that services for Sexual & Reproductive Health Care and HIV remain an important priority.

Bromley is a large borough with a diverse population, which includes both affluent areas and areas of high social deprivation. STI diagnoses in Bromley residents have seen a small decline in recent years, which follows a similar pattern to London and the rest of England. Geographically the highest rates of STIs are seen in the north west of Bromley and access to STI testing and treatment services in the borough remain a concern. The HIV prevalence rate in Bromley is now higher than the average England rate and there is marked variation within the borough; with pockets of very high prevalence.
SEXUAL HEALTH SERVICES

Denmark Hill site:

The Sexual Health department at Denmark Hill has been a fully integrated service of Genito-Urinary Medicine and Reproductive & Sexual Health since January 2009. This has enabled the development of a ‘one-stop’, holistic Sexual Health service (providing contraception and management of sexually transmitted infections) to the local population.

The service provides an mainly appointment-based system from the Camberwell Sexual Health Centre (CSHC). Walk-in services remain for young people and vulnerable adults following triage. We encourage self-management of sexual health and the use of on-line services where appropriate. We are one of the largest users of the pan-London e-service for on-line STI testing (Sexual Health London ‘SHL’). We are also committed to expanding provision of on-line contraception services and photo-diagnosis for genital herpes and warts (with treatment by post) where appropriate.

The service sees approximately 28,000 patients for face-to-face attendances per year.

Specialist GUM, trans/non-binary services, PrEP clinics, Chemsex support services, complex contraception, psychosexual and erectile dysfunction clinics are all run from the Caldecot Centre by appointment. The service is also expanding on the offer of virtual and teleconsultations.

The services provided are:

- Testing and treatment for all sexually transmitted infections
- Testing and treatment of non-STIs such as thrush, bacterial vaginosis, urinary tract infections, simple genital dermatoses
- HIV & Hepatitis testing
- Hepatitis vaccination
- HPV vaccination for MSM
- PEPSE
- Wide range of contraception including insertion of IUD, IUS and Nexplanon
- Pregnancy testing
- Abortion information and referral
- Emergency contraception

Specialist services (by appointment)

- Referral clinics for complex chronic / recurrent genital problems (including genital dermatoses)
- Syphilis clinic
- Specialised contraception. e.g. medical problems, special needs,
- Difficult IUD insertions and removals
- Deep Nexplanon removals
- Ultrasound scans for locating coils, pain/bleeding related to contraception
- Medical Gynaecology e.g. ultrasound scans and Mirena insertions for gynaecological conditions
- PrEP clinic
- Trans/Non-binary clinic
- Chemsex support services (in partnership with SLAM and London Friend)
- Psychosexual service
- Erectile dysfunction clinic
The service also maintains close working relations with partner organisations across South East London to improve provision of sexual health and contraceptive services across the area.

**HIV SERVICES**
Our main HIV outpatient services are based at the Caldecot Centre located immediately adjacent to the main King’s College Hospital site. Beckenham Beacon also delivers HIV outpatient services. Dedicated inpatient beds are located in King’s College Hospital on Oliver ward. Currently there are approximately 2,500 patients under regular follow up at the Caldecot Centre and around 300 patients under regular follow up at Beckenham beacon.

The services offered at the Denmark Hill site are:
- HIV clinics; follow up of patients by individual physicians
- HIV emergency nurse triage for acute HIV related problems with onward referral to a physician
- Nurse delivered clinics for stable HIV patients
- Nurse led STI and cervical cytology screening
- Nurse led results service
- Specialist dietetics
- In house pharmacy with specialist HIV pharmacists
- Antenatal clinics with midwife team
- Medical gynaecology clinic
- HIV/TB clinic
- HIV renal clinic
- HIV hepatitis clinics run in conjunction with the Institute of Liver Studies
- Virtual treatment failure and complex cases clinic
- HIV/haem-oncology clinic
- HIV neurology clinic
- HIV metabolic bone clinic
- Research nurse and clinical trials coordinator
- Paediatric clinic led by a consultant paediatrician and supported by a staff grade doctor, community paediatrician and specialist nurses
- Adolescent HIV transition clinic
- Patient representative offering peer support

The services offered at the Beckenham Beacon site are:
- HIV clinics; follow up of patients by individual physicians
- HIV CNS support clinics

We also operate HIV outpatient clinics in three local GP practices in Vauxhall, Clapham and Gipsy Hill and are in the process of expanding offsite clinics at other locations.

The department also operates routine HIV testing in the Emergency Department to address the local high HIV prevalence. We are committed to the London HIV fast-track cities initiative and have a number of projects underway aimed at driving HIV incidence to zero in South East London.

**Beckenham Beacon:**

The Sexual Health service at Beckenham Beacon sees around 9,000 attendances a year. The clinic works on a walk-in basis and also provides nurse-delivered clinics for follow-up and a weekly consultant-led complex GUM clinic.
The services provided are:

**Walk-in and appointment services**
- Testing and treatment for all sexually transmitted infections
- Testing and treatment of non-STIs such as thrush, bacterial vaginosis, urinary tract infections,
- HIV & Hepatitis testing
- Hepatitis vaccination
- HPV vaccination for MSM
- PEPSE
- Pregnancy testing
- Abortion information and referral
- Emergency contraception

**Specialist services** (by appointment)
- Referral clinics for complex chronic / recurrent genital problems

The services offered at the Beckenham Beacon site are:
- HIV clinics; follow up of patients by individual physicians
- HIV CNS support clinics

**DEPARTMENTAL STAFFING**

**Consultants**
- Dr Killian Quinn- Consultant in Sexual Health and HIV, Clinical Lead for Sexual Health services, Lead for Education and Training
- Dr Elizabeth Hamlyn – Consultant in Sexual Health & HIV. Clinical Lead for HIV, Safeguarding
- Dr Michael Brady – Consultant in Sexual Health & HIV,
- Dr Chris Taylor – Consultant in Sexual Health & HIV, Clinical Director for Planned Medicine
- Dr Paula Baraitser – Consultant in Sexual and Reproductive Health, Sexual Health research lead
- Dr Kate Childs – Consultant in HIV and Hepatology
- Dr Nisha Mody - Consultant in Sexual Health & HIV. Clinical Lead, Beckenham Beacon
- Dr Usha Kumar – Consultant in Sexual and Reproductive health, RSH lead
- Dr Candice McDonald – Consultant in Sexual Health and HIV, Risk & Governance Lead
- Professor Frank Post – Consultant HIV Physician, Professor of HIV medicine and HIV research lead
- Dr Mary Poulton - Consultant in Sexual Health and HIV

**Consultant Paediatrician**
- Dr Colin Ball

**Lead for Psychosexual Services**
- Dr Leonor Herrera-Vega

**Modern Matron for Sexual Health and HIV Services**
- Katherine Lewis
- Hermione Thompson
Service Manager HIV and Sexual Health
Maureen Salmon

The service is supported by a comprehensive team of doctors in training, nurses, client support workers and administrative staff.

TEACHING & TRAINING

MEDICAL STUDENT TEACHING

King’s College Hospital NHS Foundation Trust, as a major teaching hospital, works in partnership with King’s College London to provide the highest possible quality of medical education.

The quality of King’s graduates supports the performance of the Trust. The mutual interest of the Trust and School in quality medical education is supported by the SIFT contract.

Consistent with the educational aims of the Trust and the School, and the SIFT contract, the Trust requires, and the School expects, all clinical Consultant staff to devote on average the equivalent of one Programmed Activity each week (4 hours) to undergraduate teaching activities for whole-time staff.

These activities would include the planning and review of teaching and the assessment of students which could, where properly structured, be undertaken simultaneously with service delivery commitments, including ward rounds and outpatient clinics.

Of necessity the requirements of the medical curriculum change over time and it is not always possible to identify specific teaching commitments in job plans – when this is the case the general requirement for teaching time should be made clear.

The need for sensible flexibility is acknowledged by the Trust and, for example, within a service department it can be sensible for the overall teaching commitment to be unevenly allocated between staff to achieve optimal teaching and service quality. The Trust is clear that the teaching and training of junior medical staff is a separate responsibility from undergraduate education.

The appointed physician will participate in teaching medical students, post-graduate doctors and other groups at King’s College Hospital and King’s College London (KCL) School of Medicine.

MEDICAL STUDENT TEACHING IN SEXUAL HEALTH/HIV

Sexual Health/HIV lies mainly within the Women’s Health Block of year 4 medical students and the Department works closely with the other Sexual and Reproductive Health services to provide comprehensive training in the speciality. This includes tutorials, symposia, and contributing to year 4 OSCE examinations. In addition, introductory lectures to HIV are undertaken to year 2 medical students as part of the Infection and Inflammation block.

The appointed physician will participate in teaching medical students, post-graduate doctors and other groups at King’s College Hospital and King’s College London (KCL) School of Medicine. This will include the development of online resources for KCL School of Medicine.
TRAINING OF NURSES AND OTHER HEALTH CARE PROFESSIONALS

The Department also trains nurses from the Nightingale School of Nursing in Reproductive & Sexual Health. In addition there is an in-house training programme for nurses to develop their skills in the management of sexually transmitted infections and contraception including Nexplanon and IUD/IUS insertions & removals.

Pharmacy students also sometimes attend our clinics to gain knowledge of the services we provide.

We are committed to developing the role of nurses and Client Support Workers in the provision of sexual health and HIV care. Most nurses work to Patient Group Directions for both contraceptives and STI treatment. We are also developing the nurse prescriber role and nurse specialists who fit Nexplanon and IUD / IUS.

We also provide telephone advice & support for community pharmacists in Lambeth, Southwark & Lewisham supplying emergency hormonal contraception under patient group directions.

SEXUAL & REPRODUCTIVE HEALTH TRAINING PARTNERSHIP
This self-funded unit provides postgraduate education and training in Reproductive & Sexual health for doctors and nurses across South East London and runs courses for DFSRH training, Letters of Competence in intrauterine techniques and sub dermal implants. It also runs local STIF courses, SHIP training for GPs and practice nurses and a ‘Basics of Sexual Health’ course aimed at Healthcare Assistants.

POST-GRADUATE TEACHING
The Trust has over 300 posts funded by the Deanery for postgraduate training with virtually all specialties having trainees. The post holder will be expected to participate in teaching and training postgraduate doctors. Training in performance appraisal is available at King’s and new staff are encouraged to attend such training.

RESEARCH AND DEVELOPMENT
The Department has active research programmes in Sexual Health service delivery, renal complications of HIV infection and antiretroviral therapy. Involvement in research is strongly encouraged at King’s College Hospital NHSFT, as this supports both the delivery of high quality clinical care and our role as a partner in a major Academic Health Sciences Centre.

Support for Research
Divisions are encouraged to maintain a balanced portfolio of research activity, including CLRN portfolio-adopted studies, commercial studies and health services research. The Department of Sexual Health and HIV conducts interventional trials, observational cohort studies and leads evaluations of on-line delivery of sexual health services and the provision of HIV testing in the Emergency Department. The clinical trials evaluate novel antiretroviral treatment strategies for the management and prevention of HIV infection, ancillary treatments to reduce hepatic steatosis and bone loss, and non-medical interventions to improve adherence and manage neuropathic pain. The observational studies evaluate the incidence and risk factors for kidney disease progression and the outcomes of kidney transplantation in people with HIV. A major current focus is the establishment of a DNA bioresource to study the contribution of genetic polymorphism in APOL1 to severe kidney disease in people of African heritage. King’s is nationally and internationally recognised as a leading centre for HIV-associated kidney disease and our work has informed national guidelines for monitoring and management of HIV infection and kidney transplantation in people with HIV.
Sexual health research at King’s focuses on challenges that arise directly from commissioning, delivering and receiving sexual health care in South East London. It aims to develop and test new models of care that come from local problems but have benefits both nationally and internationally. Our approach is mixed methods and collaborative - working in partnership with service users, clinicians, public health professionals, product designers and commissioners to develop timely evidence to support clinical and commissioning decisions. Examples of this work are a randomised controlled trial to test the impact of online sexual health services on access to testing, an NIHR funded study to test the safety of online contraception and a planned study on the impact of online emergency contraception in rural areas. We also make important contributions to national trials such as PReP IMPACT study.

The Department has adopted the strategic objective to embed research in all aspects of the Sexual Health and HIV service. All staff are expected to undertake GCP training, be aware of the research studies being undertaken within the Department, and actively support recruitment into relevant open studies. Multi-disciplinary involvement in the research process is strongly encouraged. The appointed physician will be expected to actively support, participate in, and contribute to the Departmental research programme.

CLINICAL GOVERNANCE
The post holder will be expected to contribute and participate in the Department’s ongoing clinical audit programme, and will carry out all necessary administrative duties associated with the care of their patients. The post holder also has a general duty of care for the health, safety and well-being of work colleagues, visitors and patients within the hospital, in addition to any specific risk management or clinical governance accountabilities associated with this post.

STUDY AND ANNUAL LEAVE
The post holder will be expected to comply with the CME requirements of the relevant Royal College. Study leave may be requested in accordance with the Trust’s Policy for Continuing Medical Education. Annual leave may be taken in accordance with the Trust’s Guidelines on Leave Arrangements for Medical and Dental Staff. To ensure the smooth running of the service the post holder will ensure that, in conjunction with colleagues, adequate arrangements are made to cover planned absences.

TERMS AND CONDITIONS
The post is covered by the current Terms and Conditions - Consultants (England) 2003, the Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales) and Trust Policies and Procedures where relevant. Appointment is conditional upon a satisfactory medical assessment, which may include an examination.
LOCUM CONSULTANT IN SEXUAL HEALTH and HIV
Part Time (6 programmed activities)

JOB DESCRIPTION AND OUTLINE JOB PLAN

GENERAL
This is a 6PA locum consultant post in the Department of Sexual Health and HIV. The remit of the post holder will be to work primarily at the Denmark Hill site but also to flexibly provide support at the Beckenham Beacon site if required. The post holder will be expected to work within the multi-disciplinary teams in the Department of Sexual Health and HIV, providing clinical leadership and supporting service developments.

In addition, the individual will be required to play an active role in the general workload of the department; whilst having a significant commitment to teaching and training of junior medical and nursing staff.

You will join a multidisciplinary team providing comprehensive Sexual Health and HIV care to clients attending the service. The post holder is expected to provide clinical services of a high standard as per the job description and job plan. The post holder will work closely with the Clinical Lead for Sexual Health services and in providing senior clinical leadership through clinical governance and management support to the service. A focus of the post will be embedding new models of clinical work including the set up of virtual services as part of post-COVID-19 recovery plans

The Trust runs a mentoring scheme for newly appointed consultants organised by the Post Graduate Medical and Dental Education Department. All newly appointed consultants are offered a mentor through the scheme.

PURPOSE OF THE JOB
The post will be primarily based at the Denmark Hill site and the proposed job plan is attached. There will be an average of 5 Programmed Activities of Direct Clinical Care, with the remainder being allocated for Supporting Professional Activities.

As a senior employee of the Trust you will work in close co-operation with and support other clinical, medical professional, nursing and managerial colleagues in providing high quality healthcare to the Trust’s patients. Integral to these responsibilities is the following:-

- The provision of a first class clinical service
- Effective leadership to all staff engaged in the specialty
- Sustaining and developing teaching and research in conjunction with King’s College London
- Undertaking all work in accordance with the Trust’s procedures and operating policies
- Conducting clinical practice in accordance with contractual requirements and within the parameters of the Trust’s service plans
- Maintaining the confidence of business plans and development strategies formulated for the specialty, the Post-Acute, Planned Care and Outpatients Care Group or the Trust
KEY DUTIES AND RESPONSIBILITIES

1. To provide a high quality service for patients attending Kings College Hospital with sexual health, contraceptive and HIV needs. This includes all aspects of prevention, testing and treatment as well as relevant management duties for the proper functioning of the department.

2. To share responsibility for covering colleague’s periods of annual leave, study leave and short-term sickness.

3. To provide clinical and educational supervision of junior medical staff, particularly Specialist Trainees and Foundation Doctors, as a shared responsibility with other consultant colleagues.

4. To support the educational development and training of nurses and non-clinical grades within the department.

5. To be responsible for carrying out teaching and examination duties as required and contributing to continuing medical education and clinical governance initiatives.

6. To contribute to departmental research interests in accordance with the Trust’s R&D framework and the department’s research strategy.

7. To contribute to clinical governance, risk management and the departmental audit programme.

8. To take an active role in the delivery of the department’s strategy and to lead on service developments within the department that increase access and improve patient experience.

9. To take an active role in the formulation, implementation and monitoring of the Division’s business plan. This may include assisting with discussions regarding service plans and developments with both internal and external agencies.

10. To conduct all activities within the contracted level of service and operating plan for Sexual Health and HIV services.

11. To exercise professional and clinical leadership for all staff working in the specialty. This will include developing and delivering projects focused towards these ends and ensuring that the momentum of post qualification professional education and other appropriate training is maintained.

12. To work in conjunction with clinical and professional colleagues to ensure that the productivity of staff within the department is increased and their job satisfaction is enhanced. This may include involvement in the appraisal process for junior colleagues.

13. To undertake management duties as agreed with the Clinical Leads for HIV and Sexual Health.

14. To be aware of, and comply with, all Trust infection prevention and control policies, to include hand hygiene, personal hygiene, environmental and food hygiene. To undertake annual training/updates in infection prevention and control.

15. To prepare for and undertake the protective interventions that you are responsible for in a manner that is consistent with evidence based practice and maintaining patient safety.

16. To have the general duty of care for the health, safety and well being of yourself, work colleagues, visitors and patients within the hospital in addition to any specific risk management or clinical governance accountabilities associated with this post.

17. To observe the rules, policies, procedures and standards of King’s College Hospital NHS Foundation Trust together with all relevant statutory and professional obligations.

18. To observe and maintain strict confidentiality of personal information relating to patients and staff, and to undertake the Trust mandatory consent, confidentiality and data protection training.

19. To be responsible, with management support, for your own personal development and to actively contribute to the development of colleagues, as well as maintaining an up to date CPD log with the relevant college.
20. To have responsibility for and contribution to infection control and to be familiar with the infection control and hygiene requirements of this role. These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.

21. To hold an 'nhs.net' email account, which will be the Trust's formal route for email communication. You are therefore required to check this regularly and to deal with such communication promptly.

This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holder.

You are appointed to the service of King’s College Hospital NHS Foundation Trust as a whole and may be required to work at any of the KCH sites as determined by the duties of the post or as reasonably directed.

**SPECIFIC DUTIES OF THE POST**

1. To undertake outpatient Sexual Health and contraception clinics, including the provision of Long Acting Reversible Contraception (LARC), at Camberwell Sexual Health Clinic, working alongside the MDT and providing senior advice and support where necessary.

2. To undertake clinical sessions as ‘Senior Support’ consultant at CSHC ensuring smooth running of the clinic and providing expert advice, support and training

3. To take on the role of Adult and Child safeguarding lead for the Sexual Health and HIV service.

4. To support the Clinical Lead for Sexual Health to embed post-COVID recovery plans

5. To support the Clinical Lead for Sexual health to ensure sexual health data reporting for surveillance, contract monitoring and service evaluation is robust and accurate.

6. To support the Clinical Lead ensuring the Sexual Health service develops to maximise efficiency and increase activity and income.

7. To provide supervision for Speciality Trainees undertaking service improvement projects within the department of Sexual Health and HIV

8. To lead a weekly HIV Emergency clinic at Caldecot Centre, and other HIV clinics as required

9. To support recruitment to departmental research studies within Sexual Health & HIV.

10. The post holder will be predominantly based at the Department of Sexual Health and HIV at the Denmark Hill site but may also be required to provide clinical cover for sexual health and HIV clinics at the Beckenham Beacon site on occasion

 **THE ABOVE REPRESENTS AN OUTLINE OF THE DUTIES OF THE POST AND WILL, TOGETHER WITH THE JOB PLAN, BE REVIEWED ON AN ANNUAL BASIS IN ACCORDANCE WITH THE TRUST’S PERFORMANCE REVIEW SCHEME FOR CONSULTANTS**
# PERSON SPECIFICATION

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<tr>
<th>ATTRIBUTES</th>
<th>ESSENTIAL</th>
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<tr>
<td>1. Qualifications</td>
<td>Registerable medical qualification</td>
<td>Higher degree (eg, MD, PhD)</td>
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<td>2. Higher qualifications</td>
<td>MRCP, DFSRH, DipGUM, DipHIV</td>
<td>Letters of competence for IUT, SDI</td>
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<td>3. Registration</td>
<td>Full Registration with GMC and name on Specialist Register on date of taking up appointment or within 6 months of appointment</td>
<td>FSRH Special skills module (SSM) for ultrasound scanning</td>
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<td>4. Training and Experience</td>
<td>Higher professional training in GUM/HIV culminating in the award of a CCT or equivalent</td>
<td>Experience in management of young persons services</td>
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<td>Experience of providing HIV care to multi-ethnic and multi-cultural communities</td>
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<td>Extensive experience of the management of HIV outpatients, including management of patients with HIV-related complications</td>
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<td>Experience in all aspects of contraception</td>
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<td>Familiar with current legislative framework and guidance regarding safeguarding children</td>
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<td>5. Administration</td>
<td>Experience in day to day organisation and management of Sexual Health and HIV services</td>
<td>Familiar with current structure of the NHS. Conversant with recent initiatives and changes to commissioning and policy environment for Sexual Health and HIV</td>
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<td>6. Management</td>
<td>Experience of managing, completing and evaluating service improvement projects</td>
<td>Management course and/or qualification</td>
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<td>Experience of service development, redesign and implementation</td>
<td>Recruitment and Selection training</td>
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<td>7. Clinical Governance</td>
<td>Thorough understanding of principles of clinical governance and medical audit. Must have undertaken and completed audit projects.</td>
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<td>8. Research and Publications</td>
<td>Experience of poster and oral research presentation at national and/or international meetings</td>
<td>Track record of recruiting patients into research studies.</td>
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<td>Experience of research and publication in peer reviewed journals</td>
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<td>9. Personal Skills</td>
<td>Effective communicator, able to work in a close-knit multidisciplinary team and co-operate with all medical and paramedical staff</td>
<td>Familiarity with information technology and general computer skills</td>
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<td>10. Personal attributes</td>
<td>Flexible, able to cover colleagues’ absence</td>
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<td>Professional attitude towards work, non-judgemental, reliable, good record of attendance, good organisational skills and tidy personal appearance</td>
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<td>Innovative, enthusiastic and able to develop and complete projects</td>
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KING’S COLLEGE HOSPITAL NHS FOUNDATION TRUST 
CONSULTANT JOB PLAN (2003 Contract)

NAME: ___________________________  SPECIALTY: Sexual Health and HIV  YEAR: 2020

COMMENCEMENT DATE OF JOB PLAN: ____________  REVIEW DATE: ____________

1. CONTRACT DETAILS

a. Please indicate below which type of Contract(s) you hold.
   - KCH NHS Foundation Trust  Whole-Time/ Part-Time (please circle)
     Indicate number of Programmed Activities if Part-Time:
   - KCL
     Indicate number of Programmed Activities for KCH NHS Foundation Trust: __
   - Other Honorary
     Indicate number of Programmed Activities for KCH NHS Foundation Trust: __

b. If Other Honorary, who is your main employer:

   11. Teaching

   Experience of undergraduate and post-graduate teaching and assessment

   Educational Supervisors Accreditation

   Experience of developing and delivering training courses
### Name: 
### Specialty: Sexual Health and HIV
### YEAR: 2020

#### WEEKLY TIMETABLE OF COMMITMENTS (Days subject to negotiation)

<table>
<thead>
<tr>
<th>Day</th>
<th>Time</th>
<th>Hospital/ Location</th>
<th>Type of Work</th>
<th>Classification of Activity</th>
<th>Average Duration (hours)</th>
<th>No. of PAs (annual average)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuesday am</td>
<td>08:30-10:30</td>
<td>Caldecot</td>
<td>Service development / audit</td>
<td>SPA</td>
<td>2</td>
<td>0.50</td>
</tr>
<tr>
<td>Tuesday am</td>
<td>10:30 – 12:30</td>
<td>Camberwell Sexual Health Centre</td>
<td>Safeguarding case review / meetings</td>
<td>DCC</td>
<td>2</td>
<td>0.50</td>
</tr>
<tr>
<td>Tuesday pm</td>
<td>13:00 – 17:00</td>
<td>Camberwell Sexual Health Centre</td>
<td>Sexual Health clinic/LARC</td>
<td>DCC</td>
<td>4</td>
<td>1.0</td>
</tr>
<tr>
<td>Wednesday am</td>
<td>0900-1200</td>
<td>Camberwell Sexual Health Centre</td>
<td>Academic morning</td>
<td>SPA</td>
<td>3</td>
<td>0.75</td>
</tr>
<tr>
<td>Wednesday pm</td>
<td>12:00 – 16:00</td>
<td>Caldecot</td>
<td>HIV emergency clinic 1:2</td>
<td>DCC</td>
<td>4</td>
<td>0.5</td>
</tr>
<tr>
<td></td>
<td>12:00-14:00</td>
<td>Caldecot</td>
<td>Clinical admin 1:2</td>
<td>DCC</td>
<td>2</td>
<td>0.25</td>
</tr>
<tr>
<td></td>
<td>15:00-19:00</td>
<td>Caldecot</td>
<td>HIV young persons clinic 1:2</td>
<td>DCC</td>
<td>1</td>
<td>0.5</td>
</tr>
<tr>
<td>Thursday am</td>
<td>10:00 – 14:00</td>
<td>Camberwell Sexual Health Centre</td>
<td>Sexual Health clinic (Senior Support)</td>
<td>DCC</td>
<td>4</td>
<td>1.0</td>
</tr>
<tr>
<td>Thursday pm</td>
<td>14:30 – 18:30</td>
<td>Caldecot Centre</td>
<td>Sexual Health/LARC</td>
<td>DCC</td>
<td>4</td>
<td>1.0</td>
</tr>
</tbody>
</table>

### TOTAL PAs

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th>6.0</th>
</tr>
</thead>
<tbody>
<tr>
<td>SPA</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1.25</td>
</tr>
<tr>
<td>DCC</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>4.75</td>
</tr>
</tbody>
</table>
### 3. ACTIVITY SUMMARY

<table>
<thead>
<tr>
<th>ACTIVITY CLASSIFICATION</th>
<th>JOB PLAN</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>PAs x 4 = HRS</td>
</tr>
<tr>
<td></td>
<td>No. of PA’s</td>
</tr>
<tr>
<td>DIRECT CLINICAL CARE (including unpredictable On- Call)</td>
<td>4.75</td>
</tr>
<tr>
<td>SUPPORTING PROFESSIONAL ACTIVITIES (Service development)</td>
<td>1.25</td>
</tr>
<tr>
<td>TOTALS</td>
<td>6</td>
</tr>
</tbody>
</table>

### 4. ON-CALL AVAILABILITY SUPPLEMENT

**Agreed On-Call Rota (e.g. 1 in 5):**

| No on call |

**Agreed Category (indicate A or B):**

| N/A |

**On-Call Supplement % (e.g. 5% - see chart below):**

| N/A |

<table>
<thead>
<tr>
<th>Frequency of rota commitment</th>
<th>Value of supplement as a percentage of full-time basic salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>High Frequency: 1 in 1 to 1 in 4</td>
<td>Category A</td>
</tr>
<tr>
<td>Medium Frequency: 1 in 5 to 1 in 8</td>
<td>8%</td>
</tr>
<tr>
<td>Low Frequency: 1 in 9 or less frequent</td>
<td>5%</td>
</tr>
</tbody>
</table>

### ADDITIONAL PROGRAMMED ACTIVITIES

<table>
<thead>
<tr>
<th></th>
<th>Are you undertaking private medical practice as defined in the terms of services</th>
<th>YES □ NO □</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td>YES □ NO □</td>
</tr>
<tr>
<td>2</td>
<td>If YES, are you already working an additional Programmed Activity above your main commitment?</td>
<td>YES □ NO □</td>
</tr>
<tr>
<td>3</td>
<td>If NO, has the Trust offered you an additional Programmed Activity this year?</td>
<td>YES □ NO □</td>
</tr>
<tr>
<td>4</td>
<td>If YES, has this been taken up?</td>
<td>YES □ NO □</td>
</tr>
<tr>
<td>5</td>
<td>If NO, have other acceptable arrangements been made (e.g. taken up by a colleague)?</td>
<td>YES □ NO □</td>
</tr>
<tr>
<td>6</td>
<td>If YES to 5 – please describe arrangements:</td>
<td></td>
</tr>
</tbody>
</table>
PAY PROGRESSION (not applicable for new appointments)

At the end of the Job Plan Review, the Clinical Director should complete the following table. The table details the criteria that the individual has to meet in order to pay progress in the current year. If any of the boxes are ticked ‘no’, then this should be highlighted to the Medical Director, before they are asked to counter-sign the form.

<table>
<thead>
<tr>
<th>The Consultant has:</th>
<th>YES</th>
<th>NO</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. made every reasonable effort to meet the time and service commitments in the Job Plan</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. participated satisfactorily in the appraisal process;</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. participated satisfactorily in reviewing the Job Plan and setting personal objectives;</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. met the personal objectives in the Job Plan, or where this is not achieved for reasons beyond the consultant’s control, made every reasonable effort to do so;</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. worked towards any changes identified in the last Job Plan review as being necessary to support achievement of the employing organisation’s objectives;</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. taken up the offer to undertake additional Programmed Activities that the employing organisation has made to the consultant in accordance with Schedule 6 of the Terms and Conditions;</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. met the standards of conduct governing the relationship between private practice and NHS commitments set out in Schedule 9</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
WORKING TIME REGULATIONS (as applied to NHS working hours)

The Working Time Regulations set out minimum statutory health and safety requirements for employers in relation to working time. The Regulations provide for certain aspects of these rights to be applied flexibly or set aside for workers providing healthcare and/or those who work shifts. Further information is available from the Medical HR Department.

**Declaration:** (Please delete as applicable)

i. I do not believe my working week exceeds 48 hours of work on average per week based on a 26-week reference period from April to September  
   **OR**

ii. I believe my working week exceeds 48 hours of work on average per week (based on a 26 week reference period from April to September and I have signed the individual agreement to opt-out of the 48 hour (average) weekly maximum working time, attached to this job plan review form.
   **OR**

iii. I believe my working week exceeds 48 hours of work on average per week (based on a 26-week reference period from April to September but I do not wish to sign an opt-out and would like to review a reduction in my working hours.

Signed (Consultant): ________________________________

8. **SIGNED OFF AND AGREED**

*Consultant: ____________________________ (Name)*

*Signed: ____________________________ (Consultant)*

*Date: ________________________________*

*Clinical Director: ____________________________ (Name)*

*Signed: ____________________________ (Clinical Director)*

*Date: ________________________________*

*Medical Director: ____________________________ (Name)*

*Signed: ____________________________ (Medical Director)*

*Date: ________________________________*
## JOB PLAN: AVERAGE NUMBER OF WEEKLY HOURS SPENT ON NHS DUTIES – BREAKDOWN OF SECTION 2

<table>
<thead>
<tr>
<th>TYPE OF DUTY</th>
<th>Direct Clinical Care</th>
<th>Supporting Professional Activities</th>
<th>Other Trust Responsibilities</th>
<th>Other External Responsibilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Out-Patient (or Other) Clinic</td>
<td>16</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MDT meetings</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ward Rounds</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Operating (inc. Anaesthetists)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Patient Treatment</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investigative/Diagnostic or Laboratory</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clinical Correspondence and/or Administration</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teaching – Under-Graduate (* Nb. See below)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teaching – Post-Graduate (*Nb. See below)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Training of other NHS Staff (including doctors and dentists) (*Nb. See below)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professional Development / Study including CME/ Research</td>
<td></td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Audit / Clinical Governance/Protocols/ Service Development</td>
<td></td>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clinical Research</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management of the Service (e.g. Lead Clinician/ Clinical Director duties)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>On-Call/Emergency Attendance</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other: (please specify) MDM</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL (Nb. See below)</strong></td>
<td>19</td>
<td>5</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
OPT-OUT AGREEMENT – D
Career Grade Doctors
(Consultant, Associate Specialist and Specialty Doctor)

(TO BE COMPLETED BY CONSULTANTS/CLINICIANS WITH 12 PAs)

I ______________________________ employed as ______________________________
with King’s College Hospital NHS Foundation Trust agree that Regulation 4(1) of
the Working Time Regulations 1998 which states that a worker’s working
time, including overtime, in a reference period of 26 weeks, shall not exceed
an average of 48 hours for each seven days shall not apply to me, and that I
may work in excess of 48 hours in each 7-day period.

I agree to give 3 months written notice to my Clinical Director or General
Manager if I wish to terminate this agreement. Subject to this, this agreement
shall apply indefinitely.

Signed ______________________________ Dated ______________________________

[GM/CD signature to acknowledge receipt]

Please return to the Medical HR Manager, Human Resources Department
HR Department, King’s College Hospital, Jennie Lee House