SPECIALTY TRAINING PROGRAMME IN COMMUNITY SEXUAL AND REPRODUCTIVE HEALTH IN WESSEX DEANERY

This is a 6-year training programme in Community Sexual and Reproductive Health at ST1, aimed at doctors who can demonstrate the essential competences to enter this level of training. The programme is designed to support training for a CCT in Community Sexual and Reproductive Health. Details of essential competences and qualifications are detailed in the MMC person specification for Community Sexual and Reproductive Health at ST1, which is available from www.mmc.nhs.uk.

Subject to satisfactory progression, the anticipated outcome of training would be completion of CCT in the specialty.

The programme is based in community clinics and hospitals in the Wessex Deanery and may include the following hospitals and surrounding areas for parts of the programme:

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<thead>
<tr>
<th>HOSPITAL</th>
<th>LOCATION</th>
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<tbody>
<tr>
<td>North Hampshire Hospital (Hampshire Hospitals)</td>
<td>Basingstoke</td>
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<tr>
<td>Queen Alexandra Hospital</td>
<td>Portsmouth</td>
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<tr>
<td>St Mary’s Hospital</td>
<td>Portsmouth</td>
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<td>Southampton General Hospital</td>
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<tr>
<td>Royal South Hants Hospital</td>
<td>Southampton</td>
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<td>Princess Anne Hospital</td>
<td>Southampton</td>
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<tr>
<td>Royal Hampshire County Hospital (Hampshire Hospitals)</td>
<td>Winchester</td>
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<td>Good Hope Hospital</td>
<td>Gloucester</td>
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Health Education Wessex is responsible for the planning, development, education and training of the healthcare and public health workforce across Hampshire, Dorset, Isle of Wight and Salisbury. We also provide medical training for the States of Jersey and GP appraisal services for Jersey and Guernsey. We believe that the key to improving the health and healthcare of the 2.8 million people living in Wessex is investment in the skills and values of the 52,000 people working in the NHS and in primary care.

Within the field of postgraduate medical education and training, we manage across primary and secondary care for these health communities – totalling around 2,400 doctors in training at any one time across 12 Trusts and 160 GP practices. In addition, we support the workforce development for GP Practice Nurses and Public Health practitioners as well managing a bespoke GP appraisal service for established GP Practitioners to meet the requirements for revalidation in accordance with the statutory requirements set by the General Medical Council.

We manage training programmes for postgraduate medical training according to the statutory standards set by the General Medical Council (GMC) and have responsibility for establishing and maintaining quality management systems for all posts and programmes as required by the GMC.

The work of the Deanery is guided by the principles embedded within the NHS constitution.

**Rotation Information**

Expected rotation arrangements for this programme are:

- 18 months at Princess Anne Hospital, Southampton
- 30 months at Sexual Health, St Marys' Portsmouth
- Including - 6 month or equivalent in GUM at Sexual Health, St Marys’ Portsmouth and 4 months or equivalent at Public Health Department, Portsmouth
- Final 2 years to be rotated between main hub sites at Southampton, Winchester, Portsmouth and Basingstoke with majority of training based at Portsmouth.
If candidates express difficulty with rotations in final year, provided equivalent experience is delivered in 2 sites, this will be an exceptions to rotation arrangements.

**Study and Training**

The Deanery is committed to developing postgraduate training programmes as laid down by GMC, Colleges and Faculties and by COPMED - the Postgraduate Deans Network. At local level college/specialty tutors work with the Programme Director and Directors of Medical Education in supervising these programmes. Trainees will be expected to take part in these programmes (including audit) and to attend meetings with their nominated educational supervisor.

All posts within the training programme are recognised for postgraduate training by the General Medical Council (GMC) in accordance with their standards for training. Study leave is granted in accordance with Deanery/Trust policy and are subject to the maintenance of the service.

All posts have a service element and the following covers the majority of duties. There will be minor variations in different hospitals but the list is aimed at covering the majority of duties:

1. Supervise, monitor and assist the House Officer (F1) in the day-to-day management of in-patients in posts with an attached F1.
2. Liaise between nurses, F1 and F2 Doctors, patients, relatives and senior medical staff.
3. Attend and participate in ward rounds as timetabled
4. Attend outpatient clinics.
5. Take part in rostered emergency work.
6. Dictate discharge summaries.
7. Study for higher examination and maintain continued professional development.
8. Attend weekly educational and multidisciplinary sessions.
9. Undertake audit at various times throughout the rotations.
10. Teach medical students as directed.
11. Co-operate with members of the personnel department when monitoring hours of work and other personnel issues.
12. Attend induction in each hospital or new department
13. Comply with all local policies including dress code, annual and study leave

**Trust Generic/Specialty Information**

- Solent Sexual Health Services comprises an integrated sexual health service with community clinics delivering both Contraception, Genitourinary and HIV medicine, as well as other sexual health services including sexual assault referral centre (SARC), psychosexual counselling, outreach for young people, learning difficulties, commercial sex worker project, specialist menopause and PMS clinics and unplanned pregnancy services delivered in partnership with BPAS.
- Clinics are mixed walk in, appointment, specialist and outreach, across all sites (info available at www.letstalkaboutit.nhs.uk)
- Hub sites include Portsmouth, Southampton, Winchester and Basingstoke with a number of linked “spoke” sites.
- There are 3 Consultants in SRH and 9 in GUM and 22 Specialty doctors, 1 SRH and 2 GUM specialty trainees.
- The Princess Anne Hospital has over 6,000 deliveries and includes a midwifery-led birth centre. It is a tertiary referral centre for the Wessex region. The Department has strongly developed subspeciality units in fetomaternal medicine, gynaecological oncology, urogynaecology, fertility and minimal access surgery.
The hospital is within University Hospitals Southampton FT (formerly known as Southampton University Hospitals NHS Trust)

There are 16 middle grade doctors (8 junior and 8 senior registrars), 3 F1s, 9 SHO equivalents (2 F2s, 2 GPs, 5 sT1/2 O&G); 19 consultants.

The principal training centre for SRH and GUM will be the St Mary’s Community Campus site, Portsmouth.

The Department of Contraception and Sexual Health provides an open access primary care service on all matters relating to contraception, sexual health and reproductive health care.

Combined open access and secondary care Vasectomy, Psychosexual and Termination of Pregnancy services are provided to people registered in one of the 2 local PCTs.

A secondary care Menopause service is provided to people registered in one of the 2 PCTs.

The services are primarily outpatient with day-case operating lists at St Mary’s Hospital, Ella Gordon Unit and Gosport War memorial Hospital. Early medical abortions are carried out at the Ella Gordon Unit.

Clinical services are run from this and nine other sites; youth clinics are held at several other non-health community sites.

The Department of GenitoUrinary Medicine is on the same site. The Department of Gynaecology is 4 miles across the city in the new DGH; there are strong links with representation at departmental meetings and cytology screening group.

The Department of GP education works with the Service to arrange annual updates and an email advice line supports GP practice. The Service general training programme delivers all aspects of the Faculty Diploma and Letters of Competence.
and has 5 nurse Implant trainers working to increase delivery of LARC in primary care. The Service teaches on the GP VTS and has medical students from Southampton during their Gynaecology attachment and SSC. Diagnostic Imaging is onsite. There are ultrasound scanners at the unit and training is available in the early pregnancy unit. The breast clinic holds a twice weekly one stop clinic and supports attached trainees.

The service is one of 4 “hubs” delivering Sexual Health services across the whole of Hampshire through Solent NHS Trust. Some sites already provide an integrated sexual health model and the trust is working towards delivering this across all hub and spoke sites. The Sex Sense young people’s team within C&SH deliver education and health promotion to schools, colleges, youth and health organisations. An outreach nursing team support clients with access difficulties.

The Hampshire Sexual Assault Referral Centre that is situated adjacent to Portsmouth DGH. Service staff work as part of the SARC medical team.

The Service has been a pilot site for the new National dataset and for Payment by Results in SRH. A new bespoke clinical IT system is being introduced at all sites and by the outreach teams to provide all data reporting for KT31 as well as PbR. This will allow the service to be paperless.

The Service is participating in the EURAS international study into IUD complications and the GUM department are actively involved in research. The local University School of Health Studies works with a variety of staff across the PCT. The Department of Public Health involves Service trainees in local projects involving health needs assessment and change management.
The neighbouring Departments in Southampton, Basingstoke and Winchester offer supervised placements to give experience of different community contraception models.

**e.g. of clinical workload at St Mary’s in last year**

32,000 patients seen in clinics, 50% are aged under 25.
600 Vasectomy Operations
1157 STOP
553 EMA
601 IUD (including gynefix)
653 IUS
1986 Implanon insertions
907 Implanon removals (including Deep Implants)

- Teaching programmes – as above

**Curriculum**

The Community Sexual and Reproductive Health (CSRH) training programme is a relatively new (2010) initiative by the Faculty of Sexual and Reproductive Healthcare and the Royal College of Obstetricians and Gynaecologist (RCOG) in support of consultant led SRH services in the community. This new training programme replaces the SRH subspecialty training of the RCOG leading to the Certificate of Completion of Training (CCT) in O&G.

- The programme is a six year run-through training programme commencing at ST1. The curriculum comprises Basic Training for 3 years in both Obstetrics
and Gynaecology (18 months) and Sexual and Reproductive Health. Trainees will follow slightly different competencies from O&G trainees as these are more focused towards Gynaecology rather than gaining Labour Ward expertise. Gynaecological competencies will need to be maintained throughout training. Intermediate training (Years 4 and 5) will continue the strand of SRH but encompass training in Genito-Urinary Medicine and Public Health. Advanced Training (Year 6) will be a year of completing all outstanding competencies but with opportunities for shadowing and preparing for a role as a consultant. Throughout the programme the trainee will have opportunities for training in leadership and management. Other training attachments will include Sexual Assault and Sexual Problems. The programme is designed to allow trainees to develop the skills to lead and manage the community based Sexual Health services of the future and work within large multidisciplinary teams.

- Further details of curriculum are available at www.frsh.org.uk

Teaching

- There are regional trainee groups for both GUM and Obstetrics & Gynaecology (both monthly), which involve and include the CSRH trainee, where they can partake in relevant education training programmes.
- Tutorials are also held at CSRH and Public Health monthly.
- Solent are developing Trust wide specific training programme TBC – likely to comprise quarterly meetings as minimum.
- CBD with educational supervisor.
- The trainees have trainee network which meets twice a year and also a Google group for sharing of information / support. There is trainee representation on many of the Faculty committees.
- During the obstetric and gynaecology attachment there is a weekly teaching programme which covers all areas of the speciality.

**Main Conditions of Service**

The posts are whole-time and the appointments are subject to:

1. The Terms and Conditions of Service (TCS) for Hospital Medical and Dental Staff (England and Wales)
2. Satisfactory registration with the General Medical Council
3. Medical Fitness – You may be required to undergo a medical examination and chest x-ray. Potential applicants should be aware of the Department of Health and GMC/GDC requirements with regards to HIV/AIDS and Hepatitis viruses. Candidates must be immune to Hepatitis B. You will be required to provide, in advance of appointment, evidence of immunity or have a local blood test (as deemed necessary by the Occupational Health Department)
4. Right to work in the UK
5. Criminal Records Check/POCA check carried out by the Trust Medical HR department.
6. Pre-employment checks carried out by the Trust Medical HR department.

**Hours**

The working hours for junior doctors in training are now 48-hours averaged over 26 weeks (six months). Doctors in training also have an individual right to opt-out if they choose to do so, but they cannot opt-out of rest break or leave requirements. However, the contracts for doctors in training make clear that overall hours **must not exceed 56 hours in a week** (New Deal Contract requirements) across all their employments and any locum work they do.
Pay

You should be paid monthly at the rates set out in the national terms and conditions of service for hospital medical and dental staff and doctors in public health medicine and the community health service (England and Wales), “the TCS”, as amended from time to time. The payscales are reviewed annually. Current rates of pay may be viewed at
http://www.nhsemployers.org/PayAndContracts/Pay%20circulars/Pages/PayCircularsMedicalandDental.aspx

Part-time posts will be paid pro-rata.

Pay supplement

Depending upon the working pattern and hours of duty you are contracted to undertake by the employer you should be paid a monthly additional pay supplement at the rates set out in paragraph 22 of the TCS. The current payscales may be viewed at: http://www.nhsemployers.org/ . The pay supplement is not reckonable for NHS pension purposes. The pay supplement will be determined by the employer and should be made clear in their offer of employment and subject to monitoring.

Pension

You will be entitled to join or continue as a member of the NHS Pension Scheme, subject to its terms and rules, which may be amended from time to time.
**Annual leave**

Your entitlement to annual leave will be five or six weeks per annum depending upon your previous service/incremental point, as set out in paragraphs 205 – 206 of the TCS.

The TCS may be viewed at [http://www.nhsemployers.org/PayAndContracts/MedicalandDentalContracts/JuniorDoctorsDentistsGPReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx](http://www.nhsemployers.org/PayAndContracts/MedicalandDentalContracts/JuniorDoctorsDentistsGPReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx)

**Sick pay**

Entitlements are outlined in paragraphs 225-240 of the TCS.

**Notice**

You will be required to give your employer and entitled to receive from them notice in accordance with paragraphs 195 – 196 of the TCS.

**Study leave**

The employer is expected to offer study leave in accordance with paragraphs 250 – 254 of the TCS. Local policy and procedure will be explained at your induction.

**Travel expenses**

The employer is expected to offer travel expenses in accordance with paragraphs 277 – 308 of the TCS for journeys incurred in performing your duties. Local policy and procedure will be explained at induction.

**Subsistence expenses**

The employer is expected to offer subsistence expenses in accordance with paragraph 311 of the TCS. Local policy and procedure will be explained at induction.
Relocation expenses

The employer will have a local policy for relocation expenses based on paragraphs 314 – 315 of the TCS and national guidance at [http://www.nhsemployers.org/PayAndContracts/MedicalandDentalContracts/JuniorDoctorsDentistsGPReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx](http://www.nhsemployers.org/PayAndContracts/MedicalandDentalContracts/JuniorDoctorsDentistsGPReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx)

You are advised to check eligibility and confirm any entitlement with the employer before incurring any expenditure. In addition to local policy there is Deanery guidance which can be viewed on [www.wessexdeanery.nhs.uk](http://www.wessexdeanery.nhs.uk)

Pre-employment checks

All NHS employers are required to undertake pre-employment checks. The employer will confirm their local arrangements expected to be in line with national guidance at [http://www.nhsemployers.org/RecruitmentAndRetention/Employment-checks/Pages/Employment-checks.aspx](http://www.nhsemployers.org/RecruitmentAndRetention/Employment-checks/Pages/Employment-checks.aspx)

Professional registration

It will be a requirement of employment that you have professional registration with the GMC for the duration of your employment.

Health and safety

All employers have a duty to protect their workers from harm. You will be advised by the employer of local policies and procedures intended to protect your health and safety and to comply with these.
Disciplinary and grievance procedures

The employer will have local policies and procedures for dealing with any disciplinary concerns or grievances you may have. They will advise you how to access these, not later than eight weeks after commencement of employment.

Educational supervisor

The employer will confirm your supervisor on commencement.

General information

The Deanery’s management of Specialty Training programmes, including issues such as taking time out of programme and dealing with concerns or complaints, is available at [www.wessexdeanery.nhs.uk](http://www.wessexdeanery.nhs.uk) and in the national ‘Gold guide’ to Specialty Training at [http://www.mmc.nhs.uk/specialty_training_2010/gold_guide.aspx](http://www.mmc.nhs.uk/specialty_training_2010/gold_guide.aspx)