

GP with Enhanced Skills in Primary Care Vasectomy

Location:	<i>[Insert Location]</i>
Reports to:	Clinical Lead for Primary Care Vasectomy
Accountable to:	Clinical Director Elective Care
Hours:	Up to 4 sessions per month
Salary:	£12,837 pa (based on 4 sessions per month)

Job Summary

The primary role of the GP with Enhanced Skills in Primary Care Vasectomy is to provide a one or two stage, no-scalpel vasectomy under local anaesthetic, in accordance with the Royal College of Obstetricians and Gynaecologist guidelines, (RCOG), in a primary care setting to all adult males who request it, are of sound mind, and not acting under external duress.

The main aims of the Service are:

- To provide a service that complies with accepted best practice, relevant accreditation processes, relevant guidelines in clinical practice and robust governance arrangements.
- To provide a complete holistic service user-focused care package; including pre and post-operative care, information, advice and counselling.
- To provide an opportunity for Men's Health promotion.
- To ensure consistent and continuous patient care between health professionals with effective and efficient communication.
- To improve access and convenience for patients.
- To improve service user choice.
- To facilitate participating medical practices through a process of education and peer support.

Key Responsibilities

- Accepting referrals from primary care colleagues
- Arranging assessment of patients at local clinics
- Undertaking new and follow-up consultations including a full assessment of the condition, entering full details of history examination finding, diagnosis and treatment plan in the case record
- Providing appropriate treatment as recommended by local and national guidance
- Ensuring patient (and / or) carers are fully informed about their condition providing written information, if available, and written treatment plans if required
- Ensuring that the counselling, information exchange, history and examination have been completed and confirming that the service user does not suffer from concurrent conditions which may require an additional or alternative procedure or precaution.
- Ensuring that post-vasectomy care, is undertaken accordingly. This includes noting emergency contact numbers (when and who to contact), pain relief and wound care. Prior to clearance service users should have resumed normal activities including sexual intercourse.
- Advising service users to continue to use effective contraception until azoospermia has been confirmed. Seminal analysis must be given to all service users.
- Advising service users on how to comply with seminal analysis and supplying all necessary equipment in advance of the 16 and 20-week target.
- Informing service users that they will require at least one clear seminal analysis result at 3 months post vasectomy before the vasectomy is considered successful, in line with British Association No Scalpel Vasectomy recommendations
http://www.aspcuk.net/docs/bansv_resources/PostVasectomyTestingToConfirmSterility.pdf
- Advising service users to stop contraception in accordance with current guidance from the Royal College of Obstetricians and Gynaecologists.
- Informing service user and their registered General Practitioner referrer of the seminal analysis results or notice of non-compliance with post vasectomy follow-up.
- Ordering any other appropriate investigations
- Referring to other surgical services or secondary care if deemed appropriate
- Deciding to treat, advise or further refer will be communicated to the referring GP
- Taking responsibility for seeing and taking action on all results - (semen analysis as per protocol) ordered, including informing GP and patient
- Completing and updating regional surgical audit with all Vasectomy Procedures
- Producing annual report on audit
- Participating in clinical governance relating to vasectomy service

Job Description & Person Specification

The management of referred patients will be based on local clinical pathways developed for the Primary Care Vasectomy conditions being treated. These pathways are based on existing clinical guidelines, where available, with input from local clinical stakeholders.

Education & Learning

- Undertake revalidation and annual appraisal as set out by GMC.
- Maintain a professional development logbook, recording, practical supervision received, courses attended and other related further education for completion of CP2A for appraisal
- Develop and maintain a peer network of support and learning at a local and national level.
- Assist in the provision of and participate in the supervision , teaching and training of other health care professionals and provide the opportunity to reflect and discuss areas of practice.
- Commitment to Continuing Medical Education and the requirements of Clinical Governance

Ongoing CPD To Include:

- Regular CPD activity relating to Primary Care Vasectomy Surgical role.
- Minimum of 50 procedures per year
- Patient satisfaction survey
- Audit / Log book to include complication rates etc.
- Annual GP appraisal to include Primary Care Vasectomy Surgical role
- Attendance at Peer review
- Anaphylaxis training
- BLS training

Leadership:

- Ability to communicate effectively with GP peers to include feedback and support
- Work with colleagues to develop effective clinical governance systems including documentation. Communication, pathways and guideline development
- Commitment to shared expertise and disseminate information
- Contribute to the development of the team
- Participate in implementing national standards and guidelines at a local level
- Use effective change management skills to initiate and implement service and practice development making best use of resources to improve outcomes

NB: Specific duties will vary from time to time: the above list is intended to indicate the general nature of the post and is not exhaustive. The post holder will be expected to be flexible in supporting the GP Federation Support Unit by undertaking any responsibilities which are commensurate with this grade

Working Relationships:

The GPES will need to establish and maintain effective working relationships with the following:

- ECR Clinical Director
- Regional ECR Manager
- GPECS Clinical Leads
- Practice Personnel (Host Practice)
- Eastern Federation Support Unit Personnel
- Eastern ECR Facilitator

Record Management:

All employees of FSU are responsible to the Executive Board for all records held, created or used as part of their business including corporate and administrative records whether paper-based or electronic and also including emails. All such records are public records and are accessible to the general public, with limited exceptions, under the Freedom of Information Act 2000, the Environment Information Regulations 2004 and the Data Protection Act 1998. Employees are required to be conversant with the organisation's policy and procedures on records management and to seek advice if in doubt.

Person Specification: GP with Enhanced Skills in Vasectomy

Attributes	Essential Criteria	Method Of Assessment
<p>Qualifications & Experience</p>	<p>Applicants must satisfy all of the criteria listed below:</p> <ul style="list-style-type: none"> ▪ Hold current registration with General Medical Council (GMC) ▪ Inclusion on the Northern Ireland Primary Medical Performers List (PMPL) ▪ Experience in providing non scalpel Vasectomy procedures ▪ Must have been trained to perform Vasectomy procedures to the standard advocated by the Faculty of Family Planning and reproductive Health Care (FFPRHC) ▪ Hepatitis B immunisation ▪ Must be providing GMS services as a GP for at least 48 sessions per year 	<ul style="list-style-type: none"> ▪ Application Form ▪ Questions asked at interview ▪ Provision of evidence documents (registration certs, immunisation record) ▪ Employment References
<p>Personal Attributes</p>	<ul style="list-style-type: none"> ▪ Ability to maintain confidentiality and discretion ▪ Ability to work on own initiative as well as part of a team ▪ Sound interpersonal skills 	<ul style="list-style-type: none"> ▪ Questions asked at interview ▪ Employment References
<p>Circumstances</p>	<ul style="list-style-type: none"> ▪ Flexibility and ability to work irregular hours on an occasional basis as required ▪ The successful candidate must hold a full current driving license (valid in the UK) and have access to a car at the closing date or have access to a form of transport which will permit the applicant to carry out the duties of the post in full. 	<ul style="list-style-type: none"> ▪ Copy of driving licence will be required and/or evidence of mobility to undertake the duties of the post



Desirable Criteria		Method Of Assessment
	<p>Applicants should satisfy one or more of the criteria listed below:</p> <ul style="list-style-type: none"> ▪ Evidence of a minimum of 2 years minor surgery training and accreditation ▪ Provision of surgical log book / audit ▪ Experience of teaching and training colleagues in Primary Care Surgery 	<ul style="list-style-type: none"> ▪ Application Form ▪ Questions asked at interview ▪ Employment References

Applicants Please Note:

Whilst elements of the essential criteria of the Personnel Specification will form the basis for shortlisting, these may become more stringent by introduction of desirable criteria (if stated).

The appointment is subject to proof of the attainment of any qualifications deemed essential to the post and used as a basis for shortlisting. Failure to provide evidence of the required qualifications prior to taking up the post will result in the offer of employment being withdrawn.

Appointments may be subject to assessment by the Occupational Health Service.

Please note that the GP Federations and FSU operate a “No Smoking” Policy and all employees MUST comply with this.

We are an Equal Opportunities Employer.