**HIV GP Champion**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

|  |  |
| --- | --- |
| **Role** | **HIV GP Champion** |
| **Title** | HIV GP Champion |
| **Remuneration** | Sessional basis, 4 hours per week for 1 year  Reimbursement can be made by invoicing or through re-charge to practice. Alternatively, Champions can join the Royal Free bank. |
| **Responsible to** | Deputy Medical Director – Systems Improvement & Professional Standards, NHS England London |
| **Accountable to** | GP Champions Delivery Group (reporting to Fast Track Cities London Leadership Group/ / London HIV Forum) |
| **Responsible for** | Providing leadership and driving forward HIV elimination initiatives related to HIV testing, lost to follow up re-engagement, tackling stigma and improving health outcomes for people living with HIV. The Champion will be working within a designated area alongside local HIV services and fellow GP champions. |
| **Duration** | The post is part of a pilot which is planned for 1 year. |
| **Base** | Mainly remote working but may be required to attend meetings at sites across Locality catchment area in London as necessary. |

**CONTEXT**

In January 2018, The Mayor of London signed the Paris Declaration on Fast-Track Cities Ending the AIDS Epidemic.

The London Fast-Track Cities Initiative is a partnership of organisations, including the Mayor of London, NHS England, UKHSA and London Councils committed to working with partners across the city to reach the following goals by 2030:

* End new HIV infections in the capital.
* Put a stop to HIV-related stigma and discrimination.
* Stop preventable deaths from HIV-related causes.
* Work to improve the health, quality of life and well-being of people living with HIV across the capital.

Primary Care plays a crucial part in the success of achieving these goals. The HIV GP Champion role offers an opportunity to improve care for people living with HIV by removing the historic barriers between services and offering an integrated approach to long-term health across Primary Care, Secondary Care, Local Authorities and Voluntary Sector Organisations for this population.

The aim is to work collaboratively between all care settings for the patient as a whole person, reducing obstacles to access care and improving patient outcomes. This approach is consistent with and supportive of London’s overall HIV response, the Evolving HIV Care Report, the BHIVA Standards of Care, and the Fuller Stocktake on integrated primary care.

**KEY OBJECTIVES**

The following key objectives will serve as the pillars of the role. Additional objectives will be added by each GP in each geographical area, determined by the needs of the local population of people living with HIV.

1. Improving Clinical Outcomes for People Living with HIV

* Engage in proactive and collaborative measures with local healthcare providers (practices, PCNs, Federations) to increase HIV testing, re-engage people with HIV not in care and improve long-term health outcomes for people living with HIV.
* Monitor and report on the increase of testing due to interventions.

2. Primary Care workforce education and Tackling Stigma:

* Deliver educational programmes for primary care teams regarding HIV testing, care and stigma
* Track the integration of knowledge gained by primary care teams into their practice.
* Collect feedback from the sessions to showcase the effectiveness of the education provided.

3. Develop a local network between primary and secondary HIV care providers

* Engage and create a communication channel with local secondary care HIV services.
* Ensure the accuracy and clarity of referral pathways.
* Be an advocate for primary care within local secondary care teams to optimise care for people with HIV.
* Improve care coordination, especially for those ageing with HIV and/or with issues around complex comorbidity, polypharmacy, and frailty.

4. Ensure Visible Integration and Recognition locally:

* Establish a strong presence within the local healthcare landscape.
* Develop relationships with local voluntary and third sector HIV groups.
* Showcase your role through participation in local healthcare events.

**PROGRESS EVALUATION**

* Review meetings will take place (minimum monthly) to evaluate your advancements and set objectives.
* Metrics related to each key objective will be examined to gauge your effectiveness.
* Adjustments and refinements will be discussed based on the findings of these evaluations.
* Your role is a dynamic blend of adaptation and structured objectives, all working together to drive positive change within the local healthcare landscape.Top of Form

**EXPECTATIONS**

* To work proactively and collaboratively with your designated area Peer Colleague and HIV Clinician
* Organise and maintain a consistent check-in schedule with GP Project Manager (weekly initially)
  + Provide updates on ongoing projects, tasks and potential challenges.
  + Notify GP Project Manager in advance about planned leave and return dates.
  + Notify GP Project Manager in advance of any project requirements and support needs or any potential risk factors.
* Prioritise tasks and assignments to meet established deadlines and expectations, and timely response to emails.
* Active participation in monthly check-ins with HIV GP champion team
  + These may be more frequent initially but should be at least monthly.
  + Engage in collaborative problem-solving and decision-making during these meetings and subsequent steering groups.
* The role is mainly remote working but may be required to attend meetings at sites across London. Depending on your projects, these may also require you to attend in person, but they are likely to be in your locality.

**POTENTIAL PROGRAMMES OF WORK**

This role offers a dynamic framework that accommodates both local needs but also personal interest. In addition to the core objectives, here are examples of the range of possibilities inherent in this role:

**Community outreach enhancement by** developing outreach programmes tailored to specific demographics within the community e.g., homeless or migrant populations.

**Enhancement of local data collection** in collaboration with Data Teams UKHSA

**Development of community-based clinic** with secondary care support (e.g., PrEP clinics)

**KEY RELATIONSHIPS**

* Local HIV Secondary care teams
* Local Peer and Community teams and voluntary sector organisations
* Fast Track Cities team
* London GP HIV Champions
* Public Health Teams
* GP Federations
* Integrated Sexual Health Services
* Medicines and Long-Term Conditions Commissioning Teams
* HIV and Sexual Health voluntary sector services
* Practice and community nurses
* Pharmacists and other community and allied health care professionals

**CONTACTS AND ROLES**

HIV Consultant for designated area

HIV Community peer for designated area

Management Lead

GP Project Manager

Contract and Payroll queries

**PERSON SPECIFICATION**

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| **Education and qualifications** | Qualified GP working in a London borough.  On GP Performance List  Full registration and licence to practice with the GMC | Further learning or clinical experience in field of HIV (and/or GUM/sexual health) |
| **Experience and abilities** | Good understanding of local GP practice issues, both clinical and administrative  Ability to establish and maintain effective working relationships across organisations.  Ability to challenge existing practice and ensure focus on outcomes.  Credibility with peers and local primary care colleagues  Experience of continual audit and quality improvement work | Knowledge of local health needs with regards to HIV  Knowledge of local demographics  Knowledge and/or links with local GP networks |
| **Knowledge** | Knowledge of emerging or potential issues regarding the care of a person living with HIV from a primary care perspective  Understanding of issues affecting HIV testing within primary care |  |
| **Skills** | Effective leadership skills  Ability to communicate with other individuals and organisations to portray ideas and issues in an appropriate way. Willing to listen to, question and challenge ideas when appropriate.  Ability to share and cascade information clearly.  Good interpersonal skills, to facilitate respectful, collaborative working with a wide range of stakeholders, and to develop effective working relationships with key partners.  Knowledge of GP practice clinical systems (e.g., EMIS) |  |
| **Personal qualities** | Commitment to improving HIV services and outcomes for people living with HIV |  |
| **Professional indemnity cover** | Requirement to effect and maintain appropriate professional indemnity insurance cover for the duration of the appointment as a minimum, and to provide documentary evidence of the same to employer upon request |  |
| **Physical and mental requirements** | Travel to meeting in various locations in and outside of borough |  |