NHS
Maidstone and Tunbridge Wells NHS Trust

CANDIDATE BRIEFING PACK

Women's, Children's and Sexual Health division



MTW
Exceptional people, outstanding care

Contents

Message from Miles Scott 3
Welcome from the divisional leadership team 4
About our Trust 5
The place and the package – what we can offer you 6
Life in the local area 7
About – our journey past and future 8
About – our structure 9
What we are proud of 10
Your development 11
Our vision and values 12
Values-based recruitment 14
Equity, diversity and inclusion 15
Women's, Children's and Sexual Health division 16
Women's directorate 18
Children's directorate 20
Sexual Health directorate 22
Contact us 24



Message from Miles Scott

I am delighted you are interested in a career at Maidstone and Tunbridge Wells NHS Trust.

We are looking for people who will live our values and work together to deliver our vision of Exceptional people, outstanding care. It's a vision I am serious about achieving – and I firmly believe that together we can accomplish it. Our staff have told me this is what they want too.

You will be joining us at a time when the opportunities to make a real difference for the future have never been greater, nor so important. The ability of our people to support each other, to take the opportunity to think differently and adapt to continue to provide compassionate, inclusive, high-quality care to our patients, have transformed MTW into one of the leading trusts in the country.

We are one of just a few trusts to meet the national cancer standard, have reduced the number of patients waiting over 52 weeks for surgery from 1,000 to zero and are consistently in the top five in the country for our Emergency Department performance.

We have exciting plans to continue to develop our services and patient care, including the new Kent and Medway Orthopaedic Centre at Maidstone Hospital, the expansion of the West Kent Community Diagnostic Centre, and our academic teaching building and student accommodation at Tunbridge Wells Hospital.

Join MTW and you will find a fantastic team spirit and a commitment to developing you and your skills. I started my career in the NHS more than 30 years ago and it has been an exciting and hugely fulfilling three decades. I want everyone who joins us to have an equally enjoyable career.

Thank you for your interest in MTW and I hope to meet you soon and welcome you to our Trust.

Best wishes,
Miles Scott, Chief Executive

Welcome from the divisional leadership team

Dear applicant,

Thank you for your time and interest in working with us at Maidstone and Tunbridge Wells NHS Trust (MTW) in the Women's, Children's and Sexual Health division.

Our Division prides itself on our values and adopts a positive culture of working together, training together and growing together. We are an inclusive division and passionate about our services and our staff being the best they can.

The Women's, Children's and Sexual Health service at MTW is led by a supportive and compassionate team who understand the specialist services of our division in depth. We support a clinically-led service which provides us with the autonomy to lead on initiatives that are important to us and places us at the centre of all decision-making processes for our service.

We support research and innovation in service improvements and regularly have been recognised and/or shortlisted for our many achievements and initiatives

Staff welfare is a priority to us, to ensure staff feel supported, competent and part of the work family. We recognise the importance of developing teams where staff respect and trust each other and support each other in career opportunities and progression.

In joining us, you will be part of a journey to outstanding services and will be a key individual in providing exemplary patient-centred care. As part of our team, we will work closely with you to provide mentorship, support and progression in your role. We also support a wide range of flexible working options to help personal circumstances.

We hope you recognise the passion we have for our services. We wish you the best of luck in your application and hope to welcome you very soon.

Our warmest wishes,
Senior Leadership team



About our Trust

Maidstone and Tunbridge Wells NHS Trust is a large acute hospital trust in the county of Kent, in the south east of England.

The Trust provides a full range of general hospital services and some areas of specialist complex care to around 500,000 people living in the south part of west Kent and the north part of East Sussex. The Trust's core catchment areas are Maidstone and Tunbridge Wells and their surrounding boroughs. We have a team of over 7,000 full and part-time staff.

Tunbridge Wells Hospital

Tunbridge Wells Hospital in Pembury is the first NHS hospital in England to provide en-suite, single rooms for all inpatients, most of which have woodland views. The hospital provides a range of complex and routine surgical and medical services. It has a Trauma Centre, Accident and Emergency Department, Orthopaedic Centre and Women's and Children's Centre, all of which serve patients from across Maidstone and Tunbridge Wells. The hospital is seen nationally as an example of best practice in the design of patient-safe facilities and has attracted widespread international interest.

The hospital is a short distance from Tunbridge Wells town centre and there are good public transport links with buses running to the hospital seven days a week.

Maidstone Hospital

Maidstone Hospital provides a wide range of complex and routine surgical and medical services. It also has the latest diagnostic facilities. Maidstone Hospital is the base for the Kent Oncology Centre, one of the largest providers of specialist cancer services in the country, providing care to around 1.9 million people across Kent and East Sussex.

The hospital is a short distance from Maidstone town centre and there are good public transport links with buses running to the hospital seven days a week.

The Trust provides a shuttle bus between the sites for all staff.

Fordcombe Hospital

Fordcombe Hospital is near Tunbridge Wells and became part of the Trust in October 2024. It focusses on planned care and has two operating theatres, 28 inpatient and day care beds, diagnostic services including X-ray, MRI, CT and endoscopy, and a number of consultation and treatment rooms.



The place and the package: what we can offer you

We recognise that our staff are our most valuable asset and provide a range of benefits to support them throughout their career and time with us.

Pay related

- Up to 12 months of sickness benefit
- Enhanced maternity, paternity and adoption pay
- NHS Pension Scheme
- Ill health retirement benefit
- Total Reward Statement (TRS)
- Fleet Solutions car benefit scheme (via salary sacrifice)

Development focused

- Comprehensive induction programme
- Training and development of staff
- Leadership development programmes for all levels of management
- Return to nursing practice opportunities
- Wide range of Apprenticeships
- Annual staff appraisal
- Personal development plans

Health related

- Occupational health service
- Flu and COVID vaccination scheme
- Fast track physio referrals
- Fast track referrals to other clinical services
- Health and wellbeing checks
- Employee Assistance Programme including counselling for staff and families
- Multi-level psychological support in-house

Equity and inclusion

- Networks and groups for BAME staff; staff who identify as LGBT+; carers; staff with disabilities/long term health conditions/chronic pain; people with or caring for those with ASD, and allies of those with ASD; and senior women leaders
- Freedom to speak up guardians
- Safe space champions
- Early conflict resolution offerings

Physical

- On-site canteens
- Night café
- Breakout areas
- Staff picnic areas
- Free staff shuttle bus between Tonbridge station and Tunbridge Wells Hospital
- On-site Library
- Film club
- Cycle to work scheme
- Long service awards
- Employee and Team of the Month Awards
- Staff Star Awards

Staff discounts

- NHS staff discounts
- Blue Light Scheme discounts
- Discounted gym memberships



Life in the local area

Ideally situated between the Kent coastline and just 30 miles from London, the Maidstone and Tunbridge Wells area is a great place to live and work.

Maidstone

Maidstone is located in the heart of Kent and is surrounded by beautiful countryside on all sides. The River Medway runs through the town and Maidstone is the business capital of the county. The town has been ranked as one of the top five shopping centres in the south east and the Fremlin Walk shopping centre houses a range of high-end fashion labels. Maidstone also boasts a multiplex cinema, a selection of stylish bars and restaurants, as well as nightclubs and an historic market square.

Tunbridge Wells

Tunbridge Wells is one of the oldest and most sophisticated boroughs within the county. The area is actually made up of three main towns: Royal Tunbridge Wells, Cranbrook and Paddock Wood, as well as having many beautiful Wealden villages scattered throughout the countryside in between. Tunbridge Wells was made famous by its historic spa, which was discovered in 1604 and is still open to visitors today. The borough is also home to some excellent theatres and frequently hosts the top London shows. Tunbridge Wells now boasts some of the best shopping in the county, as well as superb schools, with a full calendar of sporting and cultural activities for the whole family to enjoy.

Education

In west Kent, there are many high-performing schools from pre-school and primary to secondary school education, including grammar schools and special needs schools. For higher education there is the University of Kent and Canterbury Christ Church University, with most London universities at a commutable distance. Local colleges include Mid Kent College, South and West Kent College and Canterbury College, each of which offer a range of programmes from vocational courses to higher education qualifications.

View local OFSTED reports at www.ofsted.gov.uk



About our journey past and future

Over the last 10 years, MTW has become one of the leading trusts in the south east.

While responding to increases in demand we continue to be one of the best performing hospital trusts in the country. We are one of the few trusts in England to have no long waiting patients (reduced from almost 1,000 to zero in less than a year), are regularly in the top five for ED performance and have delivered the 62-day cancer standard each month for over four years.

In 2023 we welcomed over 1,300 new staff and we have upgraded and opened new facilities including the new West Kent Community Diagnostic Centre at Maidstone.

Our vision, Exceptional people, outstanding care, builds on our achievements so far. It connects everything and accelerates how we do things to get to outstanding. It's about a series of improvements and starts with leadership and culture, because at the heart of outstanding care for our patients are our people and leaders.

The right process and tools will help but it's how we show up and learn together, to call out opportunities for improvement, that will really make an impact on the care we provide for patients and the performance of our Trust.



About our structure

Executive Directors



Miles Scott
Chief Executive Officer



Steve Orpin
Deputy Chief Executive and Chief Finance Officer



Dr Sara Mumford
Medical Director and Director of Infection Prevention and Control



Jo Haworth
Chief Nurse



Sarah Davis
Chief Operating Officer



Rachel Jones
Director of Strategy, Planning and Partnerships

Our Chiefs of Service are also members of the Executive Team



Helen Palmer
Chief People Officer

What we are proud of

We are clinically-led

In 2018 we moved to a clinically-led structure to put our expert clinicians at the heart of everything we do and enhance our ability to improve our patient and staff experience.

Our executive team are supported by five clinical leadership teams who oversee each of our clinical divisions: Medicine and Emergency Care, Core Clinical Services, Surgery, Cancer and Women's, Children's and Sexual Health.



Our staff



We have over
8,000
staff across the Trust including doctors in training



Our diverse staff are from **84 countries**



Some staff have over **50 years** service with us

Your development

We are committed to the ongoing development of our clinical and non-clinical staff, investing in supporting staff on their career and development journeys.

Over the last year we recorded around 250 in-house learning activities including courses on time management or leadership skills; Microsoft Word and Excel skills; e-learning passes for subjects, eg. the safe use of insulin, supporting breastfeeding and competency assessments on various medical devices. There are development opportunities available including our 'Exceptional Leaders' programme, which supports MTW leaders to develop an inclusive and compassionate culture to better enable outstanding patient care and engage with colleagues to deliver the transformation agenda. If you are coming to us as a leader, we want to support and develop you to grow a culture in which your staff thrive. If you are coming to us without leadership responsibilities, we are committed to developing a culture in which you thrive and we deliver outstanding patient care together.

Each hospital has an education centre and library giving dedicated space to staff. The libraries are available 24/7 to all staff and learners working or studying across the local healthcare economy. Providing materials and academic support, the libraries have a range of resources including books, journals, and databases. Many of these are accessible online via apps on smartphone or tablet, or via a laptop or desktop PC, to suit your needs. The libraries also offer quiet spaces and access to PCs on both sites, so if you are not following a programme of study or training, you can still take advantage of calm, quiet, uninterrupted environments to read emails, finalise rosters, or complete e-learning modules. We provide headsets for listening to e-content, whether that is for training and CPD or personal purposes.

There are development opportunities available including our 'Exceptional Leaders' programme.

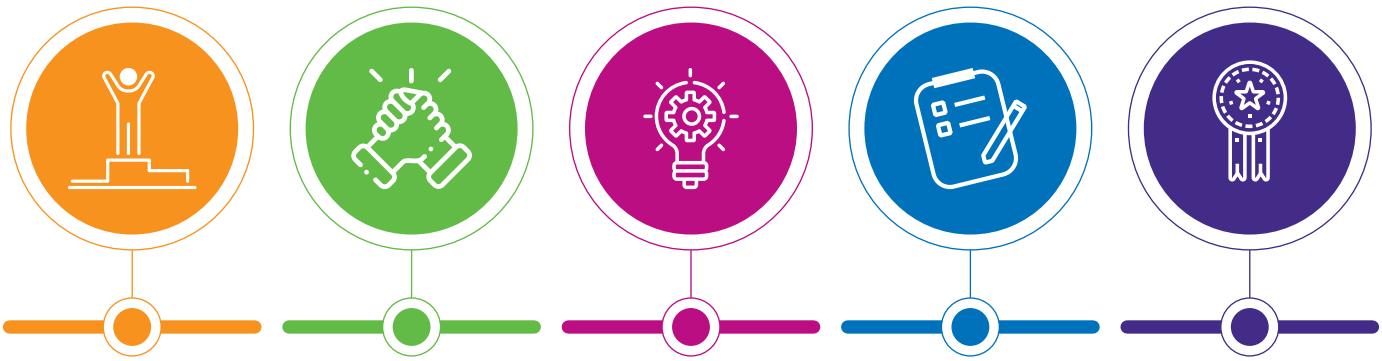


Our vision and values

Our vision

Exceptional people, outstanding care.

Our PRIDE values are at the heart of what we do.



Patient first

We always put the patient first.

Respect

We respect and value our patients, visitors and staff.

Innovation

We take every opportunity to improve services.

Delivery

We aim to deliver high standards of quality and efficiency in everything we do.

Excellence

We take every opportunity to enhance our reputation.

We have three objectives

- To be recognised as a caring organisation
- To provide sustainable services
- To be improvement driven across all areas

Our strategic themes – all our improvement efforts and projects fall under one of our six strategic themes and these are what we focus on.

Patient experience
To meet our ambition of always providing outstanding healthcare quality we need people to have a positive experience of care and support.

Patient safety and clinical effectiveness
Working together to put quality at the heart of all that we do. Achieving outstanding clinical outcomes with no avoidable harm.

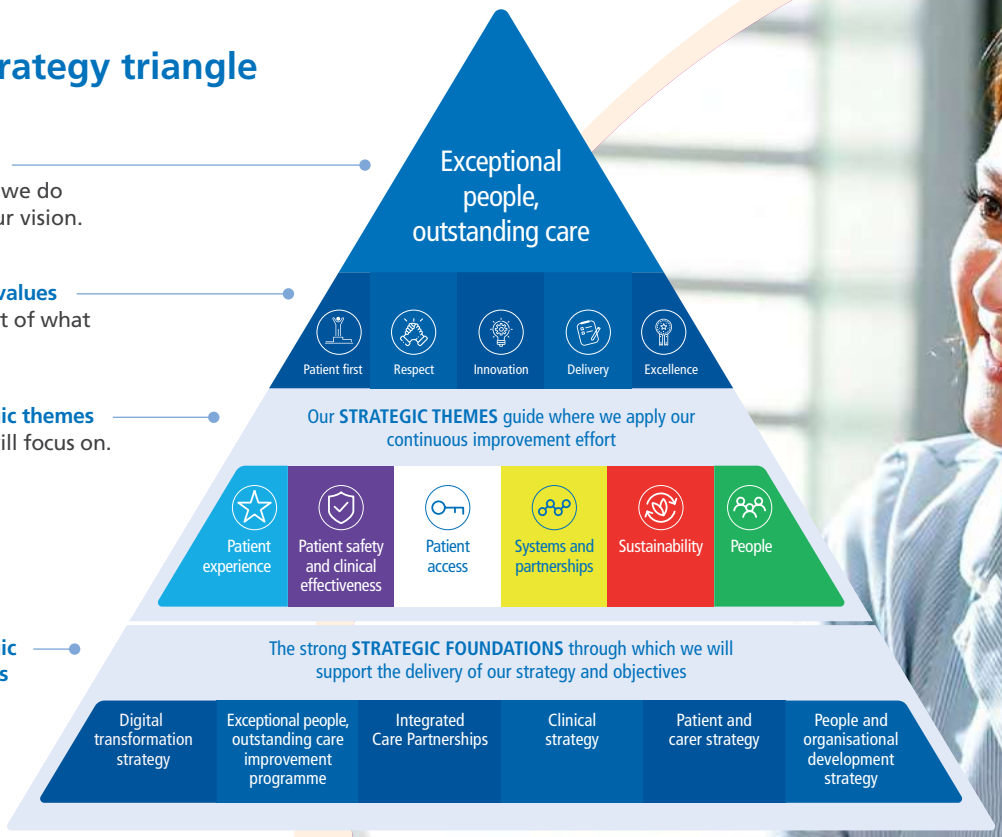
Patient access
Ensuring all of our patients have access to the care they need to ensure they have the best chance of getting a good outcome.

Systems and partnerships
Working with partners to provide the right care and support, in the right place, at the right time.

Sustainability
Long term sustainable services providing high quality care through optimising the use of our resources.

People
Creating an inclusive, compassionate and high performing culture where our people can thrive and be their best self at work.

Our strategy triangle





Values-based recruitment

We are recruiting talented, committed and compassionate people to improve the service we provide for our patients.

We have adopted values based recruitment to connect the right person to the right role: recruiting individuals whose values match our own. Our PRIDE values act as our benchmark for success when it comes to creating a team of like-minded people who reflect our values in the way they work and interact with each other.

To help us to assess these attributes during the selection journey and to make sure the role is right for you we are encouraging more of our recruiting managers to use values based interviewing techniques such as pre-screening assessments, role playing, presentations and assessment centre approaches whenever possible, which will embed values based recruitment within the organisation. Each method helps us to assess what skills and values you can demonstrate to us. Showing that you can uphold some of our key values of putting the patient first, being respectful and always striving for excellence is as important to us as your qualifications and experience. Taking this approach to recruitment ensures that we can build a workforce that has the right set of skills and values so we can continue to deliver outstanding care for our patients.



Equality, diversity and inclusion

We value all our staff as individuals and promote diversity and equity to develop an inclusive environment where everyone feels able to participate and achieve their potential.

Our EDI strategy focuses on providing transparent and inclusive recruitment practices; the development and management of our people; creating a kinder workplace for everyone; having a culture that values the views, thoughts and opinions of all; developing our leaders as role models; and developing a culture where supportive challenge is the norm and discrimination is eradicated.

Our staff networks provide a platform for addressing concerns specific to the group and providing mutual pastoral support to each other. They are all active groups who host inclusive events throughout the year, provide educational sessions for staff outside of the networks and help to shape organisational policy at a corporate level by providing stakeholder engagement. All the networks are endorsed by the Trust Board with Executive sponsorship – the work of the networks is regularly reported through the People and Organisational Development Committee, a sub-committee of the Trust Board.

We have a vibrant LGBT+ Network, a supportive Disability Network, a Cultural and Ethnic Minorities Network and newly formed Senior Women Leaders Network, Autism Support Group, Carers' Support Group, and Chronic Pain Support Group. The networks are always recruiting new members – you can find out more about their work and how to join on our website.

You can also be part of the networks by being an ally. Anyone can be an ally – you just need to be able to listen, support and take action, where necessary, to ensure that people are treated with fairness, kindness and respect.



Women's, Children's and Sexual Health division

What we do

The Women's, Children's and Sexual Health division consists of three directorates that work seamlessly together and operate across two main sites, but also work from several community clinics covering north and west Kent, as well as the borders of East Sussex.

This includes:

Maternity

Tunbridge Wells Hospital (acute), Maidstone Hospital (outpatient and birth centre) and Crowborough (birthing centre)

Level 2 Local Neonatal unit

Tunbridge Wells Hospital

Paediatrics

Tunbridge Wells Hospital (acute, ambulatory and outpatients), and Maidstone Hospital (ambulatory and outpatients)

Early Pregnancy Gynaecology unit

Tunbridge Wells Hospital

Gynaecology

Tunbridge Wells Hospital (gynaecology ward and outpatients) and Maidstone Hospital (outpatients)

Sonography service

Tunbridge Wells Hospital, aligned with the radiology team at Maidstone Hospital

Sexual Health service

Commissioned to work across west and north Kent, Maidstone Hospital and Gravesham community clinics



We are a friendly team dedicated to supporting our patients/ service users as well as each other.

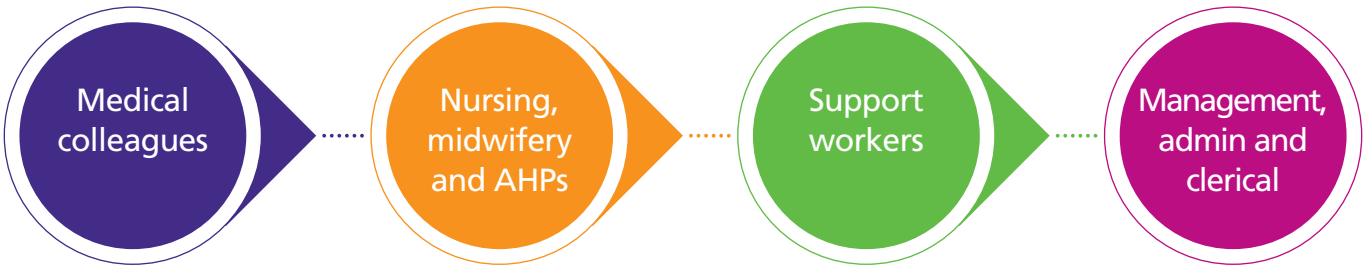


The Women's, Children's and Sexual Health division provides a range of services to support and commit to achieving outstanding care levels for our patients/service users and demonstrates a collaborative ethos for our staff and also for those families and patients we serve. Our key features include, but not limited to:

- We strive to achieve multidisciplinary working across the division in order to maximise positive patient experience and outcomes
- We offer an array of experiences and opportunities to support the development of your career and chosen path of specialism
- We are a friendly team dedicated to supporting our patients/service users as well as each other.
- We ensure our strategies identify opportunities for staff to develop and learn with a strong ethos of teaching and training for nursing, midwifery and medical staff
- We are proud to have a dedicated research team with projects both internally and nationally to improve outcomes
- We are committed to the provision of excellent teaching and training of future doctors, midwives and nurses, and our staff welfare is key to achieving a high standard of care.

Our divisional staff

We employ more than 800 staff within our division, in a variety of roles, disciplines and expertise.



Why work with us?

This is an exciting time to join us as we continue to develop our services which are co-designed with our staff, patients/service users and patients and the families we care for. Our leaders and teams are motivated and engaged to continually strive to improve services to give the best care we can.

Our teams tell us that working in our division provides:

- Excellent multidisciplinary team working with respect for each other
- Collaborative and joined up working across our directorates and Division
- Good opportunities for career advancement for both trained and untrained staff
- A supportive preceptorship programme.
- Core and rotational teams to enable staff to stretch and grow
- A large focus on research in practice to improve patient care
- Flexible working, including working from home where practical
- Focus on improving wellbeing of our staff.

Women's Directorate

Specialty areas within the Women's direcorate include Maternity and Gynaecology.

Maternity

- Tunbridge Wells Hospital acute Maternity unit
- Maidstone Birth Centre
- Crowborough Birthing Centre
- Community Midwifery service
- Obstetric Sonography
- Tunbridge Wells and Maidstone Hospital antenatal clinics

The Trust provides maternity services over three sites. A home birth service is also available. The total number of births in maternity sits on average at 5,567 deliveries per year with a target of 10% out of hospital deliveries per year.

The main acute site at Tunbridge Wells Hospital is responsible for providing antenatal day assessment services for women who require closer monitoring during pregnancy. It also offers antenatal clinics where women can have ultrasound scans and screening tests to identify any health issues that might affect their babies. For women requiring a hospital stay there is an antenatal ward comprising of 16 en-suite rooms and a postnatal ward comprising of 26 en-suite rooms.

There is also a maternity triage facility which is available to women from 16 weeks of pregnancy, up to and including 28 days following delivery. The service is open 24 hours a day, seven days a week with a separate telephone triage provision to support.

There is an 18-bed delivery suite where all rooms have en-suite facilities and three of the rooms support birthing pools. There are two dedicated maternity operating theatres which are located within the delivery suite. Each theatre has an adjoining anaesthetic recovery area where mothers are cared for following an instrumental or operative birth.

In addition, we have a self-contained newly-refurbished bereavement suite which includes a kitchenette and en-suite facilities for bereaved parents and their families.

The Maternity service works in close partnership with the neonatal teams both in a transitional care setting or intensive support facility for those babies that require additional monitoring.

In the community, we support two standalone midwife-led birth centres which are key elements to our delivery ethos and support our choice agenda for families seeking low-risk settings to birth.

Our community provision provides antenatal and postnatal services across an extensive geographical patch of which hubs are scattered across the areas to support the midwifery teams. Both acute and community teams work together to ensure positive care and birthing outcomes for all.



We have strong strategic objectives to deliver safe, effective, high-quality care aligned with local and national drivers, underpinned by strong organisational values and behaviours. These attributes are key qualities that we look for in professionals to join our dedicated teams.

We are one of very few trusts nationally that offers women and their families a maternity service with the widest possible range of birth choices, including alternative therapy options to support birth choice and personalisation. We are a progressive team with many opportunities for development and succession planning. We have been delighted to receive awards for our breastfeeding commitments, kangaroo care (resulting in a twinning project with international hosts), BLISS accreditation and BFI level 2 accreditation. We were also recognised and highly commended for our birth planning infographics that we utilise to support discussions with women and their families during pregnancy, as part of our choice and personalisation agenda. This has now led to further projects, including the recent launch of DadPad.

Gynaecology Services

Tunbridge Wells Hospital Acute Gynaecology and Early Pregnancy Assessment unit

Gynaecology clinical procedure interventions at Tunbridge Wells and Maidstone

Gynaecology Inpatient ward

Tunbridge Wells and Maidstone gynaecology clinics and ultrasound

The Trust provides outpatient gynaecology services across two sites and inpatients at Tunbridge Wells. At Tunbridge Wells we support a 10-bed en-suite Gynaecology Inpatient ward which supports women with a wide range of gynaecological conditions. We work closely with our maternity teams to ensure a seamless transition from early pregnancy and ensure any loss is supported in a collaborative manner. Our team are experts in all aspects of gynaecological conditions and occasionally support surgical patients within the department. As part of this seamless care pathway the early pregnancy unit shares the same footprint and the team work on a rotational basis to ensure they remain skilled in all aspects of gynaecology.

We provide a gynaecology specific sonography service within the department. This is generally supported with a mixture of gynaecologist-led clinics or sonographers from our division, further strengthening links and relationships within the department.

The department offers a 24/7 service for women experiencing emergency gynaecology symptoms which supports a positive experience for our patients and removes them from the emergency department pathway.

As part of the ongoing commitment to our services we run an emergency gynaecology clinic which reduces the waiting times in outpatient services and improves patient experience.

We further support outpatient interventional gynaecology on both hospital sites, as well as collaboratively working with our gynaecology and oncology teams.

Our strategic aim is to develop our nurse-led services, provide care by the right person, at the right time and in the right place.



Children's directorate

We provide a full range of services for paediatrics, including assessment and management of children and young people from birth to 16 years old. We strive to provide all children and young people with safe and compassionate care whilst ensuring their stay in hospital is as short as possible.

Specialty areas within the Children's direcorate include:

- Hedgehog Inpatient ward, Tunbridge Wells Hospital
- Woodlands Assessment unit, Tunbridge Wells Hospital
- Treetops Day Surgery unit, Tunbridge Wells Hospital
- Level 2 Local Neonatal unit, Tunbridge Wells Hospital
- Paediatric Emergency Departments – 24 hours (both hospitals)
- Riverbank Assessment unit, Maidstone Hospital
- Specialist nursing services
- Outpatient clinics (both hospitals)

Our consultants, nurses, nursery nurses and play specialist teams provide an array of services to all children across west Kent. We treat a full range of conditions including:

- Planned treatment and surgeries – ophthalmology, urology, ENT and orthopaedic
- Emergency surgical/medical treatment
- Oncology, including community support
- Diabetes
- Endocrine
- Respiratory and allergy
- Obesity
- Cystic fibrosis
- Gastroenterology
- Epilepsy
- Paediatric orthopaedics
- Transition to adult service.

The directorate also runs same day emergency care/ ambulatory care services which benefit both patients and healthcare providers by reducing waiting times and hospital admissions where appropriate. The service accepts direct referrals from 111, enabling patients to seek clarification whilst at home and where appropriate be scheduled in to an appointment the same day.

Neonatal unit

The Tunbridge Wells Neonatal Unit is a level 2 unit, which currently cares for approximately 550 admissions a year and offer intensive care for stabilisation, high dependency and special care for preterm and sick new-born babies.

Tunbridge Wells Neonatal Unit has Bliss Platinum Accreditation under the Bliss Baby Charter. Bliss have formulated a set of seven principles which they believe will provide and encourage best practice for babies and families within the neonatal setting. We are committed to sustaining this award and proud to be only one of a few hospitals fully accredited to the Bliss Baby Charter. The Unit is also BFI stage 2.

Our teams are aligned to either the Paediatric or Neonatal on-call rota.

Our structure

The directorate of Children services follows the Trust's philosophy of a triumvirate approach, with a clinical lead, general manager and lead matron fully supporting all aspects of the business. Further supporting our teams, we have strengthened our senior nursing team with a matron for acute services and a matron for specialist nursing teams, supporting the lead matron.

We have specialist nurses who support the acute areas as well as managing their own caseloads and clinics. We also have advanced clinical nurse practitioners in the Neonatal unit, ambulatory care and respiratory/allergy to support and develop our current services. Our staff are supported by clinical educators on both the paediatric and neonatal areas and our patients by our Play team and youth worker roles.

We have been influential in the Kent region developing clinical pathways and roles to support the nursing team in meeting the needs of children with mental health conditions.



Sexual Health directorate

We provide an innovative and responsive service for all areas of sexual health, HIV care and contraception with a professional, non-judgmental approach.

Our service has a strong focus on attitudes and education. One of the key goals of our service is to educate people to take better care of their sexual health and to be more aware of the possible consequences of high-risk sexual behaviour, especially young vulnerable people who are most at risk.

Our medical and nursing staff are trained in a range of clinical skills and competencies delivered by our own FRSH registered trainers and accredited STIF course directors. Training and development are a key priority for our staff and we promote both clinical and managerial development.

We constantly review performance and strive to respond to local health priorities such as access to emergency contraception and HIV Pre-Exposure Prophylaxis. We promote an Innovation and Improvement Hub to harness clinical team feedback. Patient feedback is important to us too, and we use this to further improve our services. We are hoping to establish a Patient Participation Group.

Services and specialties

Our services are made up of a two central level 3 hubs, and level 2 and 3 spoke services across north and west Kent.

The Level 3 hubs are based at Maidstone Hospital and Gravesham Community Hospital. The spoke services are delivered in a variety of clinical settings across north and west Kent.

Our outreach services offer fixed level 2 services facilitating access in hard to reach areas supporting a commitment to deliver services closer to home. Further outreach services target specific vulnerable groups, educational institutions and those at higher risk of sexual infections as well as prisoner integrated sexual health and HIV clinics.

Our clinic-based activity covers a wide range of sub-specialty services to more than 3,000 patients per month. We offer a mixture of face to face, online and telephone consultations to improve rapid diagnosis and reduce time spent attending for an appointment unnecessarily.

Additionally, around 4,000 people per month access our SHUK online home testing screening service, which is available to over 16s across Kent. Our online service links in directly with our own clinical team, which promotes continuity of care for all our patients no matter how their journey began.

- STI and HIV services level 2 and 3
- Contraception and LARC services, including emergency contraception
- Online STI Home Screening service
- Pre-exposure Prophylaxis (PrEP) service
- Adult and Young Persons services
- Targeted Outreach services
- Psychologist services



Our three key aims for the local population are:

Reducing unplanned pregnancy

- Increasing access to intra-uterine and oral emergency contraception
- Improving uptake of long acting reversible contraception or LARC methods to all women who request a contraception method
- Working with very vulnerable patients to support better sexual and reproductive healthcare through the provision of outreach services working with organisations that support these women already in other ways, e.g. drug and alcohol services, homeless centres, asylum centres.

Increasing STI screening for Chlamydia (CT) infection

- Sexually transmitted infections, if left untreated in young people can cause long term health complications for themselves, and for pregnant women can also affect their baby. Chlamydia is quite often asymptomatic, hence our aim to increase screening
- Promoting self-testing via SHUK the Kent online STI testing service
- Offer CT screening to all young women attending our service (currently 95% of all patients are offered a test for chlamydia).

Reduce the late diagnosis of HIV infection

- Offer HIV testing to all patients attending our service (currently 95% of all patients are offered an HIV test)
- Promoting HIV testing in those with symptoms of HIV as part of the UK 2030 target to stop all HIV transmission.

Plans for the future

Further PCR testing platforms for STIs

- Testing of a lesser known STI called Trichomonas Vaginalis (TV) infection with a PCR test in our clinics that will increase diagnosis of this evasive infection. Use of this test through online SHUK STI testing service identified a reservoir of infection that was unexpected.

Collaboration with MTW's Teenage Pregnancy Midwifery service

- Following a successful project, we are working with our commissioners to see how we can roll out this model to other teenage pregnancy midwifery services in acute trusts and primary settings throughout Kent.

Introduction to Sexual Health services

- To set up a pilot for an 'Introduction to Sexual Health services' programme. This is to allow newly trained medics and nurses to work alongside our skilled staff and learn about our specialty.

Workforce development

- Developing new roles and competencies for all of our health worker staff to facilitate care delivery through the online service and in our clinics.

Proud moments

- Presenting our online SHUK TV PCR testing data at the British Association of Sexual Health and HIV conference in October 2021, showing how we increased the diagnosis of an STI that is difficult to identify. This made a measurable difference to the health of the local population by identifying a reservoir of infection that would have remained undetected. This test is now offered as part of routine screening
- Shortlisted as a finalist for Health Investor Award 2022 – recognition of the work done collaboratively via our online service between independent company PreventX and MTW Sexual Health services to deliver high quality care for the local population.

Contact us

A full list of our vacancies can be found on our Trust website **www.mtw.nhs.uk/current-vacancies/**

When you have discovered a role that interests you, applying is only one click away! Once you have registered your application through our website, the team will be in touch with you about the next step. All of your information is anonymised prior to shortlisting to ensure a fair process and if successful you will be invited to interview for the role.

For any enquiries please contact the recruitment team on **01622 228538** or alternatively via email **mtw-tr.recruitment@nhs.net** and we will be happy to help you.

Maidstone Hospital
Hermitage Lane
Maidstone
Kent, ME16 9QQ

01622 729000

Tunbridge Wells Hospital
Tonbridge Road
Tunbridge Wells
Kent, TN2 4QJ

01892 823535

MTW
Exceptional people, outstanding care

11.2024 – 069-V11