

BETTER TOGETHER



Royal Devon
University Healthcare
NHS Foundation Trust



Consultant Information Pack

Consultant General Anaesthetist

JOB TITLE

Consultant General Anaesthetist

DATE OF VACANCY

August 2024

BASE

North Devon District Hospital

A Warm Welcome

Hi, I'm Adrian Harris, Chief Medical Officer at the Royal Devon University Healthcare NHS Foundation Trust. Thank you for the interest you have shown in working with us at what is an exciting time for our organisation. We are one of the largest healthcare Trusts in the country and we have ambitions to be a clinically-led, digitally-enabled teaching organisation.

Our Trust is a special place to work. We foster creativity, innovation and a personal approach to high-quality patient care. We are proud of our Anaesthesia, Critical Care and Pain department, which is nationally recognised for its multidisciplinary specialist clinical care and research activity. We are committed to further developing this successful and cohesive team and want to bring the very best clinicians to Devon.

Good luck with your application and I look forward to meeting you soon.



Prof Adrian Harris

We welcome enquiries for further information and strongly encourage informal visits either in person or virtually so that you can get a feel for what it's like to work with us. A list of contacts is detailed in the final section of this pack.



Application and Advisory Appointments Committee

The posts are offered on a whole-time basis (10PA) but suitably-qualified applicants who wish to work part-time will be considered. We are committed to flexible working arrangements, including job sharing, and we will discuss these arrangements with any shortlisted candidates.

We welcome applications from established consultants and senior trainees who will be within six months of completion of specialist training at the time of the Advisory Appointments Committee.

Applicants must have completed specialist training in Anaesthetics and have entered on the GMC Specialist Register prior to taking up the appointment.

“We are committed to flexible working arrangements, including job sharing.”



Introduction

The Royal Devon University Healthcare NHS Foundation Trust is seeking to appoint a Consultant General Anaesthetist to join the department of Anaesthesia, Critical Care and Pain for its Northern services, based at North Devon District Hospital.

Our General Anaesthetist posts are fantastic jobs. They would appeal to both new Consultants and those who are looking for a different challenge in their career. They allow you to develop their specialist interests, whilst maintaining a breadth of skills. This will include anaesthesia for children and obstetrics. We have supported International Medical Graduates and those from Specialities such as Paediatric Cardiac Anaesthesia, to move back into a more generalist field that suits their own aspirations.

North Devon is one of the best places to work in the UK, offering an exceptional opportunity to fine tune your work life balance, regardless of your own individual career aspirations. If you have an interest in Pain Management or Critical Care, please contact the departmental lead directly.

The Royal Devon is a Trust which encourages and supports innovation, diversity, digital development and research.

“Our Trust is frequently voted as the top acute and community trust in the country for staff satisfaction”

Highlights of the Role

Research and innovation. We recognise that research active departments deliver better clinical outcomes for patients. We have a large programme of investigator-led and commercial research studies which have been internationally recognised for their programme of multi-site, award-winning research. Research interests are strongly encouraged and supported. We have a multimillion-pound research facility, dedicated research staff and collaborative links with researchers from across the University of Exeter. Funded time for the development of research proposals is available for interested consultants.

Training and development. [We have an active training program for anaesthetic trainees. We support our team to develop their own skills. For example we have team members who have accredited in imaging and the European Diploma of Regional Anaesthesia.]

Service development. The Royal Devon's core services support a population of more than 615,000 people across more than 2,000 square miles across Devon. The scale of operation brings opportunities to establish and develop innovative new services to better meet the needs of our patients such as harnessing technology to deliver remote patient consultations and disease monitoring.

Teaching. The Royal Devon enjoys close ties with the University of Exeter Medical School. We offer funded time for teaching of medical students and junior doctors. We are planning a regular programme of evening educational meetings, which will bring the Eastern and Northern teams together providing opportunities for your CPD.

Career progression. The size and structure of our team create opportunities for rapid progression to areas of increased responsibility.

On-call rotas. On-call commitment covers emergency theatres, the maternity unit and pain management with mutual support to Critical Care, if necessary. These appointments will bring the frequency towards our 1-in-12 target (with internal cover) and a fixed weekday on call. Please note that Clinical commitments are not routinely scheduled for the following day to allow adequate rest if you do end up having a busy on call.

Electronic patient record. We went live with the EPIC electronic patient record system across our Eastern services in 2020 and our Northern services in 2022. We are optimising the way we use the system, but we are already seeing huge benefits for our patients. EPIC is transforming the way we deliver care across our Trust, allowing teams to share the caseload across Devon and provide care to patients remotely.

Location and relocation. We are fortunate to be based in the beautiful South West of England, with the cultural city of Exeter, the rolling moors of Exmoor and Dartmoor, and a multitude of stunning beaches on our doorsteps. We have low rates of crime and excellent education - schools and further education colleges are good or outstanding, and Exeter boasts a top Russell group university. We can offer you accommodation to support a visit and a relocation package should you choose to come to Devon.

A more comprehensive explanation of all of these elements can be found within this job pack, but if you have any questions then please do get in touch or arrange a visit to come and see us. Contact details are at the back of this pack.

About Royal Devon University Healthcare NHS Foundation Trust

Our core services support a population of over 615,000 people and cover more than 2,000 square miles across Devon. This makes us one of the largest providers of integrated health care in the UK, and the biggest employer in Devon, with more than 15,000 staff.

We have two acute hospitals, 20 community locations, outpatient clinics and community teams who care for people within their own homes. We also provide primary care and a range of specialist services which extends our reach throughout the South West Peninsula as far as Cornwall and the Isles of Scilly.

As a newly formed Foundation Trust in April 2022, We are embracing change, innovation and technology in our ambitions to be a digitally-enabled, clinically-led teaching organisation. We are developing new ways of working and investing in new infrastructure, equipment and facilities. There has never been a better time to join us.

The Royal Devon is committed to supporting the personal and professional development of our consultant staff and in turn improving the care offered to our patients. This might include developing or introducing innovative care models and bringing these to rural patients, teaching the doctors of tomorrow or undertaking award-winning clinical research. Examples include our specialist nurses, who were recognised in the British Journal of Nursing Awards for their innovations during the COVID pandemic, our inflammatory bowel disease research team who were recognised with the national team award for their contribution to the NIHR portfolio, and our recent launch of a world-first national genetic testing service from our labs, which can rapidly test DNA samples of babies and children, so we can provide life-saving treatment.

You'll find more information about the role and the Trust in this pack. Further information is also available on our website www.royaldevon.nhs.uk.



About the Trust and Service Structure

The Royal Devon's Board of Directors is chaired by Dame Shan Morgan and is comprised of both executive and non-executive directors. The executive directors manage the day to day operational and financial performance of the Trust.

These consist of the chief executive officer (Sam Higginson), deputy chief executive officer (Chris Tidman), chief medical officer (Adrian Harris), chief nursing officer (Carolyn Mills), chief operating officer (John Palmer), chief finance officer (Angela Hibbard), and chief people officer (Hannah Foster).

Our Anaesthesia, Critical Care and Pain services are based North Devon District Hospital (NDDH), and sit within the surgical division.

The medical directors are Ms Cheryl Baldwick and Dr Gareth Moncaster (Northern services including NDDH) and Dr Karen Davies (Eastern services including RD&E). All permanent medical staff are members of the Medical Staff Committee which has an elected Chairperson who represents the group at the Trust Management Committee

More information about our structure and services can be found on the Trust website at www.royaldevon.nhs.uk

The Department of Anaesthesia, Critical Care and Pain

The department offers a modern anaesthetic service for the population in North Devon. It offers a fulfilling professional role that will draw on a broad breadth of skills that are required to work in a District General Hospital, throughout your working life. When combined with the opportunities to take leadership and continue developing first class services for our community, we are confident that North Devon will provide you with a truly satisfying career.

As a department we endeavour to offer our team lists that complement individual skill sets within your regular time table. For example, a candidate with regional anaesthesia expertise may be part of the trauma and orthopaedic and breast teams or a day-case enthusiast would work with a variety of surgeons within the day-surgery setting. Your specific work pattern will be agreed with the department on appointment to reflect your individual skill set, within the needs of the service.

We particularly welcome applicants with specialist interests such as obstetric anaesthesia, peri-operative medicine, day surgery, major general, T+O and regional anaesthesia. Non-clinical skills and qualifications in quality improvement, patient safety, education, simulation, research, leadership or team working are strongly encouraged.

Our team enjoys a very healthy work – life balance and enjoy a variety of hobbies including surfing, kite-surfing, SUP, swimming, climbing, running, cycling / MTB, sailing, horses, dogs, golf, book clubs, pub food, painting and book clubs around cosy fires!



Staffing

GENERAL ANAESTHETIC CONSULTANTS

Dr Rob Conway – Lead Clinician, Paeds Lead
Dr Debbie Sanders – Anaesthesia Clinical Lead
Dr Dave Beard – Trust Safety Lead
Dr Cecily Don – Trust Lead for O&G
Dr Simon Hebard – Perioperative Medicine Lead
Dr Caroline Cheesman – Transfusion Lead
Dr Jeremy Preece – College Tutor
Dr Chris Smith - Perioperative Medicine
Dr Zsolt Ungvari – Clinical Governance Lead
Dr Jim Powell – Obstetric Anaesthetics Lead
Dr Ruth Clarke – General Anaesthetics
Dr Zehra Ozfirat - SAS Tutor and Education Lead
Dr Tony Laycock – Appraiser
Dr Andy Walder – General Anaesthesia

INTENSIVE CARE CONSULTANTS

Dr Gareth Moncaster – ICM Lead and Associate Medical Director for Surgery
Dr Tim Cobby - Outreach Lead
Dr Jorge DaFonseca – ICM Governance Lead
Dr Nigel Hollister - FICM Tutor
Dr Nicholas Love – Job Planning Advisor
Dr Kate Tipping - SAS Staffing Lead, Rota Manager
Dr Will Gaunt – Research Lead and Trust Guardian For Safe Working
Dr Johannes Achenbach – T&O and ERAS lead
Dr Juric Minecki – Critical Care Consultant

PAIN MANAGEMENT CONSULTANTS

Dr Lucy Miller – Pain Service Lead including In-Patient Pain
Dr Alan Bennett – Outpatient Pain Consultant

ASSOCIATE SPECIALISTS AND SPECIALISTS

Dr Susan Hanson - Deputy Director of Medical Education and North Devon SAS Advocate
Dr Ezequiel Martinez-Estrada
Dr Emil Szelei - Appraiser
Dr Moemen Abouelsaad - Airway Lead

SPECIALTY DOCTORS

Dr Matt Casemore
Dr Nish Nath
Dr Martin Paul
Dr Balasz Bartos
Dr Taryn Mitchell - Appraiser
Dr Richard O'Bryne
Dr Katy Pyatt - Recovery Lead
Dr Sangeet Tanwar
Dr Rashmi Sardana

TRUST DOCTORS

Dr Sasha Carter
Dr Juan Para (Emergency Medicine)

ACCS / CORE TRAINEES

11 Core Training / ACCS posts (Health Education South West)

Administrative support is provided by Cerys Redif, Denise Sheldrake and Rebekah Howes.

DEPARTMENTAL MANAGEMENT

Day to day operational links are with the daily duty General Consultant, Lead Clinician, the rota managers and the admin team. Managerial support is provided by the Interim Service Manager (Ellie Carter), Interim Group Manager (Keely Cooper) and Divisional Director (Karen Donaldson).

Departmental Workload

All work will be undertaken at North Devon District Hospital. There are nine operating theatres on-site. Surgical specialties include robotic surgery, colorectal, upper GI (tertiary referral centre for abdominal wall and complex hernia repairs), urology, trauma and orthopaedics, vascular (non-arterial), obstetrics & gynaecology, breast, dental / maxillofacial, ophthalmology, ENT and plastics. Anaesthesia is also undertaken within the Endoscopy Suite and for occasional cases within the Radiology Department.

GENERAL WORKLOAD

The Department provides anaesthesia for approximately 18,000 procedures each year. As well as general and regional anaesthesia the department is also involved with the care of patients in the critical care, the obstetric unit, in both acute and persistent pain management, in trauma and resuscitation, in pre-operative assessment and in the transfer of critically ill patients.

DAY SURGERY

This is a separate unit within the main hospital. It has one ward and two operating theatres. The present workload is about 10,000 procedures each year. Gynaecology, breast and ophthalmic surgery take place in a dedicated theatre complex within the Women and Children Centre.

OBSTETRICS

The Department provides a 24 hour epidural service to the Obstetric Unit with around 1600 deliveries per year. The epidural frequency is 25% and the caesarean section (LSCS) rate is 28%. There are four weekly sessions for elective LSCS. Epidural pain relief during labour is given using patient controlled epidural analgesia (PCEA). There is a well-established Consultant-delivered obstetric anaesthesia clinic. Applicants with an interest in obstetric anaesthesia are encouraged to contact Dr Jim Powell for further information.

PRE-OPERATIVE ASSESSMENT

The Trust has a well-established nurse-delivered pre-operative assessment service which is supported by a team of Consultants who currently deliver five high-risk clinics per week. This service utilises a new online documentation system and has recently formed a combined unit with the Trust's booked admissions team. The post has dedicated preoperative sessions on our Bideford site.

INTENSIVE CARE AND HIGH DEPENDENCY

The Critical Care Unit is an eight-bedded combined ICU/HDU and offers a full range of organ support with anticipated expansion in coming years. Anaesthetists are closely involved in the management of head injuries and are responsible for the transport of critically ill patients by ambulance and helicopter, to specialist facilities outside North Devon.

Critical care also manages the initial resuscitation and stabilisation of children who require intensive care therapy under the direction of the paediatric retrieval service (WATCh). Regional services are provided by Plymouth (adult neurosurgery and cardiac surgery) and Bristol (paediatric neurosurgery and paediatric intensive care). There is a Consultant-delivered ICU follow-up clinic.

INPATIENT AND OUTPATIENT PAIN SERVICES

The department runs outpatient clinics for Persistent Pain Management and has developed an integrated persistent pain service for North Devon that includes physiotherapy, occupational therapy and psychology. The departmental Inpatient Pain Lead heads up a team of enthusiastic and experienced Specialist Nurses who provide Acute and Persistent Pain Services across the Trust.

EMERGENCY SURGERY

There are theatre sessions available each day for emergency cases, including trauma. The emergency theatres are covered each day by a Duty Consultant Anaesthetist alongside either a Specialty Grade doctor. Emergency laparotomies are anaesthetised and operated by consultants, with >95% admitted to critical care post-operatively.

SIMULATION

The Trust is supporting a growing simulation programme across all specialties.

There is a well-furnished Simulation Suite staffed five days per week by our simulation technicians (ODPs) with access to a broad range of simulation manikins (Sim Essential, Sim Classic, Sim Junior, Sim Newbie) and the Gaumard "Victoria" birthing manikin which includes epidural simulation capabilities. Wireless audio visual equipment has been introduced to

facilitate in-situ simulation sessions across the Trust. Simulation training can now be both delivered and recorded in the live clinical environment.

The Anaesthetic Department contributes a large proportion of the Trust simulation faculty and is currently involved in training Medical Students, Foundation Doctors, Anaesthetic Trainees and multidisciplinary staff across the hospital. This has enabled a Simulation and Patient Safety Fellowship programme to be introduced.

Administration and Secretarial Support

You will undertake administrative work associated with your clinical and other professional work. As the largest department on site, we support both on site and off site working.



Supporting Professional Activities

You will participate in a variety of professional activities (SPA) to support your personal clinical practice and the overall work of the department and Trust. All consultants receive 1.5 SPA sessions for generic non-clinical work. This includes, but is not limited to:

- Appraisals, job planning and revalidation
- Personal and professional development, including service development
- Professional administration, including related correspondence
- Clinical supervision of junior staff and other educational activities
- Governance and quality improvement activities
- Departmental, divisional and other clinical or managerial meetings

Further details are published in the job planning policy.

Continuing Professional Development

The Trust supports the requirements for continuing professional development (CPD) as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

Revalidation

The Trust has the required arrangements in place, as laid down by the Royal College of Anaesthetists, to ensure that all doctors have an annual appraisal with a trained appraiser, and supports doctors going through the revalidation process.

Research

Investigator-led and clinical trial research has a prominent place in the Royal Devon. Patients are given the opportunity to participate in a wide number of studies.

The University of Exeter Medical School has an excellent research reputation from basic biomedical research through to patient-centred research. The group is supported by the University of Exeter and NIHR biomedical research centre and currently provides research training to three PhD students and two visiting fellows.

The Research, Innovation, Learning and Development (RILD) building on the RD&E Wonford site is a £27.5m development which consists of the Wellcome Wolfson Centre for Medical Research, the National Institute for Health Research (NIHR), Exeter Clinical Research Facility and a new Post Graduate Education Centre. The RILD is now home to a number of the Medical School's laboratory-based research teams, comprising both clinical research areas and class two and three medical research laboratories, complete with offices, meeting rooms and write-up areas.

Active assistance in the planning and design of research projects is available from the Research and Development Support Unit based on the RD&E Wonford hospital site. The Trust has an active academic strategy to facilitate research, development and teaching.

Candidates who wish to pursue a research interest alongside their clinical work will be strongly encouraged by the department and are eligible for support from the University of Exeter Medical School.

University of Exeter Medical School

The University of Exeter is high-ranking in both UK and global standings and is a member of the Russell Group of leading research-based institutions. It has ambitious plans for the future and has invested heavily in its facilities in recent years.

The Medical School's cutting-edge research is driven by important clinical questions. It focuses on translational and applied research in areas of greatest health burden and greatest opportunity for scientific advance, principally: diabetes, cardiovascular risk and ageing; neurological disorders and mental health; environment and human health; and health services research. It spans basic through clinical science to clinical trials and health policy.

UEMS delivers two highly-regarded and innovative undergraduate degrees: the BSc in Medical Sciences and Bachelor of Medicine, Bachelor of Surgery (BMBS). In addition, the Medical School offers a range of postgraduate programmes and courses. The curriculum reflects today's evolving models of care and patient experience in acute, primary and community care settings.

Building on the excellent educational reputation of the Peninsula College of Medicine and Dentistry and using problem-based learning in small groups, the BMBS programme reflects the belief that doctors need to adopt a socially accountable approach to their work and to understand the human and societal impact of

disease as well as the community-wide context of contemporary healthcare provision.

UEMS graduates will be both capable and confident, whether they are clinicians, managers, educators or researchers and will be committed to life-long scholarship. Years one and two of the BMBS programme are based at the St Luke's Campus in Exeter and lay the scientific foundations for the future years of the course. There is clinical contact from year one and students begin acquisition of a range of transferable skills, learning science within a clinical context.

UEMS students spend years three and four of their programme at the Royal Devon and Exeter (Wonford) Hospital and North Devon District Hospital, as well as at the Royal Cornwall Hospital in Truro and in their surrounding general practices and community health environments.

Many of our department have taken on dedicated roles with the Medical School that allow you to develop your Educational Goals. We also run an in house education program for our trainees.

The postholder is encouraged to develop interests in education and training and there are many opportunities to develop these interests both locally and more widely.



Outline Job Plan

A provisional outline job plan is included but is subject to modification. The individual job plan and detailed timetable will be discussed with the successful candidate. Special interests will be accommodated where they are compatible with service requirements.

All subspecialty interests will be considered and there is the opportunity to develop new techniques and extend into new areas].

It is expected that the initial job plan will be agreed within three months of the start date and will be reviewed annually or earlier, if necessary.

The department operates with a mixture of fixed and flexible theatre sessions in each consultant’s job plan. Half-day theatre sessions run from 08:00 – 13:00 and 13:00 – 18:00 with all day lists running from 08:00 – 18:00. Time for perioperative care (pre and post op visits) is included in each session, such that for every four hours of allocated theatre time there is an hour for perioperative care. Each half-day session, therefore, equates to 1.25 PA of Direct Clinical Care activity. As recruitment brings the frequency of on-call towards 1:12 the proportions of scheduled sessions and on-call will vary slightly but total 7.5 PAs.

Currently, the on-call commitment attracts a 3% salary supplement.

DCC	8.5 PAs
Scheduled clinical sessions (theatre/non-theatre/clinic)	7.0
Predictable & unpredictable on-call work	1.5
SPA	1.5 PAs
Generic	1.5
Total	10 PAs

CLINICAL COMMITMENTS

Clinical activities include:

- Anaesthesia care for elective day surgery and inpatient theatre lists
- Pre-operative assessment and post-operative care
- Anaesthesia care for emergency cases and trauma
- Obstetric anaesthesia and analgesia
- Support for in-patient pain issues
- Support to Critical Care, if required
- Preoperative Medicine Clinics

OUT OF HOURS DUTIES

Anaesthesia and critical care services for emergency work are provided by the department 24 hours a day with two consultants on call at any one time. The successful applicants will join the non-resident, out-of-hours anaesthesia on-call rota (with internal cover) responsible for emergency theatres, maternity and pain management.

We are in the process of expanding from a historical 1-in-8 frequency to 1-in-12. These appointments will

further progress the rota with a corresponding PA adjustment. Our Consultant colleagues covering Critical Care are currently working a 1-in-10.

The resident on call team comprises a senior anaesthetist (SAS Grade or Fellow) and an ACCS/Core Trainee. Together they provide anaesthesia services for the emergency theatre, maternity (including epidural analgesia), critical care, trauma and resuscitation teams, acute pain issues and emergency transfers. Plans are under development to expand the SAS team and strengthen the night team with an extra tier.

In the event of a patient requiring an emergency transfer to specialist services outside of NDDH, it is occasionally necessary for the on call general consultant to either provide cover for their absent ICU colleague or to 'act down' if one of the resident team is sent off-site.

EMERGENCY COVER

In exceptional circumstances, the Trust may request emergency cover for colleagues. However, the Trust recognises that there is no contractual expectation of availability when there are no scheduled duties.

Provisional Timetable

An example weekly timetable is below in which specialist list types will be agreed, dependent on individual skill set and department needs.

EXAMPLE TIME TABLE FOR 1:12 ON-CALL:

Week	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1		SPA	Pre-operative Clinic	Theatre	On Call		On Call
2		SPA	Pre-operative Clinic	Theatre	Theatre		
3		SPA	Pre-operative Clinic	On Call			
4		SPA	Pre-operative Clinic	Theatre		On Call	
5		SPA	Pre-operative Clinic	Theatre	Theatre		
6		SPA	Pre-operative Clinic	On Call			
7		SPA	Pre-operative Clinic	Theatre	Theatre		
8		SPA	Pre-operative Clinic	Theatre	Theatre		
9		SPA	Pre-operative Clinic	On Call			
10		SPA	Pre-operative Clinic	Theatre	Theatre		
11		SPA	Pre-operative Clinic	Theatre	Theatre		
12		SPA	Pre-operative Clinic	On Call			

Person Specification

Applicants must demonstrate on the application form that they fulfil all essential criteria to be considered for shortlisting. Appointment is subject to pre-employment checks, including occupational health, DBS checks and a minimum of three satisfactory references, including one from your current Responsible Officer.

Requirement	Essential Attributes	Desirable Attributes
Qualifications and Training		
Professional qualifications	Primary Medical Qualification (MBBS or equivalent). Fellowship of the Royal College of Anaesthetists (FRCA) or equivalent.	Intercalated BSc or equivalent. Additional postgraduate qualifications. Distinctions, Prizes, Scholarships.
Professional training and memberships	Full GMC registration & license to practice. Eligible to work in the UK Be on GMC Specialist Register for Anaesthetics or within 6 months of obtaining CCT / CESR at time of interview	Advanced Life Support Advanced Trauma Life Support (ATLS) Advanced or European Paediatric Life Support (APLS or EPLS) Qualification in Preoperative medicine Qualification in Regional anaesthesia
Clinical Experience		
Employment	Be able to provide complete details of employment history. Career progression consistent with personal circumstances	Further sub-specialty experience (e.g. Fellowship post)
Clinical knowledge and skills	Clinical knowledge and Skills appropriate for a District General Hospital consultant in Intensive Care Medicine Training and experience equivalent to Advanced Level in Intensive Care Medicine, as defined by Faculty of Intensive Care Medicine Anaesthesia / other specialty skills relevant to DGH Demonstrates a clear, logical approach to clinical problems and able to prioritise clinical need	Advanced level training (or equivalent) in: Obstetric anaesthesia, paediatric anaesthesia, perioperative medicine, regional anaesthesia, major general, day surgery or a range of General Duties based modules. Clinical feedback from colleagues and patients
Non-clinical skills		
Teaching	Evidence of previous teaching and training experience. Willingness and ability to contribute to departmental and Trust teaching programmes.	Defined educational roles or qualifications. Higher qualification in medical education Evidence of teaching of undergraduates, junior doctors and multi-professional groups.

Requirement	Essential Attributes	Desirable Attributes
Management of change and quality improvement	<p>Demonstrates clear understanding of quality improvement and clinical governance within the NHS.</p> <p>Demonstrates willingness to implement evidence-based practice.</p> <p>Evidence of effective personal contributions to clinical audit, governance, and risk reduction.</p> <p>Able to work collaboratively with other clinicians and managers to effect change.</p>	<p>Defined leadership or quality improvement qualifications.</p> <p>Evidence of innovative development and implementation of guidance.</p> <p>Experience of developing ERAS programmes.</p> <p>Evidence of involving patients in practice development.</p>
Innovation, research, publications and presentations	<p>Understanding of the principles of scientific method and interpretation of medical literature.</p> <p>Demonstrates a critical and enquiring approach to knowledge acquisition.</p> <p>Demonstrates understanding of the research governance framework.</p>	<p>Recent evidence of relevant research, presentations or publications.</p>
Management and leadership experience	<p>Demonstrates familiarity with and understanding of NHS structures, management and current political issues, including an awareness of national strategic plan and constraints.</p> <p>Demonstrates willingness to lead clinical teams and develop an effective specialist clinical service.</p>	<p>Experience of formal leadership roles or training.</p>
Communication and personal skills	<p>Good spoken and written English language skills.</p> <p>Communicates effectively with patients, relatives, colleagues, GPs, nurses, allied health professionals and outside agencies.</p> <p>Information technology skills.</p> <p>Evidence of ability to work with multi-professional teams and to establish good professional relationships.</p>	<p>Evidence of patient and colleague feedback.</p> <p>Excellent presentation skills, engages audience.</p>
Other requirements		
Motivation and management of personal practice	<p>Punctual and reliable.</p> <p>Good personal organizational and prioritization skills, achieve deadlines.</p> <p>Takes responsibility for personal practice and is able to cope well with stressful situations.</p> <p>Commitment to continuing medical education and professional development.</p> <p>Flexible and adaptable attitude.</p>	<p>Demonstrates initiative in personal practice.</p> <p>Willingness to undertake additional professional responsibilities at local level.</p>
Commitment to post	<p>Demonstrates enthusiasm for Devon as a place to live and work.</p>	

Main Conditions of Service

Appointment is to the NHS Consultant Contract (2003) under the current Terms and Conditions of Service for Hospital Medical and Dental Staff (England and Wales) and the Conditions of Service determined by the General Whitley Council for the Health Services (Great Britain). These are nationally agreed and may be amended or modified from time to time by either national agreement or local negotiation with the BMA local negotiating committee.

The employer is the Royal Devon University Healthcare NHS Foundation Trust. The appointee will be professionally accountable to the Chief Medical Officer and managerially accountable to the Chief Executive Officer.

The postholder is required to have full registration with a licence to practice with the General Medical Council and to ensure that such registration is maintained for the duration of the appointment.

Salary Scale

This is as described in the Medical and Dental Terms and Conditions, in line with the Consultant Contract (2003). The current full-time salary scale ranges from £93,666 to £126,281 with eight thresholds. The on-call is credited with 1 PA, the supplement is category A and attracts a supplement of 3% of basic salary.

Leave

Annual leave entitlement is as described in Schedule 18 of the Terms and Conditions of Service: Consultant (England) 2003. Further details are available in the Senior Medical Staff Leave Policy.

Locum cover for leave will not normally be provided. It is expected that consultants within the department will coordinate leave to ensure that an appropriate level of service (emergency, urgent and routine) is maintained.

Domicile

Consultants are expected to reside within a reasonable distance of the main acute hospital to which they are affiliated, normally within 10 miles or 30 minutes. Exceptions must be agreed with the medical director or chief executive. **A relocation package will be considered if relocation is necessary to meet these requirements.**

Duty to be contactable.

Subject to the provisions in Schedule 8, consultants must ensure that there are clear and effective arrangements so that the employing organisation can contact a post holder immediately at any time during a period when a post holder is on-call.

Indemnity

The post-holder is not contractually obliged to subscribe to a professional defence organisation but should ensure that they have adequate defence cover for non-NHS work.

Mentoring

New consultants will have access to mentoring and are encouraged to take advantage of this facility. This will be arranged following discussion and mutual agreement between the individual and the medical director.

Professional Performance

The Trust expects all doctors to work within the guidelines of the GMC Guide to Good Medical Practice. You will work with clinical and managerial colleagues to deliver high quality clinical care, within the management structure of the Trust and are expected to follow Trust policies and procedures, both statutory and local, including participation in the WHO surgical checklist.

You will be expected to take part in personal clinical audit, training, quality assessment and other professional activities, including continuing medical education, annual appraisal, job planning and revalidation. It is expected that you will participate in multi-source feedback from both colleagues and patients. You will undertake administrative work associated with management of your clinical and professional practice.

You will be responsible for leadership of junior doctors within the specialty as agreed in your job plan and will be accountable for the effective and efficient use of any resources under your control.

You will also participate in activities that contribute to the performance of the department and the Trust as a whole, including clinical and academic meetings, service development and educational activities. Service developments that require additional resources must have prior agreement from the Trust.

Reporting Concerns

The Trust is committed to providing safe and effective care for patients. There is an agreed procedure that enables staff to report “quickly and confidentially, concerns about the conduct, performance or health of medical colleagues”, as recommended by the chief medical officer (December 1996).

All medical staff practising in the Trust must ensure that they are familiar with the procedure and apply it if necessary.

Serious Untoward Incidents

It is expected that you will report all risks, incidents and near misses in accordance with the Trust governance structure. You will be required, on occasion, to lead or assist with investigation of incidents and implementation of risk-reducing measures to safeguard patients, visitors and staff. You must comply with the Duty of Candour legislation.

Research and Audit

Audit is supported by the clinical audit and effectiveness department and we encourage all levels of staff to undertake quality improvement projects. Research within the Trust is managed in accordance with the requirements of the Research Governance Framework. You must observe all reporting requirement systems and duties of action put in place by the Trust to deliver research governance.

Safeguarding Children and Vulnerable Adults

The Trust is committed to safeguarding children and vulnerable adults and you will be required to act at all times to protect patients. The appointees may have substantial access to children under the provisions of Joint Circular No HC (88) 9 HOC 8.88 WHC (88) 10. Please be advised that, in the event that your appointment is recommended, you will be asked to complete a form disclosing any convictions, bind-over orders or cautions and to give permission in writing for a DBS check to be carried out. Refusal to do so could prevent further consideration of the application.

Rehabilitation of Offenders

Attention is drawn to the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended by the Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) Order 1986, which allow convictions that are spent to be disclosed for this purpose by the police and to be taken into account in deciding whether to engage an applicant.

This post is not protected by the Rehabilitation of Offenders Act, 1974. You must disclose all information about all convictions (if any) in a court of law, no matter when they occurred. This information will be treated in the strictest confidence.

Health and Safety

Employees are required to take reasonable care to avoid injury or accident while carrying out their duties, in compliance with the Health and Safety at Work Act 1974, various statutory regulations, Trust and departmental guidelines, policies and procedures. This will be supported by provision of appropriate training and specialist advice.

Infection Prevention and Control

The Trust is committed to reducing hospital-acquired infections. All staff are expected to ensure that infection risks are minimised in line with national and Trust policies and best practice. They are supported in this by the infection prevention and control team.

Our Approach to Inclusion and Diversity

Inclusion is fundamental to our approach to organisational development, culture, service improvement, and public and patient engagement.

It is one of our core values and we have an inclusion lead to provide strategic oversight to the inclusion agenda. Our inclusion steering group is chaired by our interim CEO, Paul Roberts, and reports its progress to the Board of Directors.

Our aim is to create a positive sense of belonging for everyone, regardless of their background or identity, and to value visible and invisible differences, so everybody is respected and valued, and everyone feels comfortable bringing their whole selves to work and able to reach their full potential.

We have staff inclusion champions who provide information to colleagues and promote inclusion opportunities. We also have a range of networks which colleagues can join, including:

- Disability network
- LGBTQ+ network
- Ethnic minority network
- Neurodiversity Network

Once colleagues join us, we can share with them more information, including how to join any of these groups.





Living in Devon

Devon offers a quality of life few other English counties can match. Where else will you find such a unique landscape that encompasses over 450 miles of dramatic coastline, rugged moorland and gently winding rivers?

Interspersed with vibrant market towns, chocolate-box villages and sleepy hamlets, it is easy to see why we are consistently voted as one of the top places to live in the country.

Devon's outdoor lifestyle is its biggest draw. This natural playground is unsurpassed with over a third of the county designated as Areas of Outstanding Natural Beauty. You'll have over 5,000 km of footpaths and 250km of off-road cycle paths to explore, not to mention endless opportunities to surf along the vast stretch of Atlantic coastline or paddleboard across tidal estuaries.

There are good transport links to the rest of Devon, including the M5 and regular trains to Exeter with its art galleries, museum and theatres. Your taste buds will find plenty to savour here too - Devon is rightly proud of the farmers and producers who make the South West one of the best regions in the UK to enjoy locally produced food and drink. Northern Devon also benefits from an excellent range of community, private schools and colleges for further education.

Whether you fancy surfing or fishing, cycling or climbing, fine dining or hearty pub fare, the county really does have it all.

“Never let it be said, it’s all work and no play. Not here in Devon.”

Vibrant Cities and Friendly Market Towns

A thriving, forward-looking city, Exeter is home to the world-leading Met Office, boasts the UK's first leisure centre built to ultra-energy-efficient Passivhaus standard and has one of the top 20 universities in the country.

At the very heart of the city is Exeter Cathedral, an architectural gem surrounded by cobbled streets and beautiful old buildings, many of them shops and eateries. In the compact city centre, you can stroll alongside parts of the ancient Roman wall, visit the remains of Rougemont Castle or explore the depths of Exeter's historic Underground Passages. Exeter Phoenix Arts Centre and the Royal Albert Memorial Museum (RAMM), add to the cultural mix, plus you'll have performance venues such as the Northcott Theatre, the Barnfield Theatre and Corn Exchange close to the city centre.

The main shopping area provides a wide range of leading High Street brands alongside an eclectic mix of independent shops, many to be found in the narrow thoroughfares off Cathedral Close and the High Street. Nearby Fore Street is a haven for all things vintage and retro. Exeter also has a historic quayside, a great spot to sit and watch the world go by at one of the many cafes and restaurants with al fresco dining.

Friendly Market Towns

You'll find an array of historic towns across North Devon and Torridge such as Okehampton, famed for its easy access to stunning Dartmoor. Heading towards North Devon, you'll also have delights such as the charming harbour town of Ilfracombe and the riverside port of Bideford.

More information about the area and help with relocating can be found at www.royaldevon.nhs.uk/careers



Great for Families

Outstanding Ofsted-rated primary schools, high-ranking secondaries and proximity to two leading universities are some of the biggest draws to Devon, making this a desired destination for families. Whether you have young children or teenagers in tow, the sheer quality of education and extra-curricular activities available are guaranteed to impress.

Living and travelling

Housing wise, housing stock is diverse, with everything from thatched moorland cottages to Georgian townhouses and contemporary builds. Time and distance are different here, too. Many residents in this – the fourth largest county in the UK – are happy to travel up to an hour or more for work. This means there's a great deal of choice when it comes to finding somewhere to live.

Transport links are also good. The county has more than 8,000 miles of road – the largest road network anywhere in the country, although (it has to be said) many are narrow Devon lanes.

From Exeter's main station, Exeter St David's, there are fast and frequent rail services to Bristol (one hour), London (around two hours to Paddington) and Birmingham (under three hours to Birmingham New Street). Exeter itself has an impressive rail network with no fewer than nine stations serving different parts of the city. There are a number of branch lines providing services to Mid and North Devon, Dartmoor and the Exe Estuary. Exeter International Airport provides flights to numerous destinations throughout the UK, Europe and even North America.

Support with relocation

Our Medical Staffing Team will help you get settled, providing financial relocation support, help with somewhere to live, registration for children at one of the excellent local schools and support for partners seeking employment.

Contacts

The Trust welcomes informal enquiries.

Contact names are detailed below:

Chief Executive Officer

Sam Higginson

Email: penny.manley@nhs.net (PA to Chief Executive and Deputy Chief Executive)

Deputy Chief Executive Officer

Chris Tidman

Email: penny.manley@nhs.net (PA to Chief Executive and Deputy Chief Executive)

Chief Medical Officer

Prof Adrian Harris

Email: rduh.cmooffice@nhs.net

Medical Director – Northern services

Ms Cheryl Baldwick and Dr Gareth Moncaster

Email: rduh.cmooffice@nhs.net

Medical Director – Eastern services

Dr Karen Davies

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Divisional Director

Karen Donaldson

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Interim Group Manager

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Clinical Lead for Anaesthetics, Critical Care and Pain Management

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