



Royal Devon  
University Healthcare  
NHS Foundation Trust

# INFORMATION PACK

## SPECIALTY DOCTOR IN ACUTE PAEDIATRICS

For more information, please contact:  
[ndht.medicalstaffingteam@nhs.net](mailto:ndht.medicalstaffingteam@nhs.net) (Northern services)  
[rde-tr.MedicalHR@nhs.net](mailto:rde-tr.MedicalHR@nhs.net) (Eastern services)

 [NHSRoyalDevon](#)

 [RoyalDevonNHS](#)

[www.royaldevon.nhs.uk/join-us](http://www.royaldevon.nhs.uk/join-us)

# A Warm Welcome

Hi, I'm Suzanne Tracey the Chief Executive Officer of Royal Devon University Healthcare NHS Foundation. Thank you for the interest that you have shown in working with us, at what is an unprecedented time for healthcare across the UK.

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 paediatric department and are committed to the further development of this successful and cohesive team and recognise the importance of bringing the very best clinicians to Devon.

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

Suzanne Tracey

## JOB TITLE

Specialty doctor in acute paediatrics

## DATE OF VACANCY

Immediate

## BASE

North Devon District Hospital

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.



Chief Executive  
Officer  
Suzanne Tracey

## Application and Advisory Appointments Committee

We welcome enquiries for further information and encourage informal visits to the hospital and department. A list of contacts at the Trust is detailed in the final section of this information pack.

The post is offered on a whole-time basis (10 + 2PA) but suitably-qualified applicants who are unable to work full-time for personal reasons will be considered. The Trust is committed to flexible working arrangements, including job sharing. Such arrangements will be discussed with any shortlisted candidates on a personal basis.

Applications are through the NHS Jobs online service at [www.jobs.nhs.net](http://www.jobs.nhs.net). This will take you to the Career Gateway. Please apply using the online application form at this site. In the interests of equal opportunities, applications or supplementary information submitted by CV will not be accepted. A minimum of three recent references are required, including a satisfactory reference from your current employer or the Responsible Officer at your current Designated Body.

The provisional date for the interviews is TBC.

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



# Introduction

Royal Devon University Healthcare NHS Foundation Trust is seeking to appoint a speciality doctor in general paediatrics and neonatal care to join our paediatric department at North Devon District Hospital in Barnstaple.

Our paediatric department is friendly, successful and ambitious. The Royal Devon is a Trust which encourages and supports innovation, diversity, digital development and research. This role provides amazing opportunities to the successful candidate including; opportunities for teaching and training throughout the Trust and the region, involvement with research and national clinical audit and a rota designed to support career progression and the development of a personal area of interest. All of this against the backdrop of a Trust that is really going places with a new electronic patient record, a multi-million pound research facility, a significant development budget and big plans for the future.

The post-holder will work at Specialty Doctor (Tier 2) level taking part in the middle-grade rota of cover to general paediatrics and the level 1 Neonatal Unit. The post is substantive and attracts 10 + an additional 2 PAs including 1.5 SPAs. The department has Deanery Registrars, GP Trainees and F1 Doctors, rotating within their respective Peninsula Training Programmes. Outpatient clinics take place in a recently refurbished department at North Devon District Hospital. There is excellent imaging support.

We are based in Devon in the South West of England, a county renowned for its natural beauty, schools, infrastructure and quality of life. If you are interested in finding out more about the positions available, we'd love to hear from you and can also provide temporary accommodation to support a visit as well as a generous relocation package, should you choose to join us.

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

# Why choose the Royal Devon?

- **Research and innovation.** We recognise that research active departments deliver better clinical outcomes for patients and as such we invest continuously in a large programme of profession led and commercial research studies, many of which are internationally recognised and award winning.

We have a multi-million pound research facility, dedicated research staff and collaborative links with researchers from across the University. Funded time for the development of research proposals is available for interested consultants.

- **Service development.** The Royal Devon is a newly formed Trust supporting a population of more than 615,000 across more than 2,000 square miles of North, East and West Devon. The scale of operation brings opportunities to establish and develop innovative new services to better meet the needs of our patients.
- **Teaching.** The Royal Devon is a university trust that 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 to bring teams from both sites together. These meetings will also provide opportunities for your own CPD.

- **Career progression.** The size and structure of our Eastern team creates a strong framework for progression, whilst the flatter structure within our Northern service means rapid progression to areas of increased responsibility.
- **Investment.** The Royal Devon has received significant capital investment over the past 12 months which has allowed the implementation of a single electronic patient record (EPR) across the Trust. This investment has allowed expansion of the specialist nursing teams and improvements to the infrastructure at both base hospitals.
- **Location and relocation.** We are fortunate to be based in the beautiful South West of England and you can choose between the hustle and bustle of the city of Exeter, the rolling moors of Exmoor or the stunning beaches of North Devon. Schools, further education colleges and the University of Exeter are good or outstanding, crime rates are low, and transport links and infrastructure investment are also excellent. We can offer you temporary 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.

# About Royal Devon University Healthcare NHS Foundation Trust

We are a newly formed NHS Foundation Trust with a vast geographical footprint, serving a population of over 615,000 people and covering more than 2000 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 a workforce of over 15,000 staff.

Our services include two acute hospitals, 17 community hospitals, outpatient clinics, and community teams who care for people within their own homes. We also provide primary care and a range of specialist services, stretching from coastline to coastline, extending our reach throughout the South West Peninsula as far as Cornwall and the Isles of Scilly.

Established in April 2022, the Royal Devon brings together the expertise of Northern Devon Healthcare NHS Trust and the Royal Devon and Exeter NHS Foundation Trust, embracing change and innovation to develop new medical models, new ways of working, ground-breaking research and huge levels of investment into 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 to improve the care offered to our patients. This might include developing or introducing innovative services and bringing these to rural patients, teaching the doctors of tomorrow or undertaking award winning clinical research.

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](http://www.royaldevon.nhs.uk)



# The Paediatric Department

The Paediatric Department is contained within the Division of Medicine and Paediatrics of the Northern Devon Healthcare Trust and functions as a fully integrated department of both acute and community paediatric services.

The department has undergone a major investment in restructuring the physical accommodation for the paediatric service. This was completed in June 2016 to give a modern environment with close proximity of all components of the service. In addition, the department has produced a Paediatric Strategy for future working, agreed by the Executive team which has led to the appointment of two additional consultant paediatricians.

## Hospital services

Children's general in-patient services, neonatal care and the children's outpatient service is contained within the North Devon District Hospital site. United Bristol Healthcare Trust is the regional tertiary centre for paediatrics, and Derriford Hospital, Plymouth, is the Level 3 neonatal centre.

The Trust has recently invested heavily in Children's services with the co-location of the paediatric in-patient ward (Caroline Thorpe Ward), and Neonatal Unit, in the Ladywell Unit which also houses Maternity services. A modern, purpose designed children's outpatient facility is scheduled to be accommodated within the same building within the next 18 months. Consultant office accommodation for all consultants and their secretarial support will also be located here within the same time scale. This will harmonise working and ensure efficient communication across the department.



**Dermot Dalton**  
– Paediatric  
Consultant  
and Lead for  
Paediatrics

## General paediatrics

Caroline Thorpe Ward has 12 nominal inpatient beds, plus a 4 bed Children's Assessment Unit and a 2 bed Paediatric High Dependency Unit staffed by dedicated HDU nurses. We have a ward playroom facility with a qualified play leader, and an outdoor play area is due to be rebuilt in the near future. We have a full-time teacher and school on the ward. The school has won the Healthy School Award, the BECTA ICT Award and has also achieved "Good with outstanding features" in the recent Ofsted review.

The paediatric outpatient suite is currently within the main out-patient facility of the hospital as a temporary measure while building works take place to locate it within the Ladywell Unit. The new accommodation will consist of 5 consulting rooms, one large for multi-disciplinary clinics such as Diabetes and Cystic Fibrosis, a paediatric waiting area and play facilities. We have an excellent nurse led investigation unit that operates from within the out-patient department. Paediatric outpatient clinics are also held in peripheral clinics in Bideford, South Molton, Ilfracombe and Holsworthy.

Visiting specialists from Bristol Children's Hospital and Exeter conduct regular clinics in cardiology, renal, endocrinology, genetics and neurology.

Paediatric intensive care is provided jointly with the ITU anaesthetists in the general ITU. In discussion with PICU, short term ventilation of less complex cases can be provided locally overnight, but the majority of cases are transferred via a 24 hour retrieval service to PICU at Bristol Children's Hospital.

## Neonatology

Neonatal care is provided to Level 1 Plus including CPAP and short-term ventilation for stabilization prior to transfer. The delivery rate is approximately 1,700 a year. The unit has two intensive/high dependency cots and six special care cots set in a modern working environment. We electively transfer out babies in-utero who are below 30 weeks gestation or 32 weeks if twins. We also receive transfers into the unit from elsewhere in the Peninsula Network. Plymouth is the regional Level 3 unit taking all intensive care babies except those requiring surgery or cardiac care, these babies are referred to Bristol. The Plymouth Neonatal Transport Service moves babies around the region for the Peninsula Neonatal Network. The Peninsula and Western Neonatal Networks will merge in the near future into one South West Neonatal Network.

## Visiting specialist clinics

Cardiology	Bristol
Renal	TBC
Nephrology	Bristol
Endocrinology	Bristol
Genetics	Exeter
Neurology	Bristol

The appointee will be required to have recent experience in the management of neonates including resuscitation and stabilisation of premature babies prior to their onward transfer to other units.



## Community Children's Nursing

We have paediatric specialist nurses in oncology, diabetes, and cystic fibrosis. We also have a team of six Community Children's Nurses who provide an invaluable service facilitating early discharge from the ward, providing short and long term nursing care in the community, and supporting those with palliative care needs including end of life care. They work closely and cooperatively with the two nurses from the Integrated Children's Services responsible for special needs and palliative care.

### Tier 1 and Tier 2 doctors

Tier 1 – "Junior tier" doctors: 2 GP ST2 trainees, 2 FTSTA 1-3 trainees and one F1 trainee

Tier 2 – "Middle Grade" doctors: 2 Specialty Grade doctors, 3 ST3 trainees and one ST4-8 trainee

Currently we have six Tier 2 (middle grade) doctors with competences at ST3 level or above, including the two Specialty Grade doctors, working a full-shift rota with out-of-hours consultant cover from home. In line with national changes in the paediatric workforce and recommendations from the Royal College, some resident middle grade duties are provided by consultants working evening "resident" weeks 4pm to 10pm Monday to Thursday, and 3pm to 9pm Friday. There is a proposal to increase the Tier 2 to seven doctors, so that there will be middle grade support to the resident consultants.

The Tier 1 doctors currently consist of two FTSTA ST1 or ST2 paediatric trainees, two GPVTS ST1 or 2 trainees and also an F1 doctor.

## Paediatric consultants

Dr Dermot Dalton  
Clinical lead, Cystic Fibrosis, Respiratory

Dr Azar Mohamed-Ansar-Ali  
Renal lead and Royal College of Paediatrics tutor

Dr Chris Poh  
Safeguarding lead

Dr Andy Arend  
Cardiology lead

Dr Tiziana Fragapane  
Neonatal lead

Dr Tim Mason  
Sim and Research lead

Dr Rebecca Rub  
Eating disorder and endocrine lead

Dr Sadiya Halima Gumi  
Allergy and medical student lead

Dr Helen Sammons  
Epilepsy lead

Dr Michael Selter  
General paediatric consultant and rota coordinator

An "Attending Consultant" system is in place whereby all admissions to the Neonatal Unit and Caroline Thorpe Ward are reviewed daily by a consultant nominated for that week on a rolling 1:8 rota and working 0830 to 1730. The Attending week commences from 08.30 on Monday and goes through to 08.30 the following Monday. The weekend hours of Saturday and Sunday are covered by the Attending Consultant but weekday evenings and nights including Fridays, are covered by the other consultants. All new admissions come under the named Attending Consultant but existing patients admitted under other consultants will be reviewed by the Attending Consultant, liaising with the patient's named consultant when necessary.

Consultants also take part in a 1:7 rota of "Resident" weeks. They provide rapid access to expert consultant opinion, covering acutely 1600 to 2200 Monday to Thursday and 1500 to 2100 on Friday. At all times, a Tier 1 doctor will be working with, and supervised by them and in addition, for a proportion of the time a Tier 2 doctor is also available. A second consultant is available on-call from home.

When not acting as the Attending Consultant or working Resident hours, consultants will be undertaking clinic work or administrative duties

## Community paediatric service

The format of the Community service has been substantially remodelled to reflect the changes in the local pattern of long term conditions and also, suggested models of care outlined in recent Royal College documents. The result is the removal of the somewhat artificial boundaries between the acute general and the community paediatric services to produce a more responsive and flexible service. The aim in time is to join up working in a more seamless fashion with the other providers of child health care locally, specifically with that of the "Integrated Children's Service" for Devon to provide a truly integrated service.

## Working

All paediatric consultant posts have a substantial component of what may be regarded traditionally as acute general work but also an element of community work. Together with the Community Specialty Grade Doctor, they cover the range of community services including child development assessments, ASC assessments, community clinics, joint working with the Integrated Children's Service, developing the community paediatric service and providing the Named Doctor roles for Safeguarding, Looked After Children and Child Death Review.

The Community Lead post understandably has the greatest proportion of "community" work but all posts will contain elements to a greater or lesser extent. To illustrate this, we can use the example of a consultant who is caring for an extremely premature baby who has suffered severe brain damage. The child will stay under the care of that consultant throughout its childhood including if it attends the Specialist Children's Assessment Centre and later, the Pathfield Special School. We aim for consultants to attend clinics for their own patients within Pathfield Special School, overseeing their health needs and coordinating their care with other agencies.

## Specialty doctor

Dr Farah Tanvir  
Associate Specialist Community Paediatrician, Named doctor for Adoption and Fostering, ASC assessment. (9PAs)

## Location

The community team comprised of the Specialty Doctor and secretarial support is currently based at Barnstaple Health Centre within the centre of Barnstaple, about a mile from the main hospital site. We expect to locate this service within the main hospital site within the next two years in order to strengthen the new model of working.

## Work with other agencies

The community service links closely to the Integrated Children's Service of Devon CCG also based within Barnstaple. This provides community services such as Child and Adolescent Mental Health, Psychology, Specialist Nurses in complex needs and palliative care, Public Health Nursing, Speech and Language Therapy, Occupational Therapy, Physiotherapy and Social Work. The Community Lead provides input into the weekly multi-disciplinary referral meeting with the Integrated Children's Service to discuss and prioritise all referrals and will also facilitate the development of the community service as a whole, including the Specialist Children's Assessment Centre and supervising the work of the Specialty Grade doctor.

## Safeguarding children and named doctor role

The Trust works closely with other agencies to provide this service:

Dr Chris Poh

Named Doctor Child Protection NDDH

Anna Brimmacombe

Named Nurse Safeguarding Children NDDH

Dawn Henry

Named Midwife

Paula Goodship

Lead Nurse Children in Care Devon CCG (North)

All individual consultant paediatricians remain responsible for the safeguarding issues relating to their patients. These include responding to referral for assessment and examination by police, Children and Young Persons Service, GPs or ED consultants, both in and out of hours, and for providing medical reports, attending strategy meetings, case conferences, court etc. They may, however, seek advice and guidance from the Named Doctor in regard to process and procedure or to discuss complicated cases. The Specialty Doctor in Acute Paediatrics is encouraged to develop their skills in this area by taking part in report writing and attendance at meetings with the guide of a consultant.

Suspected child sexual abuse (CSA) is not managed by the Paediatric Service locally. Devon has an arrangement for assessment of CSA cases, currently with G4S, provided by two trained police forensic medical examiners. They may seek attendance at the examination by a general paediatrician to assist in excluding any other coexisting paediatric condition but such attendance, while desirable, is not always possible.

## Neurodisability and development

Highfield House Specialist Children's Assessment Centre is the main site for assessment of children with suspected disability or developmental needs and is located within the Barnstaple Health Centre. Developmental assessments for preschool children are undertaken by Health Visitors using the Schedule of Growing Skills tool. Along with other professionals such as GPs and paediatricians, they refer children with particular developmental concerns to the Specialist Children's Assessment Centre for multidisciplinary assessment. This includes input from education and portage, paediatrics, nursing, physiotherapy, occupational therapy, and visual and hearing assessments. Children are followed up within this service to the point of discharge or transfer to school, either mainstream or special schools. As part of the multidisciplinary assessments, the Specialty Grade Community Paediatrician will undertake the developmental assessment of these children with supervision and assistance provided when necessary by a consultant.

## Special needs and complex health needs

There are several "special schools" or units within the health care community area, listed in the table below. All consultant paediatricians will be involved in assessment and management of the medical and physical needs of these children, either seeing them within the usual hospital clinic setting or at the specific clinics at Pathfield Special School.

## Nurseries and schools for children with complex needs

Pathfield School for children with moderate learning, emotional and behavioural difficulties.

Lampard Units in mainstream schools or nurseries for children with special needs.

Highfield, Newport, Orchard Vale, Holsworthy Primary Unit/Schools for children with emotional behavioural difficulties.

Marland, Pupil Referral Unit Barnstaple, Units for children with hearing impairment attached to mainstream schools East the Water Nursery and Primary School, Bideford College, Bideford College 6th Form

## Autistic Spectrum Condition (ASC) Service

ASC assessments are organised into two age groups, those under 5 years and those over 5 years. The Community Lead Consultant and the Community Specialty Grade doctor will contribute to these assessments. In both cases, assessments are performed in a multi-agency setting. Those under 5 years are assessed at Highfield House with multi-agency involvement by that team. Those over 5 years are assessed through the Integrated Children's Service with Speech and Language Therapy and Psychology contributing. The Speech and Language Therapists are both ADOS trained and it is envisaged that the Community Lead and Community Specialty Grade will be competent in either or both ADOS and 3Di.

## Child and Adolescent Mental Health Services (CAMHS)

The CAMHS team is contained within the Integrated Children's Service based at Springfield Court in Roundswell, Barnstaple. There are a number of therapists offering Family Therapy, Behaviour Therapy, and Psychotherapy, together with Primary Mental Health Workers and Social Worker support. Medical input is provided by a team of psychiatrists and Community Psychiatric Nurses.

The Consultant Child and Adolescent Psychiatrists are:

Dr Sarah Rawlinson

Dr James Rodgers

Dr Susan Howson

## Surveillance for school aged children

This is largely carried out by the Public Health/School Nurses who work closely with schools. The Specialty Grade Community Paediatrician is available to school nurses to discuss concerns, and also provide secondary level services to school children identified with ongoing health needs, referring on to other consultant paediatricians when appropriate.

## Immunisation

The Specialty Grade Community Paediatrician provides secondary backup for primary care (GP's and Practice Nurses) as well as acute paediatricians for giving relevant advice in case of queries or problems for paediatric age group immunisations. An immunisation helpline for health professionals is also available for this purpose.



## Named doctor for looked after children, adoption and fostering

The majority of this work is done by the Community Specialty Doctor Paediatrician but with the Community Lead providing clinical supervision and oversight.

## Undergraduate teaching

The appointees will be expected to take part in undergraduate teaching. Currently, Dr Sadiya Gumi is responsible for the medical student placements within paediatrics. Students attend 6 week rotations from the Exeter Medical School (previously Peninsula Medical School).

## Post-graduate teaching

The department has an active postgraduate teaching programme. We have several teaching sessions every week including a grand round, journal club and simulation sessions. The department has received good/excellent feedback from the GMC survey and Quality panels for the level of training provided.

The Trust runs PILS and EPLS courses to which the department contributes.

The Department provides a regional training days for ST1-5 trainees every year.

The appointees will contribute to the rolling programme of middle grade teaching, including relevant community paediatric topics.

## Research

A number of research projects are active at any time within the paediatric department, usually with consultants assigned as Principle Investigators. This provides a significant source of job satisfaction for individuals and a small amount of income to the department that can be used to assist with study leave.

The Research Lead for the department is Dr Dermot Dalton, supported by a very active and competent Trust research department.

The Northern Devon Healthcare NHS Trust manages all Research in accordance with the requirements of the Research Governance Framework. As an employee of the Northern Devon Healthcare NHS Trust you must comply with all reporting requirements, systems and duties of action put in place by the Trust to deliver Research Governance.

## Audit

The department takes part in regional neonatal and critical care audit, as well as national audit projects. There is a supportive audit and clinical effectiveness department. The appointees will be expected to contribute to audit relevant to their areas of interest including safeguarding and community issues.

# Job Description

## 1. Post title

Specialty doctor in Acute Paediatrics and Level 1 Neonates

## 2. Clinical commitments

### Duties of postholder

The appointee will join a team of consultants, Tier 2 middle grade and Tier 1 doctors who work together to provide an integrated acute and community child health service to the children of North Devon. The main role is that of a middle grade doctor taking part in the rota of cover for general paediatrics based in the main paediatric ward, Caroline Thorpe ward, and for the Level 1 neonatal unit based adjacent to this. Consultants also take part in this same rota providing evening resident cover. The Job Plan is attached and provides for 10 + 2 PAs including 1.5 SPAs. There is the flexibility within the Job Plan to develop an area of specialist interest and the appointee will be actively encouraged to target their SPA time to both develop their career and to meet the aims of the department. The post holder will be encouraged to be heavily involved in education and a very flexible job plan can be offered.

### Duties of the post

The post holder will undertake paediatric and neonatal direct clinical care in line with their level of training and competence, including:

- Responsibility for paediatric and neonatal admissions and ongoing care as per the rota.
- Undertake ward rounds independently but with Consultant supervision.
- Attend consultant ward rounds as appropriate.
- Participate in paediatric clinics.
- Administrative duties arising from this work such as prescriptions, discharge summaries, completing neonatal "Badger" forms and within a timely manner.
- Maintain effective communication with general practitioners, other professionals and hospital departments.

The post holder will undertake all usual supporting professional activities including:

- Teaching, supervision, induction, support and assessment of more inexperienced doctors and other staff. This will include both formal and informal teaching sessions for doctors, medical students and nursing staff, and teaching and assessment of practical procedures.
- Participation in Governance activity including Clinical Audit, guideline/policy/protocol development, Clinical Incidents and Adverse Events.
- Participation in research projects.
- Targeting CPD activity to address the needs of their career and the clinical knowledge and skills required of the post.
- Remaining up to date with all necessary resuscitation courses i.e. NLS and APLS/EPLS.
- Remaining up to date with Safeguarding training i.e. at level 3 or above.

### Job planning and appraisal

- The post holder will take part in the annual Job Planning process and with annual appraisal as arranged by the Trust, including the requirements of GMC revalidation.

### Emergency cover

- So far as is consistent with the proper discharge of the above duties the postholder undertakes to deputise from time to time for absent colleagues.
- The postholder undertakes, exceptionally, to be available for such irregular commitments outside normally timetabled duties as are essential for continuity of patient care.

## 3. Supporting professional activities

You will be expected to 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.

### Study leave and continuing education

Attendance at local, regional and national training courses is encouraged. Study leave is granted in accordance with the national Terms and Conditions of Service for Hospital Medical and Dental Staff (England and Wales). Both annual and study leave are built into the rota in the "Down" week 4.

Please see Annual Leave below as the requirements are the same.

Study leave is granted in accordance with the national Terms and Conditions of Service for Hospital Medical and Dental Staff (England and Wales).



**Barnstaple  
Town Centre**  
17 minutes walk  
from NDDH

Study Leave must be applied for 8 weeks in advance using the appropriate forms, signed off by the Lead Clinician. Agreed forms are then sent to the Medical Education Centre for recording and approving study leave expenses.

The Medical Education Centre is within the North Devon District Hospital. It has a tiered lecture theatre, three general seminar rooms, three medical student seminar rooms, a Clinical Skills Laboratory, and a tiered lecture theatre seating 70.

The award-winning Medical Library is situated on Level 0 and is both well stocked and offers on-line information via the Internet including the Cochrane Database and Medline. Access is available 24 hours a day.

Specific educational opportunities for the paediatric staff are as follows:

Tuesday, Wednesday, Thursday  
0845-0930

Friday "Grand Round" in Resource Room  
1100-1200

Friday lunchtime meeting  
1300-1400

Annual Academic Afternoon

Bi annual governance days

## Relationships

You will work closely with other medical staff, allied health professionals and non-clinical colleagues both within the department and in other specialties. In particular, you will be expected to develop working relationships with clinical colleagues within surgery, radiology, theatres and anaesthetics.



## 4. Outline job plan

A provisional outline job plan is below but is subject to modification.

The individual job plan and detailed timetable will be discussed with the successful candidate.

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.

Week	Mon	Tue	Wed	Thu	Fri	Sat	Sun
1	SCBU 08:30- 16:30	SCBU 08:30- 16:30	SCBU 08:30- 16:30	SCBU 08:30- 16:30	SCBU 08:30- 16:30		
2	Long day 08:30- 19:00	Long day 08:30- 19:00	Long day 08:30- 19:00	Long day 08:30- 19:00	SPA 08:30- 16:30		
3			Float 08:30- 16:30	SPA 08:30- 16:30	WEN 20:30- 09:00	WEN 20:30- 09:00	WEN 20:30- 09:00
4					WED 8:30- 21:00	WED 8:30- 21:00	WED 8:30- 21:00
5							
6	WDN 20:30- 09:00	WDN 20:30- 09:00	WDN 20:30- 09:00	WDN 20:30- 09:00			
7	SCBU 08:30- 16:30	SCBU 08:30- 16:30	SCBU 08:30- 16:30	SCBU 08:30- 16:30	SCBU 08:30- 16:30		



North Devon  
District Hospital

## 5. 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
<b>Clinical skills</b>		
Qualifications	MBBS (or equivalent) MRCPCH (or part thereof, and the aim to complete within 1 year of appointment) Registered with GMC with licence to practice NLS and APLS provider qualifications within last 4 years	DCH Higher degree
<b>Clinical experience</b>		
Clinical experience	At least 3 years of UK equivalent general professional training experience in Paediatrics with 6 months minimum experience in a level 2 or 3 neonatal unit Ability to resuscitate and stabilise neonates with experience within the last 2 years	Experience in related subjects e.g. A&E and anaesthetics
Clinical experience	Ability to undertake the full range of procedures normally expected within both general and neonatal paediatrics Understanding of clinical risk management Competent to work with supervision including consultant on-call from home Clear, logical thinking showing an analytical/scientific approach	Experience of clinical risk management
Clinical knowledge and skills	Shows knowledge of evidence-informed practice Commitment to continuing medical education Shows awareness of own limitations	Demonstrates breadth of awareness of issues Evidence of ongoing Safeguarding training

Requirement	Essential attributes	Desirable attributes
<b>Non-clinical skills</b>		
Teaching	<p>Evidence of previous teaching and training experience</p> <p>Willingness and ability to contribute to departmental and Trust teaching programmes</p>	<p>Defined educational roles or qualifications</p> <p>Evidence of teaching of undergraduates, junior doctors and multi-professional groups</p>
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>Evidence of innovative development and implementation of guidance</p> <p>Evidence of involving patients in practice</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 plans and constraints</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>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> <p>Information technology skills</p>

Requirement	Essential attributes	Desirable attributes
<b>Other requirements</b>		
Motivation and management of personal practice	<p>Punctual and reliable</p> <p>Good personal organisational and prioritisation skills, achieves 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	Demonstrates enthusiasm for North Devon as a place to live and work	



School room in  
Caroline Thorpe  
Children's Ward



# Main conditions of service



Appointment is to the NHS Specialty Doctor contract (2021) 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 Royal Devon University Healthcare NHS Foundation Trust.

The appointee will be professionally accountable to the medical director 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 Specialty Doctor contract 2021. The current scale (1/2022) is from £50,373 to £78,759.

## Leave

Annual leave entitlement is as described in the Terms and Conditions of Service Specialty Grade Doctors (England) 2021. Study leave entitlement is 30 days over a fixed three year period.

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.

## 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

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.

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.

Saunton Sands  
beach

20 minutes ride  
from NDDH





# 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 250 km 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.

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.

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.

## 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 (1 hour), London (around 2 hours to Paddington) and Birmingham (under 3 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.

**More information about the area and help with relocating can be found at [www.royaldevon.nhs.uk/join-us](http://www.royaldevon.nhs.uk/join-us)**

Albert Clock,  
Barnstaple Square





# Contacts

The Trust welcomes informal enquiries. Contact names are detailed below:

Chief Executive Officer

Suzanne Tracey  
Tel: 01271 311349

Chief Medical Officer

Prof Adrian Harris  
Tel: 01271 314109

Medical Director

Dr. Karen Davies  
Tel: 01271 314109

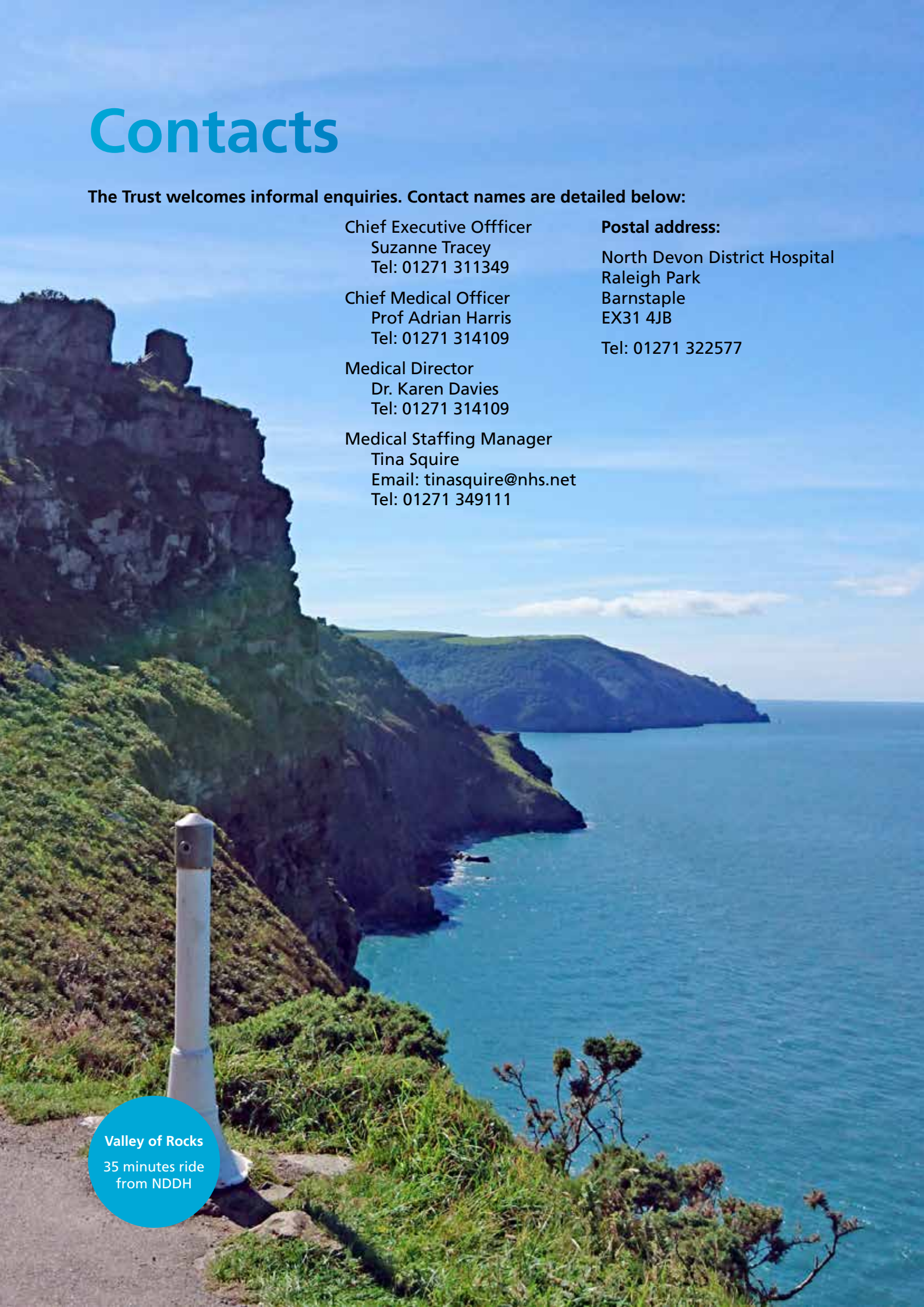
Medical Staffing Manager

Tina Squire  
Email: [tinasquire@nhs.net](mailto:tinasquire@nhs.net)  
Tel: 01271 349111

**Postal address:**

North Devon District Hospital  
Raleigh Park  
Barnstaple  
EX31 4JB

Tel: 01271 322577



Valley of Rocks  
35 minutes ride  
from NDDH