



Royal Devon
University Healthcare
NHS Foundation Trust

RECRUITMENT PACK

SPECIALITY DOCTOR IN HEALTHCARE FOR OLDER PEOPLE

(A COMMUNITY HOSPITAL BASED POST)
SUBSTANTIVE CONTRACT

For more information, please contact us:
rduh.medicalhr@nhs.net (Eastern services)



NHSRoyalDevon



RoyalDevonNHS

royaldevon.nhs.uk/join-us

A Warm Welcome

Hi, I'm Chris Tidman Deputy 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 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.

Chris Tidman

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.

JOB TITLE

Speciality Doctor in Healthcare for Older People (A Community Hospital Based Post)

Substantive Contract

BASE

Royal Devon University Healthcare NHS Trust Eastern

DATE OF VACANCY

February 2024

Cover image

Budleigh Salterton,
40 minutes car
journey from Exeter

Applications

Applications are through the NHS Jobs online service at 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.

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

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 last few years 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 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 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



Exeter Cathedral

1. Introduction

The department of Healthcare for Older People (HfOP) are keen to recruit a Speciality Doctor to work in our community hospitals in Exmouth and Sidmouth. This a new post with exciting development opportunities which are described in the 'duties of the post' below.

Our community hospitals are an integral part of our department with leadership from the consultants of the HfOP department. The units are nurse and therapy led providing rehabilitation and nursing care; the appointee would work closely with these teams and the doctors-in-training on the units to provide holistic and comprehensive geriatric care. Our team support a seamless transition at discharge to community services and aim for all our patients to receive the care they would choose in what is often a later phase in their lives'. The community hospital ethos is to enable patient and carer-centred outcomes and goals with the aim to optimise health, wellbeing and independence.

The Specialty Doctor would be working at the level of a senior middle grade physician with line management from the Healthcare for Older

People department at the Royal Devon University Healthcare NHS Foundation Trust Hospital. Please see provisional job plan below.

A doctor appointed to this grade will:

- Have full registration and a Licence to Practice with the General Medical Council; and
- Have completed at least four years' full-time postgraduate training (or its equivalent gained on a part-time or flexible basis) at least two of which will be in a specialty training programme in a relevant specialty or as a fixed term specialty trainee in a relevant specialty; or
- Have equivalent experience and competencies.

2. HOSPITALS AND SERVICES

The Royal Devon University Healthcare NHS Foundation Trust serves the mixed urban and rural population of Exeter, East and Mid and North Devon. In addition, patients access specialist services from a wider region including the rest of Devon, Somerset and Cornwall.

The Trust is governed by a unitary board comprising a Chairman, Chief Executive and 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, a Director of Transformation and Organisational Development, a Medical Director, a Director of Finance and Business Development and a Chief Nurse /Executive Director of Delivery.

The Non-Executive directors do not have responsibility for the day to day management of the Trust but share the Board's corporate responsibility for ensuring that the Trust is run efficiently, economically and effectively.

All permanent medical staff are members of the Medical Staff Committee which as an elected Chairman who represents the group at the Trust Management Committee.

Clinical services are currently managed in three divisions led by a Divisional Director, Associate Medical Director and an Assistant Director of Nursing.

For a full description of the main hospitals and services of the Trust see the Trust website <https://royaldevon.nhs.uk/>

3. THE WORK OF THE DEPARTMENT AND DIVISION

Healthcare for Older People

The Department of Healthcare for Older People is based on the main Wonford Hospital site. The administrative base for the department is in William Wright House. This is an office space for senior medical / nursing staff and secretaries with meeting room facilities, kitchen and shower as well as outdoor space and bicycle racks. Our inpatient wards include:

- Three wards for the acute assessment and early rehabilitation of older patients (Kenn, Bovey and Ashburn wards);
- One acute general medical / movement disorders ward shared with Neurology (Bolham ward);
- An acute general medical/infection control ward (Torridge Ward);
- An integrated acute and rehabilitation Stroke Unit based on Clyst Ward (recently graded 'A' in the SSNAP report);
- A stroke rehabilitation ward (Yealm ward);
- Consultant-led Orthogeriatric care on the Trauma Unit, in partnership with the Trauma and Orthopaedic teams;
- A peri-operative medicine service for surgical wards;
- A Frailty unit 13 beds (see ACE service below);
- An Acute Care of the Elderly (ACE) team based on the frailty unit working closely with our acute medical colleagues in development of the virtual ward and providing out-reach to the acute medical unit and the emergency department
- Community Hospital wards in Tiverton (32 beds), Exmouth (16 beds) and Sidmouth (24 beds).

We are a large department with 23 consultants committed to providing comprehensive care for frail older patients. All of the medical consultants in the team are also General medical physicians dedicated to maintaining our clinical competence with involvement in the acute medical take at the Wonford site.

We are proud of our community hospitals and the vital role they play in providing inpatient care for frail patients for whom care in the acute hospital is no longer required but there is a need for ongoing inpatient rehabilitation and discharge planning.

The care of the inpatients is led by nurses and therapy staff with Consultant support from the HfOP department with one formal ward round per week. There is a doctor-in-training/ trust doctor based on each ward.

As well as inpatient beds in the community hospitals, there is also an ambulatory care service led from Sidmouth hospital for patients requiring day case treatment such as blood transfusion and endocrine tests.

There are also out-patient clinics run by the HfOP consultants in each of the community hospitals for the assessment and management of patients with Parkinson's disease, falls and general medical patients referred to our service. The successful appointee might choose to participate in the out-patient service and this can be negotiated.

We are all enthusiastic about teaching and training. The community team provide teaching for 3rd and 4th year University of Exeter medical students who do placements at each of our community hospitals and with the urgent community response teams who also work from those hospitals. There is opportunity for the post holder to engage with this teaching.

There is an active programme of regular postgraduate education including a weekly Medical Department meeting, monthly 'Schwartz Center' psychosocial grand round, weekly neuroradiology liaison meeting, and weekly HfOP departmental meetings. These are accessible remotely to encourage engagement across all trust sites.

The department has a strong reputation for engagement in research and consistently high recruitment for many studies in the fields of Stroke, Parkinson's disease and Dementia.

If research was of a particular interest to the post holder then we would be delighted to offer opportunities to engage in that aspect of our work.

Psychogeriatric services are provided by the Devon Partnership Trust. The majority of in-patient beds and day services are situated in the localities, and the majority of assessment and respite care for organic and functional psychiatric disorders in older patients takes place in these units. The assessment unit for older patients in Exeter City is at Franklyn Hospital.

We support the geriatric unit and medical department at the trust's Northern site in Barnstaple. North Devon District Hospital (NDDH) is a wonderful place to work, with enthusiastic colleagues and good general medicine in a beautiful location. An Eastern-based Consultant visits every Friday to support inpatient HfOP cover. There is a frailty virtual ward supported by multiple MDT members (e.g. Advanced Clinical Practitioners, Physician Associate) that helps support early inpatient discharge and ongoing community support.

Medical Staffing

Consultants in Healthcare for Older People (15 full-time and 9 less-than full-time, including stroke physicians). There are 23 substantive NHS medical consultants in the Department, two clinical academics and two nurse consultants:

Dr O Mike Jeffreys
Consultant Physician, HfOP

Prof Martin A James
Consultant Stroke Physician/ Honorary Clinical Professor (UEMS) & Lead Clinician, Stroke Medicine

Dr Anthony G Hemsley
Consultant Stroke Physician and Medical Director, RDUH (Eastern)

Dr Susie A Harris
Consultant Physician, HfOP, and Joint Lead Clinician, HfOP

Professor W David Strain
Clinical Senior Lecturer in Diabetes and Vascular, Preventative Medicine/Honorary Consultant in Stroke and General Medicine. Joint Lead Clinician, HfOP

Dr Paul D Mudd
Consultant Stroke Physician and Geriatrician, HfOP

Dr Jane E Sword
Consultant Stroke Physician and Geriatrician (LTFT), Clinical Director for Elective Care

Dr Anna E Hinton
Consultant Physician, HfOP (LTFT)

Prof. Ray P Sheridan
Consultant Physician, HfOP (also Director of Medical Education)

Dr James T Mulcahy
Consultant Physician, HfOP and Orthogeriatrics

Dr Lisa Y Bartram
Consultant Physician, HfOP and Orthogeriatrics (LTFT)

Dr Joe W Butchart
Consultant Physician, HfOP

Dr Sarah S Jackson
Consultant Physician, HfOP

Dr Salim P Elyas
Consultant Stroke Physician and Geriatrician/
Honorary Clinical Senior Lecturer (UEMS)

Dr Jessica M Kubie
Consultant Stroke Physician and Geriatrician (LTFT)

Dr Nicola C Mason
Consultant Stroke Physician and Geriatrician (LTFT).

Dr Suzy V Hope
Consultant Physician, HfOP and Lecturer in Geriatric Medicine (UEMS)

Dr Angie Logan
Consultant Nurse in Stroke

Dr Jackie Stephenson
Consultant Physician, HfOP and Community Geriatrics (LTFT)

Dr Maggie Cairns
Consultant Physician, HfOP (LTFT)

Dr Tomoaki Hayakawa
Consultant Physician, HfOP

Dr Aisha McClintock
Consultant Physician, HfOP (LTFT)

Dr Lindsay Jones
Consultant Physician, HfOP (LTFT)

Consultants are supported by:

- 5 specialist Registrars (South West Rotation)
- including academic trainees
- 1 associate specialist
- IMT/CT1/CT2 trainees
- GP Speciality Trainees
- F1 & F2 doctors
- Trust doctors
- 1 research fellow (movement disorders)

4. POSITION OF SPECIALIST DOCTOR UNABLE FOR PERSONAL REASONS TO WORK FULL-TIME

The post available is a whole-time equivalent post. Any Doctor who is unable for personal reasons to work these hours will be eligible to be considered for the post. The Trust is committed to flexible working arrangements including job-sharing. Such arrangements will be discussed with any shortlisted candidate on an individual basis.

5. THE JOB ITSELF

TITLE: Speciality Doctor Healthcare for Older People (Community Hospital)

RELATIONSHIPS: The employer is the Royal Devon University Healthcare NHS Foundation Trust.

Duties of the post

The main duty of this post is to provide a senior middle grade medical cover at the Exmouth and Sidmouth hospital sites. The post holder is expected to supervise and support junior medical staff with the oversight of the two wards. A vital role for this post holder is the engagement of patients, their families and General Practitioners in discussions about future care such that when patients leave our community hospitals they have the best chance of receiving the care they would choose that is appropriate for them.

Victoria ward at Sidmouth hospital and Doris Heard Ward at Exmouth Hospital are nurse led units for the multi-disciplinary care of patients who do not require the services of the acute trust (Royal Devon and Exeter Hospital) or for whom intensive medical treatment is no longer appropriate. The work is supported by consultant medical cover provided by the HFOP department at RDUH. There is a consultant ward visit weekly. In addition, there is always remote support. EPIC, our electronic patient record makes this easy and effective.

The two medical wards are staffed by doctors-in-training; usually a GP trainee at Exmouth hospital and a Foundation level 2 doctor at Sidmouth hospital. The post holder plays a vital role supporting and training these junior doctors.

The staffing level of the ward can be variable due to various clinical pressures affecting our NHS healthcare. The post holder is expected to act down when there is a shortage of ward doctors, i.e. to do the ward jobs normally carried out by the ward junior doctors as specified in the role of the ward of medical staff.

Our Multi-disciplinary teams at the community hospitals are excellent and enjoy the close working with the medical teams to ensure that the patients' hospital stay is productive and progresses at the correct pace for the patient. Communication with the team is formalised at board rounds daily and continues ad hoc throughout the working day.

This is a new post and forms part of an enhanced staffing approach for our Community Hospitals. We will be appointing advanced clinical practitioners to our community hospital teams and the post holder will be integral in providing support and training these individuals and helping develop their role.

At RDUH, we are continually developing our services to meet the needs of our population and the next few years are likely to see stronger links develop with our community services with more care provided in patient's own homes and care settings. The opportunity may arise for the successful post-holder to be involved in this work as it progresses.

The post will be of interest to those who are deemed to have a sufficient medical experience at a level equivalent of a senior GP or a trust grade medical registrar.

Education and Training

There is a responsibility to teach junior medical staff on the ward and medical students from the University of Exeter Medical School. The new appointee would be expected to provide clinical supervision to junior doctors.

There are opportunities for education/teaching at Tiverton District Hospital and the post holder is encouraged and actively supported to attend them remotely;

Trust Grand Round (Lunch time every Tuesdays)

HfOP department teaching (Lunch time every Fridays)

We are in the process of creating regular MDT teaching sessions across the three community hospitals, and the successful applicant is encouraged to get actively involved in setting up and/or running this session.

University of Exeter Medical School

The Royal Devon University Healthcare NHS Foundation Trust is one of the NHS partners of the University of Exeter Medical School and our department has responsibility for part of the clinical undergraduate teaching programme. We would aim to involve the successful applicant in undergraduate teaching, through leading or supporting one of our undergraduate pathways.

Emergency On-call and Cover for Colleagues

This post does not include an on-call commitment.

Clinical Audit & Research

The post holder will be expected participate in the design and completion of audit and/or quality improvement projects leading to improvements in practice. Our department has a clinical audit lead and the Trust's Clinical Audit department help with the design and delivery of projects.

Administration

The appointee will undertake administrative duties associated with the running of his/her clinical work.

Leadership & Management

Specific leadership responsibilities for areas of the service will be agreed on an individual basis. The Trust is keen to help improve leadership and management skills and there are a number of training opportunities for clinicians interested in developing their non-clinical skills. The appointee is expected to be responsible to the Ward Consultants and Clinical Lead for the effective and efficient use of resources under his/her control, to contribute to the planning and development of the service and to participate in directorate/departmental meetings.

Professional Performance

The appointee will have continuing responsibility for their professional performance and will participate in annual appraisal provided by the trust. You will be assisted through the process of GMC revalidation by the trust's revalidation department.



Exmouth and the River Exe

45 minutes drive
from Royal Devon

The appointee will have continuing responsibility for the proper execution of their clinical workload and responsibilities as detailed in this job description.

The appointee will be expected to register for and participate in Continuing Professional Development (CPD), for which there is a Study Leave allowance.

Annual and study leave will be granted to the maximum extent allowable by the Medical & Dental Whitley Council regulations in accordance with the Trust's leave policy. There will also be a regular review of job planning to match the appointee's contractual commitments with the requirements of service delivery, both of which may change over time in post. It is a requirement that if the employee has concerns about the professional performance of a member of the medical staff, they have a duty to speak to the person concerned. If the matter is potentially serious, or satisfaction is not obtained with the direct approach, such concerns should be discussed with the Ward Consultants and/or Clinical Lead, if satisfaction is again not obtained, concerns should be discussed with the Associate Medical Director.

Infection Control

All medical and dental staff have a duty to practice safe medicine in relation to infection control and other issues. Appointees will therefore be expected to attend or complete e-learning infection control learning opportunities once per year as a minimum, and also to comply with Trust Infection Control policies and guidelines.

Leave

Annual and study leave will be granted to the maximum extent allowable by the Medical & Dental Terms & Conditions, but, in accordance with the Trust's leave policy.

Trust Mandatory training

All medical and dental staff have a commitment to safe and effective practice in relation to infection control and other issues. A comprehensive programme of induction is provided for new staff in the trust. The Trust has a rolling programme of mandatory training which covers infection control, manual handling, basic life support, information governance and safeguarding vulnerable patient groups. Appointees are expected to comply with Trust Infection Control policies and other guidelines and to follow GMC guidance on best practice and 'Duties of a Doctor'.

Mentoring and wellbeing

The post holder is encouraged to take up the offer of mentoring from a consultant colleague from within the trust. The trust also offers well-being courses, counselling and benefits schemes to all its staff. Less formally members of the consultant staff within the whole hospital and especially within the department are very supportive to each other.

6. TIMETABLE

There is opportunity for this post to be full time or part time and we can be flexible for the right applicant. The time table can be flexible and it is likely that the successful candidate may wish to modify the timetable to develop a suitable schedule of work after discussion with the team and their line management according to what they find works best for the patients and the teams.

Below is an example of a suggested timetable that would work if the appointee was full time. It is easy to see how this role might be split between two less than full time employees one focussing on each site but with modification to give some support to each site in annual leave.

For a single LTFT employee, modification to the timetable would be needed. It is likely, for example, the Exmouth clinic would not be included and attendance at consultant ward rounds would be removed and replaced with remote handover and dialogue with the consultant.

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Sidmouth Hospital inpatient reviews and support to ambulatory care	Sidmouth Hospital consultant round	Remote attendance at board rounds SPA (Audit&QIP/Admin/Management)	Exmouth Hospital consultant round	Sidmouth Hospital inpatient reviews Remote reviews for Exmouth hospital
Lunch time		Medical Grand rounds (remote access)			HfOP Departmental meeting (remote access)
PM	Exmouth Hospital Inpatient reviews	Ward work and family meetings Sidmouth hospital	Exmouth Out-patient clinic – Movement disorders	Ward work and family meetings Exmouth Hospital	SPA/ remote ward support

Sidmouth Hospital based

Exmouth Hospital Based

Remote working



7. Main Conditions of Service

Salary Scale

£52,530 to £82,400 per annum pro rata (appointment at speciality doctor level).

Annual Leave

Doctors upon first appointment to the speciality doctor grade shall be entitled to annual leave at the rate of five weeks and two days a year.

Doctors who have completed a minimum of two years' service in the specialty doctor grade and/or in equivalent grades or who had an entitlement to six weeks' annual leave a year or more in their immediately previous appointments shall be entitled to annual leave at the rate of six weeks and two days a year.

Doctors who have completed a minimum of seven years' service in the specialty doctor grade and/or in equivalent grades shall receive an additional day of annual leave and shall be entitled to annual leave at the rate of six weeks and three days a year.

Study leave

30 working days over period of three years.

Date of Vacancy

February 2024.

8. ACADEMIC FACILITIES

University of Exeter Medical School

The University of Exeter is one of the most successful universities of the 21st century. Research and education of the highest quality are at the heart of an inspiring community in which to learn, work and live. It has ambitious plans for the future, including a £275 million investment in facilities over the next five years. The University has recently accepted an invitation to join the prestigious Russell Group of leading research-led universities and was named the “Times University of the Year” in 2012/2013.

The University of Exeter Medical School (UEMS) is the newest College at the University of Exeter (<https://www.exeter.ac.uk/medicine/>). Formed from the disaggregation of Peninsula College of Medicine and Dentistry in 2012, it combines the best of the Peninsula Medical School and with the University of Exeter’s outstanding global reputation for academic excellence and student experience. The first intake of UEMS students was Sept 2013 and the final cohort of PCMD students graduated in 2018.

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 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 health care provision. Our 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. Years three and four of the programme are based at the Royal Devon and Exeter Hospital and at the Royal Cornwall Hospital in Truro and in their surrounding general practices and community health environments. In year five, students are involved in a series of apprenticeship attachments; to consultants and to Principal General Practitioners on a one-to-one basis throughout Devon and Cornwall in Barnstaple, Exeter, Torbay and Truro.

There is great scope for staff in NHS Partner Organisations to become involved in all aspects of the Medical School curriculum for undergraduate education; for example, clinicians may be engaged with PMS as clinical teachers, clinical skills tutors, and academic tutors. Clinicians can also volunteer to help with interviewing prospective students and the examination process.

The National Health Service (NHS) has been closely involved in the development of medical education in the South West and is the major UK employer of healthcare professionals. Significant growth in the number of doctors and the development of medical education, both pre- and post-qualification, contributes to the essential modernisation required to deliver the government’s NHS Plan.

The NHS in Devon and Cornwall has worked with the school to ensure that its services and facilities offer the right environment to support the way doctors, scientists, educators and researchers are trained.

The Research and Development Support Unit (RDSU)

The Trust holds a contract from the Department of Health to host a Peninsula wide Research and Development Support Unit to facilitate NHS R&D in the implementation of Evidence Based Practice in the research community. This Peninsula Unit, which was formed from three highly successful units, involves networks throughout the Peninsula embracing both Primary Care Secondary Care and supports all professional groups.

9. RESEARCH GOVERNANCE

All research undertaken must comply with Trust policy on Research & Development. Trust policy and guidelines are available on the Trust's Intranet site and specific compliance with the Research Governance Framework for Health and Social Care.

10. CANVASSING

Candidates are asked to note that canvassing of any member of the Advisory Appointments Committee will disqualify {see Statutory Instrument 1982 No. 276 paragraph 8(1)(b)}. This should not deter candidates from seeking further information relevant to the post from those members of the Trust detailed below and, further, this should not deter candidates from making informal visits to the Trust which are actively encouraged.

11. ACCESS TO CHILDREN AND VULNERABLE ADULTS

The person appointed to this post may have substantial access to children and to vulnerable adults.

Applicants are, therefore, advised that in the event that your appointment is recommended and in line with Trust policy, you will be asked to undertake an Enhanced disclosure check with the DBS prior to commencement of employment. Refusal to do so could prevent further consideration of the application. 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.

12. REHABILITATION OF OFFENDERS

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.

13. DATA PROTECTION ACT 1998

Candidates are informed that the information given by them in application for the post will be used only for the recruitment and selection process. For successful candidates this will then form part of their personal file, and for unsuccessful candidates the information will be destroyed. The information is stored both in hard copy form and minimally on a database. This information is held and administered in line with the Data Protection Act and the Trust's confidentiality procedure.



Equality, Diversity and Inclusion

The Royal Devon University Healthcare NHS Foundation Trust is committed to recruiting and supporting a diverse workforce and so we welcome applications from all sections of the community, regardless of age, disability, gender, race, religion and belief or sexual orientation.

The Trust is one of 39 NHS Trusts recognised as a diversity and inclusion partner by NHS Employers for 2019/20. This will provide the opportunity to develop and continuously improve the Trust's equality and diversity performance as well as giving the opportunity to influence national policy direction.

The Trust expects all staff to behave in a way which recognises and respects this diversity, in line with the appropriate standards.

The Trust is committed to fair and equitable recruitment processes for all applicants and will make any reasonable adjustments you require to our selection process.

Please contact the Medical Staffing Team to let us know what reasonable adjustments you require.

Personal Specification

	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none"> GMC (full registration with a licence to practice) Basic medical qualification e.g. MBBS/ MBChB or equivalent 	<ul style="list-style-type: none"> Membership of Royal College of Physicians (MRCP) Diploma in geriatric medicine
Experience and Knowledge	<ul style="list-style-type: none"> For a doctor to be eligible to apply for a specialty doctor post they must demonstrate that they have a minimum of four years (FTE or equivalent) postgraduate training in the UK (or equivalent EEA training) of which at least two years training must be in the relevant specialty or a recognised equivalent training; or have equivalent experience or competencies 	<ul style="list-style-type: none"> Elderly care experience in primary, secondary or community care
Skills and abilities	<ul style="list-style-type: none"> Excellent communication skills Openness, flexibility and independent clinical decision making IT literate 	<ul style="list-style-type: none"> Experience of using Electronic Patient Record (e.g. EPIC system)
General Skills	<ul style="list-style-type: none"> Able to work as a member of an MDT Adaptable to situations, can handle people of all capabilities and attitudes Commitment to team working and respect and consideration for the skills of others High standards of professional probity 	
Personal Qualities	<ul style="list-style-type: none"> Willingness to uphold the Trust's values Eligible to live and work in the UK 	

Further information

The Trust welcomes informal enquiries; the relevant people to speak to are as follows:

Clinical Leads – Healthcare for Older People:

Drs Susie Harris and David Strain

Tel: 01392 402594 or 406460

Email: susie.harris@nhs.net or

d.strain@exeter.ac.uk

Clinical Matron – Community Hospitals:

Toni Sutherland

Tel: 07970180101

Email: toni.sutherland@nhs.net

Cluster Manager – Healthcare for Older People:

Bradley Hoskin

Tel: 01392 402839

Email: bradley.hoskin@nhs.net



The Quay

20 minutes walk
from Royal Devon



Dartmoor

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.

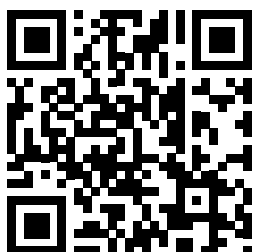
Transport links are also good. The county has more than 8,000 miles of road – the largest road network anywhere in the country, although (it has to be said) many are narrow Devon lanes.

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 royaldevon.nhs.uk/join-us



Budleigh
Salterton



Health and Wellbeing

At the Royal Devon, staff's health and wellbeing is hugely important to us. We are passionate about creating a happy and healthy work environment for our staff, and we have a range of benefits available to support staff's health and wellbeing.

We want to support staff to improve their physical and emotional wellbeing and help them to lead a healthy lifestyle. In order to be able to care for others, it's important that staff take the time to care for themselves.

The Trust has a Health and Wellbeing Improvement Practitioner, whose role is dedicated to improving the health and wellbeing of staff across the Trust. The Practitioner is also supported by a Health and Wellbeing group which includes

a number of clinical and non-clinical members from across the Trust.

We also have trained a number of Health and Wellbeing Champions and Mental Health champions across the Trust to support in creating a positive and healthy working environment for all.

We have a range of benefits available to support staff's health and wellbeing, including:

Staff Physiotherapy Service

All staff can self-refer to our dedicated staff Physiotherapy service to get early help with any musculoskeletal problems.

Staff Support and Counselling Service

All staff can access dedicated face-to-face and telephone counselling support for work and personal problems.

Employee Assistance Programme

We have a 24/7 service available which provides emotional support and advice to staff. This service also provides support with a range of personal problems such as financial, legal or tax advice.

Wellbeing Activities

We have a range of activities on offer for staff to access including meditation sessions, mindfulness courses, sleep coaching courses, staff away days and health checks.

Onsite fitness activities

We run a variety of fitness classes onsite, including Yoga, Pilates, Qi gong, Circuits and running groups.

Smoking Cessation Support

Staff can access up to 6 face-to-face sessions of support from a dedicated Stop Smoking Advisor.

Staff Lottery

Staff can sign up to our Staff Lottery and win first prize of up to £2500 in the monthly draw.

Cycle to Work Scheme

Through Cyclescheme, staff can obtain a Bike and accessories up to a maximum cost of £1,000 through a salary sacrifice scheme. Staff also benefit from a saving to the overall cost attained through reduced income tax, national insurance and pension deductions.



We're here if you need us!

For more information, please contact us:
rduh.medicalhr@nhs.net (Eastern services)



NHSRoyalDevon



RoyalDevonNHS

Privacy Notice

During the course of this recruitment process, the Trust will be collecting your data and processing it in accordance with relevant Data Protection Legislation. Please see our website for more information with regards to the Trust's Privacy Notice (Royal Devon website – Information Governance page).

This Privacy Notice is designed to provide you with further information on how we will be using your data for this purpose and to comply with the relevant legislation.