

## CONSULTANT **RECRUITMENT PACK**

**CONSULTANT IN TRAUMA AND ORTHOPAEDIC SURGERY – ELBOW AND SHOULDER** 

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





F NHSRoyalDevon Y 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.

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 within this brochure.

#### **Chris Tidman**

#### **JOB TITLE**

Consultant in Trauma and Orthopaedic Surgery – Elbow and Shoulder

#### BASE

Royal Devon University Healthcare NHS Trust Eastern

#### **DATE OF VACANCY** September 2024

**Cover image: Exmouth and the River Exe** 45 minutes drive from Exeter

## **Application and Advisory Appointments Committee**

Applicants must have completed specialist training in this role prior to taking up the appointment. The expected date of the award of the Certificate of Completion of Training should be no later than six months after the date of AAC interview for this post.

The applicant should also be entered on, or within six months of entry to, the GMC Specialist Register at the time of acceptance of an offer of employment.

Applications are though 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 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 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

## **1. Introduction**

An exciting opportunity has arisen to join the well-established Exeter Shoulder & Elbow Unit, in the Princess Elizabeth Orthopaedic Centre as part of the Royal Devon University Healthcare NHS Foundation Trust.

The Exeter Shoulder & Elbow Unit has a significant reputation for clinical excellence and quality research. This is a dynamic unit, who require an additional consultant colleague to help with the rising elbow workload. The applicant should be fully trained in general orthopaedics and traumatology. They will have been successful in the FRCS (Tr&Orth) examination, will be on the GMC Specialist Register, and will have undertaken a fellowship in shoulder & elbow surgery, including working within a specialist elbow hub. He or she will be expected to be highly skilled and competent in generalised elbow and shoulder procedures and be keen to develop a longer-term interest in a subspecialty field of elbow arthroplasty. In addition, the team share a significant workload of general trauma and shoulder and elbow sub-specialty trauma.

We are after a hard working, enthusiastic individual who is prepared to be part of a happy, multidisciplinary team. The successful applicant will be expected to work with a flexible timetable and commitments will include on call and Saturday lists. During their time with the team they will be supported and encouraged to develop further expertise in shoulder & elbow surgery. They should have an established track record of research and publication or in educational teaching.

In addition, the successful candidate will be required to demonstrate flexibility within their timetable in order to allow the Directorate to meet its activity targets.

### **2. THE DIRECTORATE**

The Directorate of Orthopaedic and Trauma is based at the Princess Elizabeth Orthopaedic Centre (PEOC) at the Royal Devon University Healthcare NHS Foundation Trust

PEOC presently provides routine and specialist orthopaedic work for residents of Devon & Cornwall and a tertiary Orthopaedic service for a wider area. The existing staff comprises 26 Consultant Orthopaedic Surgeons (including 6 spinal consultants), 6 Specialist Registrars, 9 Orthopaedic Fellows and 12 SHO's.

The Exeter Shoulder and Elbow Unit is the tertiary referral Elbow Hub serving Devon and Cornwall. It manages a wide portfolio of upper limb problems including sports injuries, degenerative joint disease, revision surgery and complex elbow and shoulder trauma. It also conducts leading edge research as part of the British Orthopaedic Association Clinical Trials Unit at the University of Exeter. The consultant team comprises 4 Shoulder and Elbow consultants, one of whom has a 50% university academic commitment. The appointee will be also be supported by 1 Fellow, a Specialist Registrar, a Surgical Care Practitioner and 2 Extended Scope Physiotherapists.

The unit offers outpatient services in shoulder, elbow, sports injuries, reconstructive surgery, paediatrics, spinal deformity, knee, hip, hand and foot surgery. Services are run both in Exeter and a number of community hospitals in East Devon, including day case surgery at Exmouth Hospital.

The successful candidate will be expected to carry out general trauma surgery, but also provide a specialist shoulder & elbow trauma service shared with the other consultants in the unit.

## **3. THE TRUST**

The Royal Devon University Healthcare NHS Foundation Trust is a Teaching Hospital based in the historic cathedral city of Exeter in the heart of the South West of England. The Trust serves a core population of approximately 400,000, as well as offering specialist care across the peninsula in a number of services.

## 4. POSITION OF CONSULTANTS UNABLE FOR PERSONAL REASONS TO WORK FULL-TIME

Any Consultant who is unable for personal reasons to work full-time 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 a personal basis.

### **5. THE JOB ITSELF**

TITLE: Consultant Orthopaedic and Trauma Surgeon (Elbow & Shoulder)

**RELATIONSHIPS:** 

The employer is the Royal Devon University Healthcare NHS Foundation Trust

The post is based on a whole-time appointment.

#### **DUTIES OF THE POST**

#### **Clinical Commitments**

The appointee will be expected to provide advice and specialist expertise through the full range of trauma work but will be expected to take additional responsibility for shoulder & elbow trauma and elective surgery; applicants will have a broad trauma training. The successful candidate would be expected to share in the on-call trauma rota with his/her colleagues, which is currently a 1:12 rotation, with a plan to move to a 1:16 rotation.

Trauma cover each week is provided by a multidisciplinary team of orthopaedic colleagues, with representation from each of the sub-specialty teams. The successful candidate will join colleagues from upper limb, foot and ankle, spines, and knees in a weekly trauma team. During each trauma week there is a general trauma case load review every morning, Monday to Friday, at 8.00 am, attended by the consultants and the multidisciplinary team, the on-call trainee doctors, as well as trauma theatre and trauma unit nursing staff and physiotherapists. It is also attended by other Consultants, and juniors, on a voluntary basis.

#### Education and Training

The post holder will be expected to participate in the SAC accredited Higher Surgical Training Programme and in the supervision of junior doctors in training. Excellent opportunities exist for the appointee to undertake original research work in his/her field. Links with the Universities of Exeter are strong. Exeter has its own Medical School.

#### **Exeter Medical School**

The Royal Devon University Healthcare NHS Foundation Trust is one of the NHS partners of the University of Exeter Medical School. The Department takes responsibility for part of the clinical undergraduate teaching programme. Time for teaching and preparation is arranged by mutual agreement with the Clinical Lead within the Trust's annual job planning and appraisal process.

## Emergency On-call and Cover for Colleagues

In addition to providing emergency cover for the absent consultant colleague, it is expected that the consultant(s) providing cover will also provide clinical supervision to junior staff caring for elective inpatients and day cases.

Locum cover will not normally be provided.

#### Clinical Audit & Research

To contribute to the development of Clinical Quality Standards. The successful candidate will be expected participate in the design and completion of audit projects leading to improvements in practice.

#### Health and Safety

The Trust has a Health and Safety Policy and all staff are required to be familiar with the policy to ensure a safe working environment.

#### **Clinical Governance**

All consultants are required to participate actively in annual appraisal and in clinical governance activities. The postholder will also be expected to take an active part in the evidence-based practice and risk management programmes. He/she will also participate in the Trust-wide continuous quality improvement programme, involving patients and users of the service as appropriate. Adverse incidents should be reported via the Trust policy.

#### Administration

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

#### Management

The appointee is expected to be responsible to the 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 the proper function of their work. 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 Clinical Lead, if satisfaction is again not obtained, concerns should be discussed with the 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 infection control learning opportunities once per year as a minimum, and also to comply with Trust Infection Control policies and guidelines.

#### Staff and office

The appointee will have office accommodation, secretarial support and access to their own PC and the Internet.

## 6. TIMETABLE

PROGRAMMED ACTIVITY SUMMARY	WEEKEND ON CALL / CATEGORY	NO. OF PA'S	TOTAL PA's
Frequency	1:12 Internal Cover		
Direct clinical care (including predictable and unpredictable on-call)		8.5	
Supporting professional activities (including teaching, CME, audit and research		1.5	
Other NHS responsibilities Peninsula Medical School		0	
External duties		0	
			10

The supporting professional activities (SPAs) allocation within the provisional job plan is an illustrative guide and will be finalised following individual agreement with successful candidate. A minimum of 1.5 SPAs will be provided within a full-time contract, for a consultant's personal development. Further discussion on supporting professional activities will occur as part of the normal job planning process.

The Trust is in a transitional phase of workforce modernisation in part due to the implementation of the new consultant contract, and aims to limit consultants' job plans to a maximum of 10 PAs per week.

#### On-call availability supplement

Current agreed on-call rota: 1:12 (moving to a 1:16 rota)

Agreed category: TBC

On-call supplement: 3%

## 7. Conditions of **Service**

#### Salary Scale

£96,333.00 – 126,281.00 per annum pro rata

#### Annual Leave

6 weeks + 2 days per year (+day off in lieu for each Public Holiday worked) rising to 6 weeks and 4 days after 7 years service pro rata. Five weeks of entitlement to be taken in full weeks. Part time staff may elect to take public holidays as they fall or a pro rata entitlement.

#### Date of Vacancy

September 2024

#### Domicile

On call Consultants are expected to reside within a reasonable distance of Exeter, normally within 10 miles or 30 minutes. Exceptions to this rule will need to be discussed with the Medical Director.

## 8. ACADEMIC FACILITIES

#### The University of Exeter Medical School

The University of Exeter Medical School is founded on a unique partnership between the University of Exeter and the NHS in Devon. All teaching is underpinned by a strong research base with research focused in the Institute of Biomedical and Clinical Science, Institute of Health and Social Care and the Institute of Clinical Education.

Years one and two of the Bachelor of Medicine. Bachelor of Surgery degree programme lay the scientific foundations for the future years of the course. Students are introduced to clinical methods and begin acquisition of a range of transferable skills, learning science within a clinical context. The 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. The curriculum is structured around the human life cycle and the first-year student studies human physical and psychological development from birth through to death. 70% is "core", providing the knowledge and abilities essential for entry into the Pre-registration House Officer year and 30% is comprised of Special Study Units, which allow students to select areas of interest to study in depth. In the second-year students revisit the human life cycle, this time with an emphasis on disease and the pathological and psychological impact of illness. The Years 3 and 4 programme moves away from the traditional curriculum model to reflect today's evolving models of care. Known as 'Pathways of Care', Years 3 and 4 reflects the patient experience of care in acute, primary and community care settings. Learning is patient centred. In year five students learn the job of medicine and start to develop their understanding of principles of practice in the NHS. Students are involved in a series of apprenticeship attachments; to consultants across the South West and to Principal General Practitioners on a one-to-one basis throughout Devon.

There is great scope for staff in NHS Partner Organisations to become involved in all aspects of the University of Exeter medical school curriculum for undergraduate education; for example, clinicians may be engaged as Clinical Skills Tutors, SSU Providers, and Academic Mentors.

#### 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 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 a disclosure check and a POCA (Protection of Children) list check with the CRB 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.

## **Person Specification**

REQUIREMENTS	E/D*	HOW TESTED? Application Form/ Interview/Test
QUALIFICATIONS/SPECIAL TRAINING: Full registration with the UK General Medical Council Completion of higher specialist training in Trauma and Orthopaedics Completion of Fellowship in Elbow and Shoulder Surgery Entry on Specialist Register for Trauma and Orthopaedics or CCT date within 6 months of interview date Fellowship of the Royal College of Surgeons or equivalent qualification Further postgraduate qualifications (eg. MD, PhD or other)	E E E D	Certificates CV
KNOWLEDGE/SKILLS/ABILITIES: Wide experience in Trauma and Orthopaedic surgery Evidence of career interest/commitment to Trauma and Orthopaedics Ability to take full and independent responsibility for clinical diagnosis, management and care of in-patients and out-patients Surgical competency elbow specialist trauma Completion of ATLS courses Attendance at a Management Course Attendance at a Teaching Course Ability to organise and manage waiting lists and patient priorities	E E E D D E	Logbook (Please submit logbook in summary format) CV Interview
<b>EXPERIENCE:</b> Evidence of teaching experience at undergraduate and postgraduate levels and ability to teach clinical skills Experience of Clinical Audit Experience of research and ability to apply research outcomes to clinical practice Demonstrable complex elbow surgery experience Previous experience working in a Regional Elbow Arthroplasty Hub	E E D E D	CV Interview
<b>PERSONAL REQUIREMENTS:</b> Enthusiastic, highly motivated, flexible and adaptable, and committed to develop the service Ability to cope in stressful situations Ability to work in a multi-disciplinary team Ability to communicate effectively both verbally and in writing with patients, carers, GPs, nurses and other agencies Caring attitude to patients	E E E E	Interview References
<b>OTHER REQUIREMENTS:</b> Committed to continuing medical education and professional development Honesty and reliability Able to undertake travel requirements of the post Evidence of publication in peer-reviewed journals	E E D	CV Interview

#### \* Essential/Desirable

Solvents		Driving	✓	Noise	
Respiratory Sensitisers		Food Handling		Working in Isolation	
		HAZARDS:			
Laboratory Specimens Proteinacious Dusts		Clinical Contact with patients	~	Performing Exposure Prone Invasive Procedures	
Blood/Body Fluids	✓	Dusty environment		VDU Use	✓
Radiation	1	Challenging Behaviour		Manual Handling	

## **Further information**

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

#### **Clinical Director:**

Mr Nick Talbot Consultant Orthopaedic Surgeon Princess Elizabeth Orthopaedic Centre Royal Devon University Healthcare NHS Foundation Trust Barrack Road Exeter EX2 5DW Tel: 01392 403598

#### Shoulder & Elbow Clinical Lead:

Mr Christopher Smith Consultant Orthopaedic and Trauma Surgeon Princess Elizabeth Orthopaedic Centre Royal Devon University Healthcare NHS Foundation Trust Barrack Road Exeter EX2 5DW Tel: 01392 403560

#### **T&O Cluster Manager:**

Mrs Lynsey King Royal Devon University Healthcare NHS Foundation Trust Barrack Road Exeter EX2 5DW Tel: 01392 408352

**The Quay** 20 minutes walk from Royal Devon

# Living in **Devon**

Dartmoor

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, highranking 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 extracurricular 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

#### 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. 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:

#### 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)

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## **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.

