



**Royal Devon  
University Healthcare**  
NHS Foundation Trust

# Consultant Post Application Information Pack

**Consultant Cellular Pathologist**

Fancy a change of scenery?

Doctors at Royal Devon University Healthcare NHS Foundation Trust have a work-life balance like nowhere else. At work, they are part of a supportive team, in roles that deliver all the challenges you would want from a medical career. In their spare time, they are out surfing, hiking, cycling and enjoying the most amazing scenery that Devon has to offer, with beautiful beaches just a stone's throw away from the hospital.

Our acute hospitals are big enough to provide real opportunities for innovation and research, but small enough for your work to make a real impact. We have close-knit teams with quick lines of communication and that means we make things happen.

We are a research-active Trust and encourage doctors, nurses and allied health professionals to lead research projects. Staff are actively encouraged and supported to share and develop their ideas to improve care.

We have a proven track record of staff satisfaction, with staff rating us as the top acute and community provider in the country in the latest NHS staff survey (2017). We're nationally recognised too, most recently being shortlisted for provider trust of the year in the Health Service Journal awards (2017) for the work we've done to improve every stage of a patient's journey through our services.

You'll find more information about the role and the Trust in this pack. Further information is available on our recruitment website, [www.ndhtjobs.com](http://www.ndhtjobs.com).

Please click on the video link 'What's it like working at NDHT' on the NHS Jobs website for more detail or search #loveNDHT on YouTube.

## Contents

Applications are invited for Consultant Cellular Pathologist posts, based at Royal Devon University Healthcare NHS Foundation Trust.

Details of the post and descriptions of the department and Trust are included in this information pack as follows:

Introduction

Job description

Outline job plan

Person specification

Pathology Department

Main conditions of service

Royal Devon University Healthcare NHS Foundation Trust

North Devon

Contacts

# Application and Advisory Appointments Committee

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

The posts are offered on a full time basis of 10 PA. We are committed to flexible working arrangements, including job sharing, consideration to offsite working (Digital reporting when available) and annualised job plans. We will discuss these arrangements with any shortlisted candidates.

Royal Devon has four posts available, three at Royal Devon & Exeter Hospital and one at North Devon District Hospital, this post. Candidates are invited to indicate which site they would prefer to work.

Applicants must have Full and Specialist registration (and with a licence to practise) with the General Medical Council (GMC), or be eligible for registration within six months of interview.

Applicants that are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview. Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT

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. Please note that canvassing of any member of the Advisory Appointments Committee (AAC) will disqualify the applicant from appointment (Statutory Instrument 1982 No 276 paragraph 8.1.b).

# 1. Introduction

Applications are invited for three posts of Consultant Cellular Pathologist, based at Royal Devon & Exeter Hospital.

We are pleased to offer three posts of Consultant Cellular Pathologist at Royal Devon & Exeter Hospital. This offers an exciting opportunity to join a well-established, respected and successful team. These posts have been created to both accommodate planned retirements and the increasing case numbers and complexity of cases seen in the department.

It's an exciting time to join the Royal Devon team following the implementation of EPIC, as we continue our integration of our pathology services and work with partners across our network to implement digital pathology. Together we believe these changes will open up further opportunities for collaborative working and career development should that be of interest to candidates.

The aim of the department is to manage the workload effectively so that we report clinically urgent specimens in a timely way to meet the needs of the patient, and also to ensure our Histopathologists have a day a week which they do not take 'new' clinical work they can use for SPA activity and to clear difficult cases. A balanced workload and excellent work life balance is something we strive for.

The hospital has a high performing UKAS accredited on site laboratory and is committed to maintaining this as part of a wider hospital network in the South West. The post will also attract other opportunities according to the interests of the successful applicant.

All major aspects of pathology are undertaken (apart from CNS, bone and paediatric tumours) and include upper and lower GI, gynaecology, haematology, renal, urology, liver, skin, endocrine, head and neck, sarcoma, breast and respiratory pathology as well as diagnostic cytology.

Applicants would be expected to offer two or three subspecialties to work alongside other team members from haematology, urology, head and neck, endocrine, sarcoma, skin and gynaecology. There will be an opportunity to get involved in undergraduate medical school teaching and a contribution to the autopsy service is highly desirable.

Through integration there will be opportunity to include specimens of subspecialty interest from complex surgery at the RD&E in a job plan. Candidates are encouraged to discuss this with us further if it's of interest.

Royal Devon is a unique organisation, delivering integrated acute and community services across North and East Devon and delivering specialist services across the whole of Devon.

Outside of work, with its national parks and Areas of Outstanding Natural Beauty, Devon offers an excellent quality of life and is consistently voted as one of the best places to live in England.

## 2. Job description

### 2.1. Post title

Consultant Cellular Pathologist

### 2.2. Clinical commitments

- To provide comprehensive diagnostic pathology service to patients of the Royal Devon and primary care facilities covered by the Trust.
- To provide a consultant advisory service for cellular pathology, covering all aspects of laboratory investigation including the interpretation of results and advice on further appropriate investigations.
- Undertaking and participating in clinical audit.
- The provision of cover for consultant colleagues on annual or study leave.
- To conduct post graduate and MDT meetings in conjunction with other consultant colleagues.
- An expectation to share with consultant colleagues in the medical contribution to departmental and hospital management.
- The appointees will be required to teach undergraduate medical students.
- The appointee will have the opportunity to take part in the Coronial autopsy service. This is out with the NHS contract and 'time shifted'. It is **not** a requirement of the post to participate in this work.

### Emergency calls

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

### Clinical administration

You will undertake administrative work associated with your clinical and other professional work. Adequate time and facilities for clinical administration, including appropriate office space, secretarial support and access to a personal computer, software and internet access, will be available.

### 2.3. 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

New consultants receive a further 0.5 SPA sessions for up to one year to facilitate their induction to the organisation, with a reciprocal reduction in direct clinical care (DCC). This will be reviewed after

six months with the possibility of a six month extension, following which it will revert to 1.5 SPA sessions.

The Trust may make up to one additional SPA session available by mutual agreement if the consultant takes on additional, non-generic SPA work (with a reciprocal reduction in DCC). The expectation is that such work will be aligned across the whole team.

Non-generic SPA work may include:

- Service development
- Clinical management
- Research
- Additional teaching and training activities, including educational supervision
- Additional governance activities such as acting as an appraiser or mentor
- National audit programme projects.

Further details are published in the job planning policy.

## **2.4. Relationships**

You will work closely with other medical staff, Biomedical Scientists and non-clinical colleagues both within the department and in other specialties.

The Trust actively encourages and supports consultant involvement in regional clinical networks.

In particular, you will be expected to develop working relationships with:

- Consultant Cellular Pathologist colleagues
- Pathology Clinical Director
- Cellular Pathology Laboratory Managers
- Biomedical Scientist staff
- Members of the Pathology Department at Royal Devon & Exeter Hospital
- Pathology service manager and other pathology management leads
- Consultants and their junior staff at both the Royal Devon & Exeter and the North Devon District Hospital sites.
- General Practitioners in the catchment area of the Laboratories.
- The Chief Executive & other senior staff at Royal Devon.
- Anatomical Pathology Technologists

### 3. Outline job plan

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

The individual job plan and detailed timetable will be discussed with the successful candidate. Special interests will be accommodated where they are compatible with service requirements.

It is expected that the initial job plan will be agreed within three months of the start date and will be reviewed annually or earlier, if necessary. The Trust uses the CRMS system to support its job planning process.

	<b>PAs</b>
<b>DCC</b>	
Surgical cutup, surgical and cytology reporting, MDT and associated administration	8.0
<b>SPA</b>	2.0
<b>Total</b>	10.0

#### 3.1. Provisional timetable

An important part of the Histopathologists workload is to report the clinically urgent specimens in a timely way to meet the needs of the patient. The aim of the department is to manage the workload effectively so that this need is met. This will be discussed with the successful candidate.

## 4. 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>Qualifications and training</b>		
Professional qualifications	<p>Primary medical qualification (MBBS or equivalent)</p> <p>Postgraduate Qualification in pathology (FRCPath or equivalent)</p>	<p>Distinctions, prizes, scholarships</p> <p>Additional postgraduate qualifications</p>
Professional training and memberships	<p>Full <b>and specialist</b> GMC registration and a <b>current</b> licence to practise <b>or be eligible for registration within six months of interview.</b></p> <p>Applicants that are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview. Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT</p>	
<b>Clinical experience</b>		
Employment	<p>Evidence of completion of a comprehensive broad-based, Histopathology and cytopathology training programme at specialty registrar level (or equivalent)</p> <p>or</p> <p>Clear demonstration of equivalent experience, with a minimum of six years at a level comparable with or senior to specialty registrar</p> <p>Evidence of training in Histopathology</p> <p>Career progression consistent with personal circumstances</p>	



Clinical knowledge and skills	<p>Demonstrates breadth of awareness of current issues and developments in histopathology</p> <p>Demonstrates ability to fulfil comprehensive general histopathology and cytopathology reporting duties at consultant level. Able to take full and independent responsibility for clinical care of patients and provide an expert clinical opinion on a range of problems</p> <p>Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge</p> <p>Able to prioritise clinical need</p> <p>Portfolio of practical clinical experience, including evidence of ability to perform all common histopathology and cytopathology procedures</p> <p>Caring approach to patients</p>	<p>Demonstrates awareness of breadth of clinical issues</p> <p>Clinical feedback from colleagues and patients</p>
<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 development</p>
Innovation, research, publications and presentations	<p>Understanding of the principles of scientific method and interpretation of medical literature</p> <p>Demonstrates a critical and enquiring approach to knowledge acquisition</p> <p>Demonstrates understanding of the research governance framework</p>	<p>Recent evidence of relevant research, presentations or publications</p>

Management and leadership experience	<p>Demonstrates familiarity with and understanding of NHS structures, management and current political issues, including an awareness of national strategic plans and constraints</p> <p>Demonstrates willingness to lead clinical teams and develop an effective specialist clinical service</p>	Experience of formal leadership roles or training
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>
<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	

## 5. The Cellular Pathology Department

### 5.1. Staffing

At present the Cellular Pathology department at Royal Devon & Exeter is staffed by:

Name	Role
Dr Ian Chandler	Consultant Histo Specialty interests: Breast, GI, Liver
Dr Nicola Cope	Consultant Histo/Cytopathologist Speciality interests: Gynae, Breast, Liver, Cytology
Dr Jennifer King	Consultant Histo/Cytopathologist Speciality interests: Skin, Breast, Cytology, Liver
Dr Rubia Khan	Consultant Histo/Cytopathologist Speciality interests: Skin, Breast, Sarcoma, Cytology.
Dr Efstathia Kyrodinou	Consultant Histo/Cytopathologist Speciality interests: Head & Neck, Endocrine, Cytology
Dr Trupti Mandalia	Consultant Histo Speciality interests: GI, Gynae
Dr Paul McCullagh	Consultant Histo/Cytopathologist and Head of Department Speciality interests: Haematopathology, Urology, Lung, Cytology
Dr Claire Murray	Consultant Histo/Cytopathologist Speciality interests: Breast, Skin, Cytology
Dr Emma O'Hare	Consultant Histo/Cytopathologist Speciality interests: Breast, Haematopathology, Cytology
Dr Amita Patel	Consultant Histo/Cytopathologist Speciality interests: Skin, Endocrine, Cytology
Dr Manish Powari	Consultant Histo/Cytopathologist and Trainee Programme Director Speciality interests: Lung, Urology, Cytology.
Dr Ramzi Rajab	Consultant Histo/Cytopathologist (WTI) and HTA Designated Individual Speciality interests: Renal, Skin, Urology.
Dr Patrick Sarsfield	Consultant Histo/Cytopathologist Speciality interests: GI, Haematopathology, Sarcoma, Cytology
Dr Sarah Saunders	Consultant Histo/Cytopathologist and Hon. Clinical Senior Lecturer Speciality interests: Head & Neck, GI, Renal, Cytology
Dr Leonid Semkin	Consultant Histopathologist Speciality interests: Breast, GI
Dr Abigail Wheal	Consultant Histopathologist Speciality interests: Breast, Gynae
Dr Tanwen Wright	Consultant Cytopathologist Speciality interests: Breast, GI, Lung, Cytology

In addition to medical staff, the team includes an experienced team of:

<b>Histopathology</b>	
Advanced practitioners	2.0
Band 8a	1.0
Band 7	2.4
Band 5/6	6.5
MLA/MTO (Band 2/3)	7.6
Trainee BMS	1.0
Secretaries (Band 3/4)	4.2
<b>Cytopathology</b>	
Band 8b Advanced practitioner	1.0
Band 7	1.0
Band 5/6	3.0
Trainee BMS	1.0
<b>Mortuary</b>	
Band 7	1.0
Band 6	1.0
Band 5	1.0
Bereavement/ERS	3.7

#### Secretarial Support and Office Accommodation

The appointee will have private office accommodation and secretarial support. A consultant grade microscope with teaching facility and digital camera will be provided. A networked modern personal computer, as well as access to the Internet and up to date diagnostic “bench books” and core journals will be provided.

## **5.2. Departmental management**

Day to day managerial & operational links is with the Clinical Director Pathology, currently vacant, but expected to be filled ahead of appointment and the Pathology Service Manager, Lee Luscombe.

A Consultant Cellular Pathologist, Dr Trupti Mandalia, is head of department. Individual consultants have full professional independence of medical matters and are accountable to the Associate Medical Director for Clinical Support & Specialist Services Division, currently Dr Corinne Hayes. The Trust has a system of yearly consultant appraisal which forms part of the revalidation process with consultants allocated their appraiser from a range of suitably trained individuals. There have been no problems in agreeing a job plan.

#### Departmental workload

The workload is tabulated below:

<b>Type of Activity</b>	<b>Requests in year 2021/22</b>
Histology	34,000
Diagnostic cytology	3,500
Coronial Autopsies	500
Perinatal/paediatric autopsies	N/A

## The Services

### **Cellular Pathology**

The department of Cellular Pathology is UKAS (ISO15189) accredited and the laboratory participates in appropriate external quality assurance (EQA) schemes for histopathology and cytopathology. The current annual workload of the department is 34,000 histopathology requests and 3,500 non-gynaecological cytology requests. The department receives a wide range of biopsy and resections specimens from all the major specialities noted above. Approximately 10 per cent of histopathology requests are received from primary care doctors.

### **Histopathology**

Consultant Pathologists operate a system of flexible subspecialist reporting in a range of subspecialties. Work is distributed by the laboratory using a hybrid pull-push system, whereby specialist/urgent work is pushed to specified consultants while non-urgent work is pulled by consultants during periods of reporting.

A wide range of MDMs are held on a regular basis including Breast, Gynaecology, Urology, Lower GI, Upper GI, Inflammatory Bowel Disease, Head & Neck, Dermatopathology (including inflammatory skin), Lung, Haematology and Sarcoma as well as medical Renal, medical Liver and Endocrine. MDMs are held in the purpose equipped MDT room in the main hospital, in the seminar room in the Centre for Women's Health, and in the Peter Anthony Seminar Room in the Histopathology Department. Recently however all MDMs have been held on MS Teams.

The department is adequately staffed with biomedical scientists experienced in routine work, immunohistochemistry and immunofluorescence. The department has Advanced Practitioners in Histopathology Specimen Dissection who dissect a number of benign and malignant specimen types. The equipment is modern and the space has been largely refurbished and includes a room for (high risk) frozen sections. Inflammatory Skin and Renal immunofluorescence is undertaken using the two fluorescence microscopes located in the Department. An electron microscopy service is currently provided by Southampton University.

There are facilities for digital specimen photography. There are plans for the slide and block archive to be relocated to a new offsite space. A departmental library includes a full range of current textbooks. Some specialty journals are available and are regularly updated.

### **Cytopathology**

The department reports a wide range of non-gynae cytology specimens which are screened by BMS staff and then reported by pathologists. We also have a Consultant BMS practitioner who independently reports a proportion of specimens. There is an active FNA service directly supported by BMS staff in EBUS, EUS, Head and Neck and Thyroid clinics. BMS staff also attend wards and radiology department on a request basis.

### **Screening Programs**

The Cellular Pathology Department participates in the following screening programs:

- NHS Breast Screening Programme.
- NHS Bowel Cancer Screening Programme.
- NHS Cervical Screening Programme.

Consultants contributing to the screening programmes are expected to participate in the National Quality Assurance Programmes and attend scheduled training days and meetings.

## Teaching and Training

### Postgraduate Education and Training

The successful applicant will be expected to participate in teaching of the Specialty Trainees in Histopathology. There are formal training sessions in histopathology and cytopathology on a weekly basis for the junior medical staff. These training sessions occur on a multiheaded training microscope in the Department. In addition, each of the consultants uses a teaching arm/facility for joint sign-out sessions. A commitment to participate in the training of departmental scientific and technical staff is also required.

### University of Exeter Medical School & Undergraduate Training

The appointee will have an opportunity to participate in undergraduate teaching, which would be recognised within the consultant job plan, as additional programmed activity, of 0.5 – 1.0 APA.

### Clinical Audit and Research

The consultants carry-out local audits, mainly pertaining to their MDT specialities.

The department contributes to a number, of national research projects. Opportunities for research exist should the appointee wish to pursue them candidates are encouraged to discuss this with us further if it's of interest.

### Accreditation and EQA

The department is accredited by UKAS to ISO 15189 and takes part in all appropriate External Quality Assurance Schemes.

Consultants participate in the Wessex and South West General EQAs, Bowel Cancer Screening, Breast Cancer Screening and Skin EQAs. Consultants contributing to the screening programmes are expected to participate in the National Quality Assurance Programmes and attend scheduled training days and meetings.

## **5.3. Resources**

The Cellular Pathology Department is located within the Pathology Laboratory building along with Microbiology and Virology.

All biopsies and simple specimens are cut up by the BMS staff and the consultants rotate daily for the more complex cases. The mortuary is located close to the Main Pathology laboratory on the Royal Devon & Exeter Site.

The department went live with EPIC Beaker as part of the MyCare programme in 2020. This is one patient record and LIMS across both NDDH and RDE which has brought significant benefit to the department.

We are currently working towards implementing digital pathology which we believe will open up further opportunities for collaborative working. We anticipate that we will begin Digital reporting in the first half of 2023. This work supports our aim of maintaining the local laboratory as part of a wider network in the South West and will open up opportunities for cellular pathologists across North and East Devon.

## 6. Main conditions of service

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

The employer is Northern Devon Healthcare NHS Trust. The appointee will be professionally accountable to the medical director and managerially accountable to the chief executive.

The post holder is required to have full registration and specialist with a current licence to practise with the General Medical Council and to ensure that such registration is maintained for the duration of the appointment.

### Salary scale

This is as described in the Medical and Dental Terms and Conditions, in line with the Consultant Contract (2003). The current full-time salary scale ranges from £88,364 – £119,133 with eight thresholds.

### Leave

Annual leave entitlement is as described in Schedule 18 of the Terms and Conditions of Service: Consultant (England) 2003.

Study leave entitlement is 33 days over a fixed three year period.

Further details are available in the Senior Medical Study Leave Policy.

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

### Domicile

Consultants are expected to reside within a reasonable distance of Royal Devon and Exeter Hospital normally within 10 miles or 30 minutes. Exceptions must be agreed with the medical director or chief executive. A relocation package may be considered if relocation is necessary to meet these requirements.

### Duty to be contactable

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

### Indemnity

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

### Mentoring

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

## **Professional performance**

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

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

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

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

## **Reporting concerns**

The Trust is committed to providing safe and effective care for patients. There is an agreed procedure that enables staff to report “quickly and confidentially, concerns about the conduct, performance or health of medical colleagues”, as recommended by the chief medical officer (December 1996). All medical staff practising in the Trust must ensure that they are familiar with the procedure and apply it if necessary.

## **Serious and 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.

## 7. Royal Devon University Healthcare NHS Foundation Trust

On 1st April 2022 the North Devon Healthcare NHS Trust and Royal Devon and Exeter NHS Foundation Trust merged to form the Royal Devon University Healthcare NHS Foundation Trust, forming one organisation over two hospital sites. The Trust and its community settings now operates with one electronic patient record system, EPIC which has enabled all staff to access patient records easily and efficiently wherever they are based. The plan in Pathology is to retain a cellular pathology service at both hospital sites and work to streamline and integrate elements of the service to improve efficiency and resilience and there will be some shared clinical activity across sites to ensure service continuity and equity for patients.

The Royal Devon University Healthcare NHS Foundation Trust covers a vast geographical footprint, serving a population of over 615,000 people and covering more that 2000 square miles across Devon. This makes us one of the largest providers of integrated healthcare in the UK and the biggest employer in Devon with a workforce of over 15,000 staff providing a full range of acute services and integrated health and social care services in Devon.

The Trust has Cancer Centre status for all tumour sites except for Neuropathology (Derriford Hospital, Plymouth) and Bone Tumours (Birmingham) and Paediatric Pathology (Bristol) which are not generally undertaken in the department. All other major aspects of pathology are undertaken. A wide range of MDMs are held on a regular basis including Pre/Postoperative Breast, Gynaecology, Urology, Lower GI, Upper GI, Inflammatory Bowel Disease, Head & Neck, Dermatopathology (including inflammatory skin), Lung, Haematology and Sarcoma (weekly) as well as medical Renal, medical Liver and Endocrine. MDMs are held in the purpose equipped MDT room in the main hospital, in the seminar room in the Centre for Women's Health, and in the Peter Anthony Seminar Room in the Histopathology Department.

There is a Clinical Governance Committee in the hospital and there are close links between the Consultant Pathologist body and the Medical Director. Clinical incident reporting is in place. The MDMs serve an audit function and a record is kept of any actions that flow from these meetings with respect to the reports.

The Trust also provides various specialist services across the whole of Devon, including podiatry, specialist dental services, bladder and bowel services, sexual health and Sexual Assault Referral Centres.

Integrated health and social care teams operate across northern Devon and have 2500 people on their caseload at any one time. These teams include nursing, therapy, domiciliary care and specialist community teams for people with specific needs, such as lymphoedema, lung conditions and speech and language needs. The Trust runs its own domiciliary care service, Devon Cares, and operates as the prime provider, brokering care packages to local care providers.

The Trust has five community hospitals and two resource centres, which provide a range of services local to the population, including rehabilitation and outpatient clinics.

### 7.1. The Trust's vision, mission and values

Vision: Working together to promote health, wellbeing and independence

Mission

We will work together to promote your health, wellbeing and independence through:

- Striving for excellence in everything we do

- Caring for you like we'd care for our own family
- Challenging ourselves to improve the care we deliver
- Having the courage to do things differently
- Taking a partnership approach at every level to make care joined up

## Values

Trust staff are encouraged to act in line with five key values in everything they do. These are:

- Respect diversity
- Act with integrity
- Demonstrate compassion
- Strive for excellence
- Listen and support others

## 7.2. Management structure

Under the leadership of the Pathology Service Manager, Mr Lee Luscombe, there will be a combined management structure for pathology which will be finalised in the New Year and will include the appointment of a Joint Clinical Lead for Pathology Services.

## 7.3. Academic facilities

### The University of Exeter Medical School

The Peninsula Medical School was founded on a partnership between the Universities of Exeter and Plymouth and the NHS in Devon and Cornwall. The school commenced delivery of the Undergraduate Programme in Autumn 2002. Due to Exeter University's strengthening national reputation (and entry to the Russell Group), it took over the role of running the medical school on the Exeter site from September 2013. 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. The new Exeter University medical Research, Innovation, Learning & Development (RILD) building on the main Wonford site, shares close links with the Trust.

The Institute of Biomedical and Clinical Science has developed several core "platform" technologies, accessed by a range of clinician scientists. These include molecular genetics, clinical microvascular research, cell and molecular biology laboratories, and the Peninsula MRI facility on the St Luke's Campus. Research in the fields of genetics, diabetes and microvascular science are particularly strong with the University of Exeter being awarded a Queen's Anniversary Prize for Higher Education in 2006 for the work of Professor Andrew Hattersley and his team on the genetics of diabetes mellitus. In 2010, Professor Hattersley was elected a Fellow of the Royal Society. Further details of the research strategy of the School and its partners can be accessed at <https://medicine.exeter.ac.uk/>

## 7.4. Medical school links

There have been recent changes to the Medical School provision in the South West. We currently take students from the Peninsula Medical School and as the changes are implemented, we will

take students from the newly created Exeter Medical School. Student numbers continue to rise year on year and there are many opportunities for involvement with teaching programmes.

## 8. Living in Devon

Devon is consistently voted one of the best places to live in England and readers of Country Life believe that people living in Devon enjoy a better quality of life than anywhere else in England.

### **The great outdoors**

The beauty and quality of our landscapes are unsurpassed with over a third of the county designated as Areas of Outstanding Natural Beauty. There are over 450 miles of coastline along two stunning and distinctive coasts, the rugged wildernesses of two national parks, a UNESCO Biosphere Reserve, England's first natural World Heritage Site – the Jurassic Coast. The combination of spectacular Atlantic coastline, tidal estuaries and upland moors provides a wonderful environment to live and work in.

Our natural outdoor playground offers you the chance for a fantastic work-life balance. For the walkers and cyclists out there, we have 5,000km of public rights of way and over 250km of off-road cycle paths. Devon is a great place for fishing, sailing and equestrian sports, and we also have canoeists, surfers and paddle-boarders amongst our ranks. Devon also boasts some of the best golf courses in England and for those who love watching sport, nearby Exeter boasts the Premiership Rugby side Exeter Chiefs and Football League club Exeter City.

### **Great for families**

Devon is a safe and secure place to bring up a family with excellent education opportunities from pre-school, through school, to higher education and further education, including the nearby world-class Universities of Exeter and Plymouth.

For those of you who have little ones, we have to mention the popular family attractions of Creaely Great Adventure Park near Exeter and The Milky Way Adventure Park and The Big Sheep in Northern Devon.

### **Vibrant towns and cities**

North Devon District Hospital is located in Barnstaple, which is North Devon's administrative and shopping centre. It is reputed to be the country's oldest borough and features the 13th century long bridge that spans the river Taw and a famous pannier market as well as modern shopping centres. There are cafes, bistros and restaurants as well as a local cinema and theatre.

For city-lovers, nearby Exeter is renowned for its low crime rate, high quality of life and flourishing arts scene, which includes the Royal Albert Memorial Museum – the 2012 Museum of the Year – and the Exeter Phoenix arts centre.

Commuter links are good, both by road and rail. There are regular trains to Exeter and direct services to London and across the country from Tiverton. There are easily-accessible airports at Exeter and Bristol.

**More information about the area and help with relocating can be found at**

<https://royaldevon.nhs.uk/join-us>

## 9. Contacts

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

Chief Executive

Suzanne Tracey  
01271 311 349

Chief Medical Officer

Prof Adrian Harris  
01271 314 109

Associate medical director - specialist services

Dr Corinne Hayes  
[corinnehayes@nhs.net](mailto:corinnehayes@nhs.net)

Cellular Pathology Head of Dept - Exeter

Dr Trupti Mandalia  
[trupti.mandalia@nhs.net](mailto:trupti.mandalia@nhs.net)

Pathology Service Manager

Lee Luscombe  
[lee.luscombe@nhs.net](mailto:lee.luscombe@nhs.net)  
01271 311754