

BETTER TOGETHER



Royal Devon
University Healthcare
NHS Foundation Trust



Consultant Information Pack

Consultant in Palliative Medicine

JOB TITLE

Consultant in Palliative Medicine

DATE OF VACANCY

1st September 2024

BASE

The Royal Devon University
Healthcare NHS Foundation Trust

A Warm Welcome

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

Our Trust is a special place to work. We foster creativity, innovation and a personal approach to high-quality patient care. We are proud of our palliative care team, which provides high-quality, multidisciplinary specialist clinical care. We are committed to further developing this successful and cohesive team and want to bring the very best clinicians to Devon.

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



Prof Adrian Harris

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



Application and Advisory Appointments Committee

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

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

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

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



Introduction

The Royal Devon Devon University Healthcare NHS Foundation Trust is seeking to appoint a Consultant in Palliative Medicine to expand provision of specialist palliative care and end of life care in its Eastern service.

We are looking to recruit a new medical consultant into the well-established Specialist Palliative Care Team (SPCT) based at the Royal Devon & Exeter Hospital (RD&E). There is flexibility for full-time and part-time working therefore we are happy to receive enquiries from doctors wishing to work less than full-time. Although based at the RD&E the post is likely to have sessional commitments in our Eastern community services e.g. supporting the Sidmouth Hospice at Home service. The post holders will provide strategic direction and medical leadership for the Specialist Palliative Care Team of the Eastern services, to develop excellence in clinical care. This will involve working across professional and organisational boundaries; in partnership and in collaboration with others including:

- Clinicians of all disciplines across primary and secondary care
- RD&E enhanced supportive care service for people living with cancer

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

- Specialist palliative and end of life care team that serves Royal Devon's Northern service, based in North Devon District Hospital (NDDH)
- Hospiscare, Sidmouth Hospice at Home, Seaton Hospice at Home and regional palliative care services
- Local and regional stakeholders in the integrated care system for Devon, called One Devon
- University of Exeter Medical School and other higher education institutions
- Other voluntary, independent and third sector organisations.

Post holders should have a CCT in Palliative Medicine and be on the GMC Specialist Register, or be within six months of entry to the register at the point of interview. Experience of teaching undergraduate and postgraduate learners is desirable.

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

Highlights of the Role

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

Training and development. The postholder will be welcomed as part of the team by the current Hospiscare Consultants, and invited to participate in and contribute to joint educational activities, journal clubs, relevant training and team meetings. We would anticipate them holding an honorary contract with Hospiscare to facilitate cross-site collaboration and joint working; the Hospiscare consultants all have RDUH honorary contracts.

We have close relationships with palliative care colleagues across the South West and hold bi-annual South West Palliative Care Consultant forums, local research meetings and other regional forums to which the postholder would be warmly welcomed.

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

Teaching. The Royal Devon enjoys close ties with the University of Exeter Medical School. We offer funded time for teaching of medical students and junior doctors. We are planning a regular programme of

evening educational meetings, which will bring the Eastern and Northern teams together providing opportunities for your CPD.

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

On-call rotas. Hospiscare currently provide the Specialist Palliative Care on-call service for RDUH (Eastern services), and there is an opportunity for this post to contribute to their on-call rota; this will be discussed with successful applicants.

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

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

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

About Royal Devon University Healthcare NHS Foundation Trust

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

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

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

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

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



About the Trust and Service Structure

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

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

Our Trust wide operational service structure is divided into five care groups, each with a medical director, a care group director and a director of patient care. Our palliative medicine services are based at the Royal Devon and Exeter Hospital (Wonford) (RD&E) and North Devon District Hospital (NDDH), and sit within the Community Care Group. The care group director is Zoë Harris. The medical director is Dr Karen Davies. All permanent medical staff are members of the Medical Staff Committee which has an elected Chairperson who represents the group at the Trust Management Committee.

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

Palliative medicine

RD&E Hospital Specialist Palliative Care Team

This well-established team works in an advisory/ liaison capacity mainly with ward teams to provide specialist support to patients in hospital who have palliative care needs, and to those close to them. In addition, team members attend key cancer MDT meetings, and deliver education and training to other healthcare professionals and healthcare students. The team also holds its own weekly MDT meeting.

The current team comprises the following roles:

- Consultant in Palliative Medicine and Medical Lead of the team – this new post (1 WTE)
- Consultants in Palliative Medicine – Consultants from Hospiscare (see below) work in the team for 2 PAs every week routinely. In addition, they also provide telephone advice and face-to-face consultations outside of these sessions during the rest of the week and out-of-hours. It is envisaged that at least the 2 PAs clinical input from Hospiscare will continue long-term
- Nurse Consultant in Specialist Palliative Care (1 WTE)
- Lead CNS of Supportive and Palliative Care Team
- 3 x Band 7 and 2.5 x Band 6 Clinical Nurse Specialists
- Band 5 Nurse on fixed-term secondment
- Band 4 Support Worker who is also currently the Team Administrator

The team of CNS outlined above work solely on the RD&E Wonford site. The CNS team provide a seven day a week service: 08:00 - 17:00 on weekdays, and 10:00 - 15:00 on weekends and bank holidays.

Some of the CNS team provide expanded nursing roles, e.g. non-medical prescribing, clinical examination and holding difficult conversations.

Referrals to the service are evenly split between malignant and non-malignant disease.

Details of other teams and organisations with whom the post holder will collaborate closely

ENHANCED SUPPORTIVE CARE TEAM, EASTERN SERVICES

The Enhanced Supportive Care (ESC) is a team of health care professionals who support patients with palliative care needs in an outpatient setting. ESC provides a positive and individualised approach for patients who are living with cancer. This service has been operating at RD&E since approx. 2018. The team accepts referrals to see Oncology patients who are receiving anti-cancer treatment with palliative intent.

Key members of the team

- Consultant in Palliative Medicine – Dr Niranjali Vijeratnam (0.6 WTE)
- Lead CNS – Nicky Godfrey
- Physiotherapist
- Occupational therapist
- Dietitian
- Team administrator

SIDMOUTH HOSPICE AT HOME

This incredible independent charity provides specialist palliative care and integrated wraparound support to people in the Sid Valley with life limiting illnesses, and also to their carers and families. It commissions and funds a specialist palliative nursing team providing 24/7 hands on, in-person care to patients in their own homes. As part of the service provision, it has specially-trained volunteers who provide pre and post bereavement, spiritual support, complementary therapies, transport, sitting and befriending services.

The charity works with other organisations in its locality to coordinate and provide wider support services. Working with local stakeholders, the charity developed the 'Sidmouth Integrated Model for Specialist Palliative Care™' (SIMSPC™). This new and pioneering model of care aims to integrate the available services within the community into a 'one-team' approach to provide the best possible care for all patients who are diagnosed by their GP as palliative, regardless of diagnosis or complexity, guided by the individual needs and wishes of the patient and their carers and family. SIMSPC™ has been recognised by NHS England as being an 'exemplar'.

At the very heart of the SIMSPC™ are the patients and their families and carers, cared for by the specialist nursing team who are funded by Sidmouth Hospice at Home and provided by the Royal Devon University Healthcare NHS Foundation Trust. This specialist nursing team works alongside the Royal Devon's Sidmouth community nursing team. When these nurses get involved with a family, they become part of that family. They provide holistic care, treating the whole person, including physical, psychological, social and spiritual needs. Our care extends to our patients' family, carers, and all those dear to them. The nurses provide continuity of care for all palliative patients and their families throughout their journey, including:

- Specialist symptom control for complex patients (working with specialist consultants when needed)
- Home nursing, enabling patients to remain in their own homes and preventing unnecessary hospital admissions
- Psychological and emotional support for patients and families
- Coordination and oversight of wider community support to meet the individual needs of each patient and their family
- Extract from website:
www.sidmouthhospiceathome.org.uk

It is anticipated that the post holder will provide Consultant input and support to this team. For example, nurses may contact the Consultant for advice on complex symptom management or psycho-social issues; and the Consultant can support specialist education/training needs. Over time, the Consultant will also work with the team to plan future service developments, such as expansion of the SIMSPC™ to other localities served by the Royal Devon.

SEATON HOSPICE AT HOME SPECIALIST PALLIATIVE CARE SERVICE

The Seaton Hospice at Home team is an integrated Specialist Palliative Care Team. The model is very similar to Sidmouth Hospice at Home. It is funded by a separate charity, The Seaton League of Friends but like Sidmouth it is managed by the Royal Devon University Healthcare NHS Foundation Trust.

The service provides a specialist twenty-four hour holistic and patient-centred palliative care service for all patients who are registered with a Seaton GP and diagnosed as palliative, regardless of disease or complexity. We offer specialist palliative support for patients with a variety of conditions including cancer, heart failure, pulmonary fibrosis and dementia who are in the last year of life. The service is flexible and guided by the individual needs and wishes of the patient and their loved ones.

The team work closely with other members of the MDT such as occupational therapists; Urgent Community Response, Marie Curie, the Nurse Consultant and the Specialist Palliative Care Team based at RDUH, to ensure all needs are met. The palliative care nurse specialists carry out all aspects of clinical nursing and provide advice, emotional and psychological support to patients and their loved ones. By providing holistic and individualised care, this service model reduces the number of professionals visiting patients, preventing them from having to repeat information and reducing confusion around services.

The team of palliative care nurse specialists work from 08:00 until 20:00. We then have a palliative care nurse specialist on-call overnight. This enables patients or their loved ones to speak to a nurse specialist who knows them directly instead of having to go through the out-of-hours service. This wrap around service provides continuity of individualised care throughout the patients' journey. This prevents unnecessary hospital admissions, facilitates early discharges and enables patients to die in their preferred place, which is often their home, surrounded by their loved ones.

HOSPISCARE

Hospiscare is an independent charity which has provided a specialist community nursing service since 1982, and an inpatient hospice unit since 1992. Spiritual care, allied health and social work services are also provided, along with an active supportive care and bereavement service. A team of volunteers supports Hospiscare in all settings, including Volunteer Care Navigators who provide practical help and support for patients and carers in their homes.

Hospiscare provides full multi-professional specialist palliative care services for the populations of Mid Devon, East Devon and Exeter primary care networks, a population of around 380,000. This coincides with the catchment area of the Royal Devon's Eastern Services. Hospiscare's 8 bedded inpatient unit and main hub, Searle House, is situated on a site adjacent to Royal Devon and Exeter Hospital (Wonford), which enhances cross-organisational collaborative working for both parties.

Hospiscare's Clinical Coordination Centre (CCC) is a hub for specialist advice and the primary point of contact for all patient, carer and healthcare professional enquiries for Exeter, East and Mid Devon.

Hospiscare provide a 24/7 specialist palliative care advice line with a Consultant in Palliative Medicine available at all times. This advice line provides support for all patients with specialist palliative needs in the local community and hospitals. This includes scope for Consultants to see patients face-to-face in RD&E Hospital at weekends if required.

Hospiscare's inpatient unit has around 250-280 admissions per year, admitting patients from the acute hospital and community, usually within 24 hours of the request. Average length of stay is 8-12 days and discharge rates are around 40%. With the hospice building being located within the grounds of the RD&E Hospital, diagnostic facilities, a full prompt medical record service and a full range of consultant colleagues all on site, acute and complex inpatient needs can almost always be met within the hospice.

The organisation has four Consultants in Palliative Medicine (2.7WTE), and also 3 Specialty Doctors (1.6WTE). The hospice also hosts postgraduate doctors in training, including a Specialty Registrar, IMT1 and GP trainees. The medical team cover the inpatient unit, Hospiscare community services and at present provide 2 scheduled PAs in the RD&E, as outlined above, including the Supportive and Palliative Care MDT meeting. There is also daily urgent provision of specialist palliative medical support for RD&E and its Supportive and Palliative Care Team currently. This may change following recruitment into this post, however it is envisaged that the Hospiscare consultants will work closely with this post, and continue to work within the hospital to help provide cover where needed. It is anticipated that the Palliative Care Consultants employed by RD&E and Hospiscare will work closely as a team to provide mutual support to one another, which may include reciprocal clinical cover at times.

Hospiscare provides an extensive range of education for all healthcare professionals, including those in local acute and community services. In particular, Hospiscare leads on undergraduate palliative care medical education in Exeter, and also provides education for postgraduate doctors in the Royal Devon and for GPs.

At Hospiscare, all aspects of modern specialist palliative care are appropriately integrated within the same management structure and enjoy very close and harmonious links with both primary care and secondary care colleagues. There are excellent relationships between Hospiscare and North Devon Hospice, and in particular between their specialist nurses who provide homecare services around the border of Mid and North Devon.

This post-holder will be welcomed as part of the RDUH Palliative Medicine Consultant team, and encouraged to attend regular meetings with the Hospiscare Consultants, including monthly formal education sessions and management meetings, and more informal peer support.

OTHER PALLIATIVE CARE SERVICES PROVIDED IN RD&E HOSPITAL

The post holder is expected to establish close working relationships with the following:

- Advanced Liver Disease MDT – Monthly meetings are led by Hepatology, also attended by Community CNS from Hospiscare and North Devon Hospice
- Consultant in Palliative Medicine for Northern Services
- Consultant in Palliative Medicine who delivers Palliative Medicine Clinic for the Hepatology Department (Dr Amelia Stockley)
- CNS specialising in supportive care for renal disease (Emma Wiseman)
- Non-site-specific cancer pathways being developed by Cancer Services

In particular, the Trust is keen to enhance provision of Palliative Care to people living with non-malignant progressive diseases.

Northern services

NDDH SPECIALIST PALLIATIVE & END OF LIFE CARE TEAM

This team currently comprises the following roles:

- Consultant in Palliative Medicine, based at NDDH: Hasib Choudhury (0.6WTE)
- Consultant in Palliative Medicine, based at North Devon Hospice: Vacant (0.8 WTE)
- Lead Nurse for Specialist Palliative and End of Life Care: Keely Dempsey (1 WTE)
- 2 x band 6 Clinical Nurse Specialists
- Team Administrator (0.6 WTE)

Like the RD&E service, this team works in an advisory/liaison capacity and provides support and advice mainly for hospital inpatients. It works closely with North Devon Hospice to tailor care to the needs of the patient, e.g. to arrange outpatient assessment at the Hospice, at home, or onward referral to other Hospice services.

The team works Monday to Friday, from 08:30 - 17:00. Outside of these hours, hospital colleagues can contact North Devon Hospice for telephone advice.



NORTH DEVON HOSPICE

This independent charity provides a similar range of services to those provided by Hospiscare, covering the areas served by North Devon primary care networks. These include: Community CNS team; Hospice to Home Service; Bedded Unit (capacity for up to 7 patients currently); Supportive Care and Bereavement Services; an education department; and telephone advice line for healthcare professionals.

Administration and secretarial support

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.



Supporting Professional Activities

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

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

Further details are published in the job planning policy.

Continuing Professional Development

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

Revalidation

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

Research

The successful candidate will be expected to participate in the design and completion of audit projects and quality improvement projects leading to improvements in practice and to contribute to the development of Clinical Quality Standards. There are close links with the University of Exeter Medical School. Current opportunities for research are likely to be significantly enhanced in the near future.

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

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

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

University of Exeter Medical School

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

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

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

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

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

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

The Palliative Medicine team are involved in teaching students. The post holder is encouraged to develop interests in education and training and there are many opportunities to develop these interests both locally and more widely.

The post holder is also expected to contribute to the education and appraisal of postgraduate doctors and other clinical staff.



Outline job plan

The post is based on a whole time 10 PA appointment. Full-time posts will generally have 8.5 PA of DCC and 1.5 PA of SPA time. There is opportunity for both full-time and part-time postholders.

Responsible Officer is the Trust's Chief Medical Officer (Prof. Adrian Harris).

Direct Line Manager is the Deputy Medical Director for Community Services (Dr Lynsey Webb).

The post will be based at Royal Devon & Exeter Hospital.

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.

DUTIES OF THE POST

As this is a newly created post, a flexible approach will be adopted while finalising activities and commitments. There will be scope to adjust these in line with specific interests of the appointee and the number of programmed activities that they will be working if less than full-time.

Proposed activities listed represent Trust aspirations, to be delivered by its Specialist Palliative Care and End of Life Care workforce. The post holder will be a key leader, working with the prospective Nurse/AHP Consultant and other Leads to help to map needs, then design and develop future service provision, across the combined Trust footprint (Eastern and Northern), and across all settings served by the Trust.

As well as addressing clinical needs of service users, a key expectation of the post is to also develop and enhance provision of Palliative Care and End of Life Care education to staff and students working in the Royal Devon.

CLINICAL ROLE

The successful appointee will be expected to:

- Provide specialist advice and face-to-face consultations for hospital inpatients during working hours, both to those with Specialist Palliative Care needs and End of Life Care needs.
- Provide medical leadership and advisory support for RD&E Supportive and Palliative Care team alongside its Lead CNS and Nurse Consultant.
- Consultant support to Trust Sidmouth/Seaton Hospice at Home service and provide support to the weekly MDT alongside the Nurse Consultant.
- Provide specialist Consultant input at cancer MDT meetings e.g. upper GI cancer, lung cancer, cancer of unknown primary.
- Develop strong working relationships with hospital colleagues, in particular senior medical staff, to enhance Palliative Care and End of Life Care being received by service users and their carers, e.g. to address unmet needs of people living with non-malignant life-limiting conditions.
- Participate in out-of-hours on-call rota in future, as outlined elsewhere.

From an education and training perspective, the successful applicant will:

- Deliver formal, informal, 'on the job' teaching, and bite-sized ward teaching - ranging from 1:1 to small groups, lectures, etc.
- Deliver teaching to multi-professional learners.
- Aim to broaden education delivery beyond malignant disease.
- Contribute to education across settings in which Trust staff work, e.g. Community Nursing Teams, Community Hospitals.
- Support Non-Medical Prescribers and nurses/ AHP's developing advanced practice.
- Support induction programmes for postgraduate doctors and Palliative Medicine education provision for these doctors.

- Contribute to internal team education, e.g. journal clubs, case reflections.
- Contribute to education and training within Trust, locality, regional and NHSE SW network (e.g. Peninsula IMT study days).
- Collaborate with HEE colleagues to deliver Palliative Care and End of Life Care requirements of postgraduate medical curricula, e.g. Foundation Programme, Internal Medicine Training, and GP Specialty Training.

ON-CALL ROTA

Hospiscare currently provide the specialist palliative care on-call service for RDUH (Eastern services), and there is an opportunity for this post to contribute to the on-call rota; this will be discussed with successful applicants. A future combined second on-call Consultant rota serving East, Mid and North Devon is being considered, and this post would be expected to participate in that. The post-holder will be expected to work collaboratively with the consultants at Hospiscare and North Devon.

In addition to providing emergency cover in the event of consultant colleague's absence, it is expected that the consultant(s) providing cover will also provide clinical supervision to team colleagues.

Locum cover will not normally be provided.

GENERAL MEDICINE

There is no requirement to join the on-call rota for the undifferentiated medical take.

Provisional timetable

These are indicative job plans, but exact job plans will be designated based on the skills and attributes of candidates to complement current staff. The final job plans are also subject to the approval of the Clinical Lead and Care Group General Manager.

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 depend on the Trust’s requirements and the individual’s particular expertise.

This post will undergo a job plan review within the first year of appointment.

	Morning 09:00-13:00	Afternoon 13:00-17:00
Monday	RD&E morning handover meeting and ward consultations	RD&E Clinical
Tuesday	Community activity Support Nurse Consultant to cover Sidmouth/Seaton Hospice at Home as needed	Clinical admin Lung Cancer MDT (supporting CNS) – optional (15:30-17:30)
Wednesday	Journal Club Hospital SPCT meeting followed by ward consultations SPA	Combined Hospiscare/RDUH consultant meeting (13:00-14:00 weekly) and formal education monthly (13:00-14:30)
Thursday	Upper GI and Cancer of Unknown Primary MDT meeting and Non-site Specific Cancers (12:30-14:00)	Team teaching and/or delivery of other teaching and education
Friday	Morning handover SPA	RD&E clinical

Person Specification

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

Requirement	Essential Attributes	Desirable Attributes
Qualifications and Training		
Professional qualifications	<p>Primary Medical Qualification (MBBS or equivalent).</p> <p>Applicants must have completed specialist training in Palliative Medicine prior to taking up the appointment.</p>	<p>An appropriate higher degree or qualification (MD, PhD or equivalent).</p> <p>Qualification in Teaching and Learning.</p>
Professional training and memberships	<p>Full GMC registration and licence to practise.</p> <p>Entry on Specialist Register for Palliative Medicine via:</p> <ul style="list-style-type: none"> • CCT (proposed CCT date must be within 6 months of interview date) • CESR • European Community Rights <p>Membership of Royal College of Physicians or equivalent qualification.</p>	
Clinical Experience		
Employment	<p>Evidence of completion of a comprehensive broad-based 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 Palliative Medicine.</p> <p>Career progression consistent with personal circumstances.</p>	
Clinical knowledge and skills	<p>Demonstrates ability to fulfil Palliative Medicine duties at a 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>Caring approach to patients.</p>	<p>Demonstrates awareness of breadth of clinical issues.</p> <p>Clinical feedback from colleagues and patients.</p>

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

Main Conditions of Service

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

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

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

Salary Scale

This is as described in the Medical and Dental Terms and Conditions, in line with the Consultant Contract (2003). The current full-time salary scale ranges from £93,666 to £126,281 with eight thresholds.

Leave

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

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

Domicile

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

Duty to be contactable.

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

Indemnity

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

Mentoring

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

Professional Performance

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

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

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

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

Reporting Concerns

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

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

Serious Untoward Incidents

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

Research and Audit

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

Safeguarding Children and Vulnerable Adults

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

Rehabilitation of Offenders

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

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

Health and Safety

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

Infection Prevention and Control

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

Our Approach to Inclusion and Diversity

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

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

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

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

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

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





Living in Devon

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

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

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

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

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

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

Vibrant Cities and Friendly Market Towns

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

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

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

Friendly Market Towns

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

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



Great for Families

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

Living and travelling

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

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

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

Support with relocation

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

Contacts

The Trust welcomes informal enquiries.

Contact names are detailed below:

Chief Executive Officer

Sam Higginson

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

Deputy Chief Executive Officer

Chris Tidman

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

Chief Medical Officer

Prof Adrian Harris

Email: rduh.cmooffice@nhs.net

Medical Director

Dr Karen Davies

Email: rduh.cmooffice@nhs.net

Deputy Medical Director – Community Care Group

Dr Lynsey Webb

Email: lynsey.webb@nhs.net

Nurse Consultant

Jess Gillett

Email: jess.gillett@nhs.net

Consultant in Palliative Medicine (Northern)

Dr Hasib Choudhury

Email: h.choudhury@mhs.net

Consultant – Palliative Medicine (Hospiscare & Eastern)

Dr Jenny Hayes

Email: jennyhayes@nhs.net

General Manager (Unplanned Care) - Community Care Group

Ned Brown

Email: ned.brown@nhs.net

Executive and Specialist Recruitment Lead

Emily Simpson

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