

BETTER TOGETHER



Royal Devon
University Healthcare
NHS Foundation Trust

Consultant Information Pack

Consultant in Clinical Genetics



royaldevon.nhs.uk/careers



rduh.medicalhr@nhs.net

JOB TITLE

Consultant in Clinical Genetics

DATE OF VACANCY

Now

BASE

Royal Devon & Exeter Hospital (Heavitree)

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 Clinical Genetics Service, which is nationally recognised for its multidisciplinary specialist clinical care and research activity. 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 Clinical Genetics 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 University Healthcare NHS Foundation Trust is seeking to appoint a Consultant in Clinical Genetics to join the Peninsula Clinical Genetics Service, which is hosted by the Trust.

Peninsula Clinical Genetics serves a population of ~1.8 million people living in Devon and Cornwall. The service is currently undergoing a transformation project to form an integrated South West Clinical Genetics service, together with the Bristol Clinical Genetics Service, which will be hosted by the Royal Devon. This will result in a service covering a population of ~4.4 million across Devon, Cornwall, Somerset, Bristol and Gloucestershire.

The clinical work will include regular genetics outpatient clinics at locations in the South West Peninsula, for example in Exeter, Barnstaple, Plymouth, Torquay, and Truro. As the transformation project progresses there will be clinics in Taunton, Bristol and possibly other hospitals in Somerset and Gloucestershire, depending where the appointee is based and clinical need. Referral patterns vary and the post will incorporate flexibility in service delivery, with the aim of maintaining the waiting times within national targets and with equity across the region. The post-holder will have the opportunity to develop a special interest and will contribute to relevant multi-disciplinary team meetings.

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

They will also be expected to supervise Genetic Counsellors/Nurses and trainees. They will triage referrals and provide advice and guidance to other specialists and healthcare professionals and be involved in teaching, audit and research.

Our service is friendly, successful and ambitious. The Royal Devon is a Trust which encourages and supports innovation, diversity, digital development and research.

Highlights of the Role

Research and innovation. Peninsula Clinical Genetics and Exeter Genomics Laboratory have been awarded Academic Department status by the Royal Devon and University of Exeter, in recognition for the high-quality collaborative translational clinical research undertaken. Research interests are strongly encouraged and supported.

The new NIHR Exeter Biomedical Research Centre opened in October 2023 and is a partnership led by the University of Exeter and the Royal Devon University Healthcare NHS Foundation Trust. Genetics is one of the five core themes.

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. There is no out-of-hours on-call.

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).

Peninsula Clinical Genetics is based at the Royal Devon and Exeter Hospital (Heavitree site), and sits within the Specialist Services Care Group.

The medical directors are Ms Cheryl Baldwick and Dr Gareth Moncaster (Northern services including NDDH) and Dr Karen Davies (Eastern services including RD&E). 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

The Department of Clinical Genetics

Peninsula Clinical Genetics is hosted by Royal Devon University Healthcare NHS Foundation Trust. The main office is based at the hospital's Heavitree site, less than ½ mile, or about 10 minutes' walk, from the main Wonford hospital site and the RILD (Research, Innovation, Learning & Development) Centre, which hosts the Exeter Genomics Laboratory (Part of the South West Genomic Laboratory Hub) and World-leading University of Exeter Genomics Research groups. There are two peripheral offices, in Plymouth and Truro, staffed by genetic counsellors/nurses and secretaries.

The service currently covers Devon, Cornwall and the Isles of Scilly, a population of ~ 1.8 million. Clinics are held at all the main hospitals in the region (Royal Devon & Exeter Hospital, Derriford Hospital in Plymouth, Royal Cornwall Hospital in Truro, North Devon District Hospital in Barnstaple and Torbay Hospital) and several community hospitals across the region. It is the goal, so far as is possible, to provide an equitable and accessible service throughout the Peninsula.

There are currently ten consultants (6.5 WTE NHS) who have a wide range of sub-specialty expertise, including cancer genetics, cardiac genetics, prenatal genetics, pre-implantation genetic testing, dysmorphology, skeletal dysplasia, differences of sexual development, neurogenetics, renal genetics and ophthalmic genetics. Joint clinics and multidisciplinary meetings are held in many of these sub-specialty fields.

There are very strong links with specialists in related disciplines in all hospitals across the Peninsula. The Clinical Genetics Service is an integral part of the Peninsula cancer, inherited cardiac conditions and fetal medicine networks. The Clinical Genetics and Fertility services at Royal Devon run a satellite pre-implantation genetic diagnosis (PGT) service with Guy's and St Thomas' Hospital, the country's leading PGT provider.

Consultant Medical Staff

The ten consultants are:

- Professor Emma Baple (Clinical Academic Consultant; joint post with University of Exeter)
- Dr Ruth Cleaver
- Dr Alison Foster
- Dr Helen Hanson (Clinical Academic Consultant; joint post with University of Exeter)
- Dr Henrietta Lefroy
- Dr Emma Kivuva (Clinical Lead)
- Dr Julia Rankin
- Dr Charles Shaw-Smith
- Dr Claire Turner
- Dr Anna Znaczk

The department hosts two National Training Numbers for Specialty Registrars and a NIHR Academic Clinical Lecturer post.



Genetic Counsellors

The clinical team also includes 11 genetic counsellors/nurses (GCs), some of whom are based in the Plymouth and Truro satellite offices, and a Genomic Associate. The department hosts two STP Genomic Counsellor trainees and hosts STPs from other programmes on placements.

Administration and Secretarial Support

Adequate time and facilities for clinical administration, including appropriate office space, secretarial support and access to a personal laptop and computer or docking station, required software and internet access, will be available. There is full electronic access to all key journals.

The clinical team is fully supported by a team of secretaries, family history coordinators and clerical staff. There is a cluster manager, who is responsible for the Genetics Cluster (which also includes Exeter Genomics Laboratory).

The Royal Devon uses Epic (electronic patient record) which is accessible from all clinic sites and from home (or anywhere with internet access). Peninsula Clinical Genetics currently uses a computerised patient management system, TrakGene, in addition, which can also be accessed and updated from anywhere. The Trust has just awarded a contract to Phenotips which will replace TrakGene as the Pedigree management system, and will be integrated with Epic.

Departmental Meetings

There are weekly Clinical Meetings within the department so there is opportunity to discuss cases with colleagues, as well as seminar and journal club programmes. Exeter University Genomics departments also invite Clinical Genetics clinicians to join their journal clubs and talks.

There are joint clinical and laboratory meetings with the South West Genomic Laboratory Hub (Exeter and

Bristol labs) and Peninsula and Bristol Clinical Genetics services, currently twice a year.

Close links are maintained with the neighbouring regional genetics services in Bristol, Cardiff, Birmingham, Oxford and Southampton, which make up the South West of Britain (SWOB) group, which meets twice a year.

Genomic Medicine Service Alliance

Peninsula and Bristol Clinical Genetics services are both part of the SW Genomic Medicine Service Alliance and several clinicians have roles within the GMSA.

South West Genomic Laboratory Hub

The Exeter Genomics Laboratory is part of the South West Genomic Laboratory Hub (SW GLH), together with Bristol Genetics Laboratory. It delivers high quality genetic and genomic testing for both NHS and research patients by combining the innovation and academic expertise of research scientists with the rigorous quality approach required in a clinical diagnostic service.

The clinical diagnostic facility is underpinned by world-class research, state of the art technology, scientific, bioinformatics and clinical expertise and is the sole provider of the NHSE rapid whole genome sequencing service for acutely unwell children.

The Medical Director of the SW GLH is Professor Emma Baple, who holds a University of Exeter clinical academic post with honorary Royal Devon sessions as a Consultant Clinical Geneticist. Dr Julia Rankin and Dr Ruth Cleaver are GLH Rare Disease Leads.

The laboratory is co-located in the RILD Wellcome-Wolfson building which also houses the world leading University of Exeter Medical School genomics and epigenetics research groups.



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 GMC, to ensure that all doctors have an annual appraisal with a trained appraiser, and supports doctors going through the revalidation process.

Research

Investigator-led and clinical trial research has a prominent place in the Royal Devon. Patients are given the opportunity to participate in a wide number of studies.

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 consultants in the Clinical Genetics Department are all involved in teaching students including delivering lectures and tutorials. Final year medical students can choose 6 week placements in the department. Elective students are also hosted. There are also opportunities to teach medical students at the University of Plymouth Peninsula College of Medicine and Dentistry

The post-holder is encouraged to develop interests in education and training and there are many opportunities for this both locally and more widely.



Outline Job Plan

A provisional outline job plan is included but it may vary slightly depending on location of clinics and, therefore, travel time, and MDTs. Clinic locations will depend on clinical need and may need to change to meet the department's aim of equitable waiting lists across the region, and as the development of an integrated South West Clinical Genetics Service progresses. If the post-holder is part-time the job plan will be altered accordingly. The individual job plan and detailed timetable will be discussed with the successful candidate. Special interests will be encouraged 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.

Clinics: annualised total	84
DCC PAs	
Outpatient clinics (equivalent of 4x1 hour slots) and associated pre-and post-clinic work	4
Clinical follow up and virtual clinics	1.95
Travel to clinics and MDTs	0.5
Clinical advice and triage	0.75
GNC and SpR clinical case review	0.5
MDTs- DCC component	0.6
Total paid DCC PAs	8.3
Core SPA	1.5
University of Exeter Medical School Undergraduate Teaching	0.2
Total paid PAs	10

Example Timetable

There are departmental meetings on Wednesday mornings which the post-holder will be expected to attend. When the remaining sessions are scheduled in the week is negotiable. If part-time, the work days will need to be fixed days although a small degree of flexibility may occasionally be possible, via discussion with the Lead Clinician.

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Pre-clinic preparation (DCC) SPA MDT	Clinic including travel time 84 annualised total) (DCC)	Clinical Genetics meetings (DCC) and seminar/ journal club (SPA) Clinical follow up / virtual clinic (DCC)	Clinic including travel time 84 annualised total) (DCC) MDT	Clinical advice and triage (DCC) Post-clinic work (DCC)
PM	Clinical follow up and virtual clinics (DCC)	Post-clinic work (DCC) GC/SpR clinical case review (DCC)	SPA Pre-clinic preparation (DCC)	Clinic including travel time 84 annualised total) (DCC)	Clinical follow up and virtual clinic (DCC) SPA

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	Primary Medical Qualification (MBBS or equivalent). Applicants must have completed specialist training in Clinical Genetics prior to taking up the appointment.	An appropriate higher degree or qualification (MD, PhD or equivalent). Qualification in Teaching and Learning.
Professional training and memberships	Full GMC registration and licence to practise. Entry on Specialist Register for Clinical Genetics via: <ul style="list-style-type: none"> • CCT (proposed CCT date must be within 6 months of interview date) • CESR • European Community Rights Membership of Royal College of Physicians or Royal College of Paediatrics and Child Health or equivalent qualification.	
Clinical Experience		
Employment	Evidence of completion of a comprehensive broad-based training programme at specialty registrar level (or equivalent). Career progression consistent with personal circumstances.	
Clinical knowledge and skills	Able to take full and independent responsibility for clinical care of patients and provide an expert clinical opinion on a range of problems. Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge. Able to prioritise clinical need. Caring approach to patients.	Positive feedback on clinical work from colleagues and patients
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.

Requirement	Essential Attributes	Desirable Attributes
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 plan 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>Fit in and work well with the established team</p>	<p>Positive feedback on communication skills from patients and colleagues.</p> <p>Excellent presentation skills, engages audience.</p>
Other requirements		
Motivation and management of personal practice	<p>Punctual and reliable.</p> <p>Good personal organisational and prioritisation skills; achieve 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>Demonstrates initiative in personal practice.</p> <p>Flexible and adaptable attitude.</p>	Willingness to undertake additional professional responsibilities at local level.
Commitment to post	<p>Demonstrates enthusiasm for the South West as a place to live and work.</p> <p>Ability to meet the travel requirements of the post including independent travel to peripheral clinics</p>	

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 £99,532 to £131,964 with five 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

Lead Clinician

Dr Emma Kivuva

Email: emma.kivuva@nhs.net

Cluster Manager for Genetics

Kath Maguire

Email: kathrynmaguire@nhs.net

Deputy Medical Director for Specialist Services Care Group

Dr Ms Cheryl Baldwick

Email: cheryl.baldwick@nhs.net

Medical Director

Dr Karen Davies

Email: rduh.cmooffice@nhs.net

Medical HR Specialist Services

Email: rduh.medicalhrspecialist@nhs.net

ROYAL DEVON AND EXETER HOSPITAL

Barrack Road

Exeter

EX2 5DW

Tel: 01392 411611