



Royal Devon
University Healthcare
NHS Foundation Trust

CONSULTANT RECRUITMENT PACK

CONSULTANT IN PALLIATIVE MEDICINE

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



NHSRoyalDevon



RoyalDevonNHS

royaldevon.nhs.uk/join-us

A Warm Welcome

Hi, I'm Suzanne Tracey the Chief Executive Officer of Royal Devon University Healthcare NHS Foundation.

Thank you for the interest that you have shown in working with us, at what is an unprecedented time for healthcare across the UK.

Our Trust is a special place to work. We foster creativity, innovation and a personal approach to high quality patient care.

We are proud of our Supportive & Palliative Care Team and are committed to the further development of this successful and cohesive team and recognise the importance of bringing the very best clinicians to Devon.

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

Suzanne Tracey

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

JOB TITLE

Consultant in Palliative Medicine

DATE OF VACANCY

Immediate

BASE

Applications are invited for the post of Consultant in Palliative Medicine based at the Royal Devon & Exeter Hospital, the Trust's Eastern Services

Cover image

Budleigh Salterton,
40 minutes car
journey from Exeter

Chief Executive
Officer
Suzanne Tracey



Application and Advisory Appointments Committee

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

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

Applications are through the NHS Jobs online service at www.jobs.nhs.net. This will take you to the Career Gateway. Please apply using the online application form at this site.

In the interests of equal opportunities, applications or supplementary information submitted by CV will not be accepted. A minimum of three recent references are required, including a satisfactory reference from your current employer or the responsible officer at your current designated body.

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

Why choose the Royal Devon?

Research and innovation

We recognise that research active departments deliver better clinical outcomes for patients and as such we invest continuously in a large programme of profession led and commercial research studies, many of which are internationally recognised and award winning. We have a multi-million pound research facility, dedicated research staff and collaborative links with researchers from across the University. Funded time for the development of research proposals is available for interested consultants.

Service development

The Royal Devon is a newly formed Trust supporting a population of more than 615,000 across more than 2,000 square miles of North, East and West Devon. The scale of operation brings opportunities to establish and develop innovative new services to better meet the needs of our patients.

Teaching

The Royal Devon is a university trust that enjoys close ties with the University of Exeter Medical School. We offer funded time for teaching of medical students and junior doctors. We are planning a regular programme of evening educational meetings to bring teams from both sites together. These meetings will also provide opportunities for your own CPD.

Career progression

The size and structure of our Eastern team creates a strong framework for progression, whilst the flatter structure within our Northern service means rapid progression to areas of increased responsibility.

Investment

The Royal Devon has received significant capital investment over the past 12 months which has allowed the implementation of a single electronic patient record (EPR) across the Trust. This investment has allowed expansion of the specialist nursing teams and improvements to the infrastructure at both base hospitals.

Location and relocation

We are fortunate to be based in the beautiful South West of England and you can choose between the hustle and bustle of the city of Exeter, the rolling moors of Exmoor or the stunning beaches of North Devon. Schools, further education colleges and the University of Exeter are good or outstanding, crime rates are low, and transport links and infrastructure investment are also excellent. We can offer you temporary accommodation to support a visit and a relocation package should you choose to come to Devon. A more comprehensive explanation of all of these elements can be found within this job pack, but if you have any questions then please do get in touch or arrange a visit to come and see us.

About Royal Devon University Healthcare NHS Foundation Trust

We are a newly formed NHS Foundation Trust with a vast geographical footprint, serving a population of over 615,000 people and covering more than 2000 square miles across Devon.

This makes us one of the largest providers of integrated health care in the UK, and the biggest employer in Devon with a workforce of over 15,000 staff.


Our services include two acute hospitals, 17 community hospitals, outpatient clinics, and community teams who care for people within their own homes. We also provide primary care and a range of specialist services, stretching from coastline to coastline, extending our reach throughout the South West Peninsula as far as Cornwall and the Isles of Scilly.

Established in April 2022, the Royal Devon brings together the expertise of Northern Devon Healthcare NHS Trust and the Royal Devon and Exeter NHS Foundation Trust, embracing change and innovation to develop new medical models, new ways of working, ground-breaking research and huge levels of investment into new infrastructure, equipment and facilities. There has never been a better time to join us.

The Royal Devon is committed to supporting the personal and professional development of our consultant staff and in turn to improve the care offered to our patients. This might include developing or introducing innovative services and bringing these to rural patients, teaching the doctors of tomorrow or undertaking award winning clinical research.

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

www.royaldevon.nhs.uk



Exeter Cathedral

1. Introduction

The newly formed Royal Devon University Healthcare NHS Foundation Trust (referred to below as 'Royal Devon') has committed additional funding to create new Consultant posts to expand provision of Specialist Palliative Care and End of Life Care in its Eastern Services.

We are looking to recruit new Consultants (medical and nursing/AHP) into the well-established Supportive and Palliative Care Team based at Royal Devon & Exeter Hospital (RD&E). This document refers to recruitment into the medical posts.

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 Supportive and 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

- Specialist Palliative and End of Life Care Team that serves Royal Devon's Northern Services, based in North Devon District Hospital (NDDH)
- Hospiscare, Sidmouth 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 6 months of entry to the register at the point of interview. Experience of teaching undergraduate and postgraduate learners is desirable.

2. About the Royal Devon University Healthcare NHS Foundation Trust

April 2022 saw the official merger of the former Royal Devon & Exeter NHS Foundation Trust with the former Northern Devon Healthcare NHS Trust. This followed several years of close collaboration between those two trusts at organisational and operational levels, e.g. having some Executives working in both organisations.

The Trust is governed by a unitary board comprising a Chairman, Chief Executive Officer and both Executive and Non-Executive Directors. The Executive Directors manage the day to day operational and financial performance of the Trust. Executive Directors comprise –

- Chief Executive Officer
- Deputy Chief Executive Officer
- Chief People Officer
- Chief Medical Officer
- Chief Finance Officer
- Chief Nursing Officer (Executive Lead for End of Life Care)
- Chief Operating Officer

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

Services of the legacy trusts are now referred to as Eastern Services and Northern Services of the 'Royal Devon.' Its two acute hospital sites are RD&E in Exeter and NDDH in Barnstaple.

Currently each of the Eastern and Northern Services has its own site-specific organisation structure, e.g. with a Medical Director and Director of Nursing for each.

Eastern Services of the Royal Devon

The Eastern Services cover mixed urban and rural populations of Exeter, East and Mid Devon. In addition, as RD&E is a tertiary centre, patients access specialist services from a wider region including the rest of Devon, Somerset and Cornwall.

The Royal Devon and Exeter Hospital at Wonford has approximately 850 beds and provides the main general hospital services for the local population. It contains the Acute Medical Unit as well as the whole of General Surgery, Plastic Surgery, West of England Eye Unit, Centre for Women's Health, Urology, ENT, Oncology, Haematology and the specialties of General Medicine. The Exeter Oncology Centre is home to the hospital's oncology outpatient clinics and radiotherapy department. The Emergency Department is also on the RD&E campus along with the Renal Unit, Stroke Unit and Neurology.

Comprehensive biochemistry, haematology and histopathology are available as well as all microbiological services. A modern medical imaging department provides interventional radiology, CT and MRI scanning, ultrasound and radioisotope imaging.

In October 2020, RD&E Trust introduced a comprehensive Electronic Patient Record (EPIC/ MyCare) and was only the 4th Trust in the UK to do so. It has proved key to patient care and safety in the Trust. In July 2022, the same record system has gone live in Northern Services, such that clinicians across the whole Trust (and both local Hospices) can now access records entered by staff of either Northern or Eastern teams.

As well as the RD&E acute services, the Trust is also responsible for many community services (including community nursing). These are delivered from multiple community sites, including community hospitals and NHS Nightingale Hospital Exeter, as listed on the Trust website:

royaldevon.nhs.uk/our-sites

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

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

Living in and around Exeter

Exeter is a historic small city with a superb Cathedral. The city is situated in the heart of the South West of England, 30 minutes' drive from the wilds of Dartmoor, and within a short distance of glorious beaches and coastline.

Exeter is a thriving cultural centre. There are many venues which provide an all year-round entertainment programme of plays, musicals, ballet and opera and a variety of musical experiences. Also, every conceivable sport is available including riding, walking and sailing on the River Exe.

Exeter is the principal shopping centre for the county with broad pedestrian areas in its compact centre, and a wide variety of shops including specialist shops and multi-national stores. Further afield there are several retail parks accommodating national brands, e.g. Ikea.

Education facilities in and around Exeter are excellent. There is a wide selection of both state and independent schools which cater for all age ranges, and which achieve excellent results. Exeter, and indeed Devon generally, is an ideal place in which to make a home. It has a clean environment, friendly climate and many outdoor activities which certainly enhances the quality of life for many people.

London is just two hours away from Exeter by high-speed train and Bristol just under the hour. The M5 motorway provides easy and rapid access to the rest of the country.

RD&E Hospital Supportive and 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 PA 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 PA clinical input from Hospiscare will continue long-term.
- Nurse/AHP Consultant in Specialist Palliative Care – new post, currently being recruited (1 WTE)
- Lead CNS of Supportive and Palliative Care Team – Lindsay Neal
- 3 x Band 7 and 3 x Band 6 Clinical Nurse Specialists, one of whom is also the End of Life Education Facilitator.
- 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 5.8WTE in total, working solely on the RD&E Wonford site. The CNS team provide a seven day a week service: 8am - 6pm on weekdays, and 10am - 3pm on weekends and bank holidays.

3.8WTE of the CNS team provide expanded nursing roles, e.g. non-medical prescribing, clinical examination and holding difficult conversations.

3. 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
- Team administrator

Sidmouth Hospice at Home

This independent charity provides care and 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 care to patients in their own homes. It also has specially-trained volunteers who provide transport, sitting and befriending services, and bereavement support. The charity works with other organisations in its locality to coordinate and provide wider support services.

Working with local stakeholders, the charity developed the 'Sid Valley Integrated Model for Palliative and End of Life Care For All.' The new 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 carer and family.

At the heart of the Integrated Model is its Palliative Nursing Team, funded by Sidmouth Hospice at Home and provided by the Royal Devon University Healthcare NHS Foundation Trust. This nursing team works alongside the Royal Devon's Sidmouth community nursing team. 'These nurses provide continuity of care for all patients and their families 24 hours a day and 7 days a week when needed, including: specialist symptom control for complex patients; hospice at home nursing care to enable more patients to remain in their own homes and prevent unnecessary hospital admissions; psychological and emotional support for all patients and families; coordination and oversight of wider community support (including volunteer 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 Sidmouth model to other localities served by the Royal Devon.

Hospiscare

Hospiscare is an independent charity which has provided a specialist community nursing service since 1982, and a 12 bedded inpatient hospice 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 all 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 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 300 admissions per year, admitting patients from the acute hospital and community usually within 24 hours of the request. Average length of stay is 10-14 days; discharge rates around 40%; and there is usually no waiting list for admission. 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 4 Consultants in Palliative Medicine (3.0WTE), 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 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 is likely to change following recruitment into this post.

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 welcome to attend meetings of the Hospiscare Consultants, which range from peer support to formal education sessions for the medical team.

Other Palliative Care services provided in RDE 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; and Consultant in Palliative Medicine who delivers Palliative Medicine Clinic for the Hepatology Department (Dr Amelia Stockley).
- CNS specialising in supportive care for end-stage renal disease (Viv Taylor)
- 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.



The Quay

20 minutes walk
from Royal Devon

Northern Services

NDDH Specialist Palliative & End of Life Care Team

This team currently comprises the following roles -

- Service Lead: Rebecca Stuckey
- 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)
- Specialist Palliative Care CNS: Naomi Beard (0.8 WTE)
- Juliette Jenkins (1 WTE)
- Team Administrator: Zoe Charlton (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 to 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.

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

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

5. THE JOB ITSELF

TITLE: Consultant in Palliative Medicine

RELATIONSHIPS:

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

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 post-holders.

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

Direct Line Manager is the Medical Director for Eastern Services (Dr Anthony Hemsley)

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

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 below 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 team's Nurse 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

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's community Palliative Care services, e.g. Sidmouth Hospice at Home, as outlined above.

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 in later section below.

Education and training

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

Education and Training

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

The post holder will also be expected to fulfil all Trust mandatory training, advanced communication skills training and maintain their CPD accreditation.

Emergency On-call and Cover for Colleagues

Currently there is no requirement to provide a telephone advice on-call service however the provision of a combined on-call Consultant rota serving East, Mid and North Devon is being considered and will be finalised in the next 6-12 months. The post-holder will be expected to work collaboratively with the consultants at Hospiscare and North Devon and participate in a future combined on-call rota.

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.

Clinical Audit & 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.

Continuing Professional Development

The postholder will be welcomed as part of the team by the current Hospiscare Consultants, and invited to participate in joint educational activities, journal clubs, relevant training and team meetings.

We have close relationships with palliative care colleagues across the South West, and in addition there are 6 monthly South West Palliative Care Consultant forums, local research meetings and other regional forums to which the postholder would be welcomed.

Management

The appointee is expected to be responsible to the Clinical Lead for the effective and efficient use of resources under his/her control, to contribute to the planning and development of the service and to participate in departmental and divisional meetings.

Professional Performance

It is a requirement that if the employee has concerns about the professional performance of a member of the medical staff, they have a duty to speak to the person concerned. If the matter is potentially serious, or satisfaction is not obtained with the direct approach, such concerns should be discussed with the Lead Clinician/Associate Medical Director, if satisfaction is again not obtained, concerns should be discussed with the Medical Director.

Infection Control

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

Staff and office

The appointee will have office accommodation and access to a computer and the Internet.

Leave

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

6. 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 Cluster 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 9am -1pm	Afternoon 1.30pm – 5.30pm
Monday	RDE Morning handover meeting and ward consultations 9-1 (1PA)	Clinical
Tuesday	Community activity Sidmouth Hospice at Home – grow to 1 PA for community, Seaton	Lung Cancer MDT (optional, accompanying team CNS) 1.30-2.30 (0.25PA) Clinical admin (e.g. letters, results), troubleshooting and handover - 3.30-5 (0.375 PA) 1.30-5.30 (1PA)
Wednesday	Journal club UHBWT Hospital Supportive and Palliative Team MDT meeting followed by ward consultations SPA – 0.5	Consultant meeting 1-2 (1-2.30 formal education monthly)
Thursday	Upper GI and Cancer of Unknown Primary MDT meeting and Non-site Specific Cancers 12.30-2	Team teaching / other deliver of teaching and education
Friday	Morning handover 1 SPA 9-1 (1PA)	RDE clinical support Clinical troubleshooting

On-call availability supplement – to be determined



Conditions of Service

Salary Scale

£82,096 to £110,683 per annum pro rata

Annual Leave

6 weeks + 2 days per year (+day off in lieu for each Public Holiday worked) rising to 6 weeks and 4 days after 7 years service pro rata. Five weeks of entitlement to be taken in full weeks. Under normal circumstances no more than 5 days of annual leave can be carried over at the end of the leave year.

Study leave

32 working days over period of three years.

Date of Vacancy

1st September 2022

Domicile

Consultants are expected to reside within a reasonable distance of Exeter, normally within 20 miles or 60 minutes. Exceptions to this rule will need to be discussed with the Medical Director.

8. ACADEMIC FACILITIES

University of Exeter Medical School

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

The University of Exeter Medical School (UEMS) is the newest College at the University of Exeter (<http://www.exeter.ac.uk/medicine/>). Formed from the disaggregation of Peninsula College of Medicine and Dentistry in 2012, it combines the best of the Peninsula Medical School and with the University of Exeter's outstanding global reputation for academic excellence and student experience.

The 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. We have recently appointed Professor C Thirlwell, Medical Oncologist, Gillings Professor of Cancer Genomics, with a research and clinical interest in neuroendocrine tumours.

UEMS delivers two highly-regarded and innovative undergraduate degrees: the BSc in Medical Sciences and Bachelor of Medicine, Bachelor of Surgery (BMBS). In addition, the Medical School offers a range of postgraduate programmes and courses.

The curriculum reflects today's evolving models of care and patient experience in acute, primary and community care settings. Building on the excellent educational reputation of Peninsula College of Medicine and Dentistry and using problem-based learning in small groups, the BMBS programme reflects the belief that doctors need to adopt a socially accountable approach to their work and to understand the human and societal impact of disease as well as the community-wide context of contemporary health care provision. Our graduates will be both capable and confident, whether they are clinicians, managers, educators or researchers and will be committed to life-long scholarship.

Years one and two of the BMBS programme are based at the St Luke's Campus in Exeter and lay the scientific foundations for the future years of the course. There is clinical contact from year one and students begin acquisition of a range of transferable skills, learning science within a clinical context. Years three and four of the programme are based at the Royal Devon and Exeter Hospital, the Royal Cornwall Hospital in Truro, and NDDH, and in their surrounding general practices and community health environments. Year four students spend a 2-week Palliative Care placement in one of these 3 localities, as part of their Oncology pathway. In year five, students are involved in a series of apprenticeship attachments; to consultants and to Principal General Practitioners on a one-to-one basis throughout Devon and Cornwall in Barnstaple, Exeter, Torbay and Truro.

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

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

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

The Research and Development Support Unit (RDSU)

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

9. RESEARCH GOVERNANCE

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

10. CANVASSING

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

11. ACCESS TO CHILDREN AND VULNERABLE ADULTS

The person appointed to this post may have substantial access to children and to vulnerable adults. Applicants are, therefore, advised that in the event that your appointment is recommended and in line with Trust policy, you will be asked to undertake an Enhanced disclosure check with the DBS prior to commencement of employment. Refusal to do so could prevent further consideration of the application.

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

12. REHABILITATION OF OFFENDERS

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

13. DATA PROTECTION ACT 1998

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



Equality, Diversity and Inclusion

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

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

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

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

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



Dartmoor

Living in Devon

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

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

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

Your taste buds will find plenty to savour here too - Devon is rightly proud of the farmers and producers who make the South West one of the best regions in the UK to enjoy locally produced food and drink.

Whether you fancy surfing or fishing, cycling or climbing, fine dining or hearty pub fare, the county really does have it all. Never let it be said, it's all work and no play. Not here in Devon.

Vibrant cities and friendly market towns

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

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

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

Friendly market towns

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

Great for families

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

Living and travelling

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

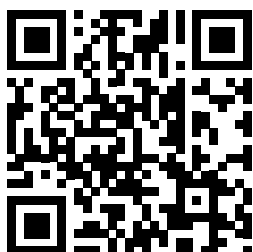
Transport links are also good. The county has more than 8,000 miles of road – the largest road network anywhere in the country, although (it has to be said) many are narrow Devon lanes.

From Exeter's main station, Exeter St David's, there are fast and frequent rail services to Bristol (1 hour), London (around 2 hours to Paddington) and Birmingham (under 3 hours to Birmingham New Street). Exeter itself has an impressive rail network with no fewer than nine stations serving different parts of the city. There are a number of branch lines providing services to Mid and North Devon, Dartmoor and the Exe Estuary. Exeter International Airport provides flights to numerous destinations throughout the UK, Europe and even North America.

Support with relocation

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

More information about the area and help with relocating can be found at royaldevon.nhs.uk/join-us



Budleigh
Salterton

Health and Wellbeing

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

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

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

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

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

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

Staff Physiotherapy Service

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

Staff Support and Counselling Service

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

Employee Assistance Programme

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

Wellbeing Activities

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

Onsite fitness activities

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

Smoking Cessation Support

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

Staff Lottery

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

Cycle to Work Scheme

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



Contacts

The Royal Devon University Healthcare NHS Foundation Trust welcomes informal enquiries; the relevant people to speak to are as follows:

Chief Executive:

Ms Susanne Tracey
Royal Devon & Exeter Hospital
Barrack Road
Exeter EX2 5DW
Tel 01392 402357

Chief Medical Officer:

Professor Adrian Harris
Royal Devon & Exeter Hospital
Barrack Road
Exeter EX2 5DW
Tel: 01392 402474

Medical Director (Eastern):

Dr Anthony Hemsley
Royal Devon & Exeter Hospital
Barrack Road
Exeter EX2 5DW
Tel: 01392 411611

Joint EOL Lead (Medical):

Currently vacant

Joint EoL Lead (Nursing):

Ms Tina Grose
Lead Cancer Nurse
Royal Devon & Exeter Hospital
Barrack Road
Exeter EX2 5DW
Tel: 01392 402896
Tina.grose@nhs.net

Deputy Clinical Director, Hospiscare:

Dr Jenny Hayes
jennyhayes@nhs.net

Consultant in Palliative Care (NDDH):

Dr Hasib Choudhury
h.choudhury@nhs.net

The Quay

20 minutes walk
from Royal Devon



PERSON SPECIFICATION

REQUIREMENTS	E/D*	HOW TESTED? Application Form/ Interview/Test	MET	NOT MET
QUALIFICATIONS/SPECIAL TRAINING:				
MBBS or equivalent medical qualification	E	Certificates		
On GMC specialist register for Palliative Medicine or within 6 months of CCT	E	Application Form		
Membership of the Royal College of Physicians of the United Kingdom or equivalent	E D			
Certificate in Medical Education				
KNOWLEDGE/SKILLS/ABILITIES:				
Demonstration of relevant clinical skills and expertise in prescribing	E	CV		
Ability to work effectively within a multi-disciplinary team	E	Application Form		
	E	Portfolio		
Demonstration of leadership ability	D	Interview		
Evidence of higher levels of interest and knowledge		References		
EXPERIENCE:				
Experience of Clinical Audit/ quality improvement	E			
Current GCP certificate holder	D			
Peer reviewed publications	D	Application Form		
Evidence of providing good teaching and supervision to trainees	D	Interview		
PERSONAL REQUIREMENTS:				
Enthusiastic, highly motivated, flexible and adaptable, and committed to the service	E			
Ability to cope in stressful situations	E			
Ability to communicate effectively both verbally and in writing with patients, carers, GP's, nurses and other agencies	E	Interview		
Caring and compassionate attitude to patients	E	References		
OTHER REQUIREMENTS:				
Committed to continuing medical education and professional development	E	Application Form		
Honesty and reliability	E	Interview		
Full driving licence	D			

We're here if you need us!

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



NHSRoyalDevon



RoyalDevonNHS

Privacy Notice

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

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