



Royal Devon
University Healthcare
NHS Foundation Trust

CONSULTANT RECRUITMENT PACK

CONSULTANT IN RESPIRATORY MEDICINE/ INTERSTITIAL LUNG DISEASE

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 Chris Tidman Deputy Chief Executive Officer of Royal Devon University Healthcare NHS Foundation.

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

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

We are proud of our department and are committed to the further development of this successful and cohesive team and recognise the importance of bringing the very best clinicians to Devon.

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

Chris Tidman

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

JOB TITLE

Consultant In Respiratory
Medicine/Interstitial Lung Disease

DATE OF VACANCY

Flexible

BASE

Royal Devon University Healthcare
NHS Trust Eastern

Cover image

Budleigh Salterton,
40 minutes car
journey from Exeter

Application and Advisory Appointments Committee

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

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

Applications are 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 2,000 square miles across Devon.

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


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

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

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

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

www.royaldevon.nhs.uk



Exeter Cathedral

Introduction

The Royal Devon University Healthcare NHS Foundation Trust is seeking to appoint two new consultant positions in Respiratory Medicine/Interstitial Lung Disease to support the growth of the service across the South West region. The role has been created to develop the Interstitial Lung Disease Service of the South West Peninsula, based in Exeter.

For interested and suitable candidates the job has protected time for research (up to 2PAs per week), to further develop personal research interests in collaboration with the University of Exeter, and with current National and International Collaborators. While applications are welcomed from candidates with a research interest, it is not an essential requirement. We equally welcome applications from clinicians passionate about the development of ILD services for the benefit of patients. We would work with the successful candidate to devise a job plan that both meets their aspirations and interests and supports the delivery of the service we provide to our patients. We would be happy to appoint a full time or less than full time applicant and would actively seek to accommodate flexible working.

The Respiratory Department is a committed, ambitious, welcoming and cohesive group of colleagues with a broad range of expertise. We offer regional services in interstitial lung disease, cystic fibrosis, asthma, alpha-1 anti-trypsin, EBUS, medical thoracoscopy, in addition to the standard respiratory sub-specialties. As a forward thinking trust there will be opportunities to develop new services where there is clinical need and patient benefit.

We provide a specialist respiratory take and therefore there is no commitment to the acute medical take.

The Respiratory Department contributes to the delivery of the undergraduate programme for the University of Exeter Medical School, and several members of staff have Postgraduate Educational roles.

We have a strong presence in basic and translational respiratory research and are now recognized as an academic department within this trust. We are highly active in clinical trials (Phase I-IV) and have an international reputation in this area. We have recently created the Exeter Respiratory Institute which has links with The College of Medicine and Health, The MRC Centre for Medical Mycology and The University of Exeter.

2. HOSPITALS AND SERVICES

The Royal Devon University Healthcare NHS Foundation Trust comprises all acute District General Hospital facilities and provides tertiary centre expertise in many areas.

There is a Medical Staff Committee, of which all consultants in the Trust are members. The Committee provides a forum for the discussion of any matters of interest to consultants. The Chairman is elected and provides advice to the Trust Executive which is independent of the clinical directors.

As part of our engagement in the work of the Devon Sustainability & Transformation Partnership, the Royal Devon University Healthcare NHS Foundation Trust is working increasingly closely with local provider organisations, particularly North Devon NHS trust in a networked approach to clinical service delivery.

For a full description of the main hospitals and services of the Trust see the Trust website royaldevon.nhs.uk

3. THE DIRECTORATE AND DEPARTMENT

The department provides a full respiratory medicine service for Exeter and surrounding parts of Devon and beyond. It serves a local population of approximately 450,000. It is a busy unit with a wide range of common and uncommon conditions seen. The department has special interests in Interstitial Lung Disease, cystic fibrosis, complex asthma, sleep-related breathing disorders, non-CF bronchiectasis, non-invasive ventilation and lung cancer. We are the NHSE Specialised Commissioned Regional Centre for ILD, Cystic Fibrosis, and Asthma. We have a busy sub-regional EBUS service, and an integrated pleural and medical thoracoscopy service. We also provide regional clinics for patients with alpha1 anti-trypsin deficiency.

There are close links with other departments within the hospital including: Radiotherapy/Oncology, Paediatrics, ICU, Cardiology (including EKOS), Rheumatology, Histopathology & Microbiology. A multi-disciplinary approach to the care of patients with respiratory disease is facilitated by a team comprising clinical nurse specialists, specialist respiratory physiotherapists, 1 advanced care practitioner, sisters and nurses on 2 specialist respiratory wards, a large COPD early supported discharge and admission avoidance service (comprising 3 nurses), respiratory physiologists, dieticians and two respiratory pharmacists.

In-patients

Respiratory patients are nursed on 2 dedicated respiratory wards (Culm East, Culm West). A fully equipped 5 bed respiratory high dependency unit is attached to the temple (Culm HDU). This provides facilities for non-invasive ventilation and acts as an intermediate care facility for patients discharged from ITU (with respiratory disease).

Out-patients

The department holds respiratory clinics in Exeter and surrounding community hospitals each week. A fast track lung cancer clinic is held at least once per week. There are specialist clinics in interstitial lung disease, cystic fibrosis, non-CF bronchiectasis, asthma, complex ventilation, and ambulatory pleural clinics. We also host outreach specialty clinics for PCD, Immunology and A1AT deficiency.

Respiratory Nurse Specialists

The department is supported by 15 respiratory nurse specialists. This includes nurse specialists for ILD (one of whom has a combined clinical-research post), lung cancer, cystic fibrosis, a TB and NTM, a bronchiectasis and asthma.. A clinical psychologist with an interest in respiratory disease and a dietician are also attached to the department.

Bronchoscopy

Flexible bronchoscopies, EBUS and medical thoracoscopies are performed in a purpose-built endoscopy unit. The unit is equipped with video-bronchoscopes and has facilities for videoing procedures and capturing digital images. We have a bronchoscopy simulator for training purposes. There may be opportunities for the development of a regional cryobiopsy service.

A photograph of Exeter Cathedral, a large Gothic building with multiple spires and a flag flying from a tall pole in front of it. The image is partially obscured by a blue circular graphic on the left and a blue diagonal banner at the bottom.

Exeter City Centre

15 minutes walk
from Royal Devon

Interstitial Lung Disease Service

The department is the NHSE-designated ILD service for the South West Peninsula and neighbouring sites. Professor Michael Gibbons is the Lead; he is the recent Chair of the BTS Specialist Advisory Group for Interstitial & Rare Lung Diseases. We have a weekly regional ILD clinic, as well as local IPF and ILD clinics. We run a weekly regional ILD MDT, a monthly regional ILD MDT with videoconferencing facilities and a similar CTD-ILD MDT 3 monthly. We have a monthly CTD-ILD clinic (run jointly with Dr Matthew Cates from Rheumatology), regular MDTs with the entire rheumatology team, a complex cardiac sarcoid MDT (run jointly with Dr Andrew Ludman from Cardiology). We work closely with regional and national patient support groups for fibrosing lung disease and sarcoidosis. We have our own patient research group (Exeter patients in collaboration for pulmonary fibrosis research - EPIC-PF). We have a very active clinical trials team, supporting a growing portfolio of National and International studies (Phase I-IV, commercial and non-commercial). We have a local program of research, working closely with Dr Chris Scotton, Professor Matt Whiteman, Professor Paul Winyard, Professor Lorna Harries, Dr Anna Duckworth (University of Exeter Medical School), Professor Craig Williams and Dr Owen Tomlinson (Research in Sport & Health Sciences, University of Exeter) and various other colleagues in the Exeter NIHR Clinical Research Facility and the Exeter RILD facility. Dr Anne-Marie Russell has recently joined the ILD team (Joint Research and Teaching post) from Imperial College, London, and will supervise Jessica Mandizha who has recently been appointed to a new joint clinical-research ILD nursing role. We have links with the Internationally renowned

MRC Centre for Medical Mycology at the University of Exeter. We also have active collaborations with colleagues nationally. Our senior ILD Nurse Specialist Sarah Lines is recent secretary and co-founder of the ILD-INN and links closely with nursing colleagues across the region. We have a dedicated ILD co-ordinator, Angela Thurgood. Research interested and suitable qualified candidates have the option of incorporating up to 2PAs for research. The service is supported by 3 Thoracic/ILD radiologists and 2 pathologists. We provide a regional service for BALs.

Cystic Fibrosis Unit

Exeter is a Regional CF Centre for Adult CF patients, currently caring for over 120 adults from Exeter, Taunton, North Devon and Torbay. Adult CF patients are looked after by Dr Nick Withers (Centre Director), Dr Lee Dobson and Dr Phil Mitchelmore. The CF MDT is fully staffed with nurse specialists, physiotherapists, dieticians, psychologist and a data co-ordinator/administrator. There is a close working relationship with the CF Paediatric team based in Exeter. The Adult CF team is heavily involved in research and commercial trials and has CF Trust Clinical Trials Accelerator Programme status with funding to lead on recruitment to CF Clinical Trials in the South West.

Asthma

The RDUH is the NHSE-designated Severe Asthma Centre. Two consultants currently support the severe asthma service: Dr Masoli and Dr Dobson. The RDUH will work in partnership with University Hospitals Plymouth NHS Trust to provide severe asthma care for the South West Peninsula. We have a well-developed MDT and are actively involved in academic research. Dr Masoli is the recent recipient of an NIHR South West Peninsula LCRN Research Associate Award. Further development of the service to support a regional role and increased referrals is underway.

Lung Cancer Services

The Royal Devon & Exeter Hospital is a designated cancer centre. Patients suspected of having lung cancer are seen in a weekly “fast track” lung cancer clinic. There is daily triage of cases and a responsive service. All patients are discussed at a weekly multidisciplinary team meeting and a weekly histopathology meeting. The MDT is attended by respiratory physicians, 3 thoracic radiologists, a thoracic surgeon, oncologists, together with associated junior staff, lung cancer nurse specialists and the audit/MDT facilitator. Locally we perform microwave or ablative procedure and SABR. We have a close relationship with our thoracic surgical colleagues in Derriford (Plymouth Hospital). We actively recruit patients to clinical trials.

COPD and a1 anti-trypsin Service

We have an expanding COPD Early Supported Discharge and admission avoidance service with a highly motivated nursing and physio team, and our working to integrate care for these patients closely with our community colleagues. The COPD ESD service consists of 3 nurses. We have a weekly virtual board round of patients and are aiming to expand to undertake more admission avoidance. We also run a specialist a1 anti-trypsin clinic with University Hospitals Coventry & Warwickshire (David Parr & Beatriz Lara) and are participating in a1AT clinical trials.

Bronchiectasis Service

The bronchiectasis service cares for over 350 patients. It runs MDT clinics with specialist nurse and physiotherapy input. The service hosts specialist immunodeficiency (with University Hospital Plymouth Immunology team) and PCD clinics (with University Hospital Southampton). We have a strong research interest enhanced by long-standing links with the University.

Sleep and Ventilation Service

The sleep and ventilation service currently cares for approximately 1000 patients with obstructive sleep apnoea treated with CPAP and 140 with respiratory failure treated with home non-invasive ventilation. This is an integrated service running a specialist clinic supported by a consultant, band 7 physio (who is currently training in an advanced care practitioner role) and nurse. We look after around 40 patients with complex respiratory failure including a small number of trachy-ventilated patients.

Oxygen Service

An LTOT and ambulatory oxygen assessment and follow up service including domiciliary visits is run by the nurse specialists.

Pulmonary Rehabilitation Programme

There is an established pulmonary rehabilitation programme. These are run in conjunction with the physiotherapy department, who also run a hyperventilation treatment service in collaboration with the respiratory nurse specialists and the clinical psychologist. There are also community based pulmonary rehabilitation services funded by NEW Devon CCG.

Pulmonary Physiology

A fully equipped lung function laboratory provides facilities for physiological investigation of patients with respiratory disease. The laboratory has facilities for plethysmography, exercise testing and sleep studies. Access to CPEX is also available.

Thoracic Imaging

Excellent links exist with the department of radiology and a full range of cross-sectional imaging and interventional procedures are available. There are weekly meetings with the radiologists to discuss routine and cross-sectional images. There is access to a PET scanner at Taunton, with scans performed weekly and reported by radiologists at the Royal Devon & Exeter Hospital. The State-of-the-Art Mireille Gillings Imaging Centre is soon to be completed and will house a research Biograph Vision 600 PET-CT scanner and Magnetom Prisma 3T MRI scanner.

Associated Departments

Close links exist with the renal, haematology and immunology departments (with a joint immunodeficiency clinic). There are also excellent links with the ITU, the department of cardiology (which offers diagnostic and therapeutic invasive procedures including acute angioplasty, electrophysiology, ablation [including AF ablation] and EKOS for massive PEs). There is also rapid access to the satellite pulmonary hypertension services at Plymouth and Bath.

Audit & CPD

We have dedicated sessions for departmental audit meetings, morbidity and mortality meetings and multi-professional education sessions.

Research

The department has a very active research programme. We have a long history of clinical trials (commercial and non-commercial) in asthma and COPD, a very busy portfolio in CF and ILD trials (Phase I-IV) and have continued growth in pleural disease, bronchiectasis and other areas. We have strong links in clinical trials with the ED department, Primary Care, and are developing a regional network of collaboration with colleagues across the region. There are close academic links with the University of Exeter Clinical Research Facility, the University of Exeter, the University of Exeter Medical School and the Exeter Clinical Trials Unit. The R&D department has a small grants scheme to support local research, and in addition there are opportunities for additional PA funding for basic and translational research from both the R&D department (through a dedicated competitive scheme) and the University of Exeter Medical School & University of Exeter.

Research and Innovation

The appointee will be expected to participate in clinical research and service innovation. The Trust hosts the National Institute of Health Research Clinical Research Network (South West Peninsula). There are opportunities for candidates to act as a Principal Investigator for NIHR clinical trials with the support from R&D as well as develop their own portfolio of research as a Chief Investigator with support from the NIHR Research Design Service. All research undertaken must comply with Trust policy on Research & Development.

Trust policy and guidelines are available on the Trust's Intranet site and specify compliance with the Research Governance Framework for Health and Social Care.

The successful candidate will be expected to participate, and in some cases lead on, improvement and innovation activity. Where such activity creates potential new intellectual property this must comply with Trust policy on Innovation and Intellectual Property.

Administration

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

Medical & Nursing Staff

The department has 9 consultants who work collaboratively to provide a 7 day respiratory service. They are supported by the ward matrons, and a respiratory nursing service.

The consultant team is comprised of Dr Nick Withers (Clinical Lead), Dr Tom Burden (Deputy Clinical Lead), Dr Bip Patel, Dr Tom Whitehead, Dr Chris Sheldon, Professor Michael Gibbons, Dr Matt Masoli, Dr Phil Mitchelmore, Dr Kate Cockcroft and Dr Lee Dobson. With the additional of a new consultant starting in April 2024- Dr Oliver D'Arcy. Please address enquiries to Professor Michael Gibbons (ILD Lead) michael.gibbons2@nhs.net 07788 536347.

The Medical Directorate operates a ward-based admission system. Patients are admitted to AMU under the care of the general medical physician of the day. Appropriate patients will then be referred to a specialist team, such as respiratory, for on-going care. Patients are seen in AMU (or where appropriate are admitted to a specialist ward overnight). The patient will be transferred to the relevant specialist ward at which time they will be under the care of the specialist physician. Patients are admitted to the Respiratory HDU following discussion with the Respiratory Consultant. The successful candidate will not be expected to have any role in the general medical rota (unless by explicit request).

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

Any Consultant who is unable, for personal reasons, to work full-time will be eligible to be considered for the post. The Trust is committed to flexible working arrangements including job-sharing. Such arrangements will be discussed with any shortlisted candidate on a personal basis. All applicants will be viewed on their merits and part time working will be actively supported

5. THE JOB ITSELF

TITLE: Consultant in Respiratory Medicine - Interstitial Lung Disease

RELATIONSHIPS: The employer is the Royal Devon University Healthcare NHS Foundation Trust. The post is based on a whole time appointment.

The appointee will work together with his or her colleagues in the specialty to provide a comprehensive service for the management of inpatients and outpatients with respiratory disorders.

Currently 9 consultants provide a respiratory medicine service for a population of approximately 450,000 in Exeter, East- and Mid-Devon, but regional services are also provided for patients from surrounding areas. The work of the department is supported by trained and dedicated respiratory nursing staff with secretarial support. The department covers all the usual areas including a large lung cancer service, and has areas of specialist expertise in interstitial lung disease, cystic fibrosis, non-CF bronchiectasis, severe asthma and complex ventilation. There is an active EBUS and pleural service (including medical thoracoscopy).

We provide 7 day consultant respiratory care across a 57 bedded two ward template, with 5 HDU beds. With the new post(s) we will be working a 1 in 8 rota. 2 Weeks in every 8 will be spent on the wards. Weekend working involves seeing new and unstable respiratory patients on the respiratory ward, respiratory HDU and AMU, and facilitating discharges. Weekend work is expected to take 2 PAs of time each day (6hrs) with a dedicated junior. We receive time off in lieu to compensate for weekend working. There is no commitment to the general medical on call rota.

In-patient and outpatient work is supported by junior staff comprising 4 SpRs, 3 fellows (Complex Asthma, ILD and Pleural/Interventional) and 2 IMT3 level trainees with a full team of junior doctors.

The post-holder will also accept referrals from and provide Consultant advice to the other wards within the Royal Devon and Exeter NHS Foundation Trust.

General Medicine

There is no commitment to the general medical rota. There are often a number of general medical patients on our base wards though, and we would expect the post holders to be equipped to look after these. Support from other specialities is readily available and there is 24 hour on call endoscopy service and the cardiologists provide a 24 hour primary angioplasty service.

Once patients are moved from the emergency unit their care is transferred to the appropriate consultant within a ward-based system.

Teaching Responsibilities

There is a teaching commitment to the University of Exeter Medical School (see below). The post holder will be expected to participate in postgraduate teaching and may be required to supervise junior doctors in training, and to contribute to the education of General Practitioners.

Research

There are excellent links with the University of Exeter & Medical School where there is enthusiasm for independent or joint research projects between NHS and University staff. The Royal Devon and Exeter NHS Foundation Trust is keen to increase the level of clinically based research.

Active assistance in the planning and design of research projects is available from the R&D department (Professor Andrew Hattersley is the Director of R&D), and the Research & Design Service. We have strong links with the clinical research facility and the clinical trials unit. The Royal Devon and Exeter NHS Foundation Trust has an active academic strategy to facilitate research, development and teaching. We have strong links with the University of Exeter, the University of Exeter Medical School and the NIHR Clinical Research Network: South West Peninsula: Prof Gibbons is the Clinical Director and Dr Burden is the Clinical Research Speciality Lead for Respiratory Disorders.

Emergency on-call and cover for colleagues

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

Management and Leadership

The appointee will be responsible for the leadership of his/her team as appropriate within the specialty. Specific leadership responsibilities for areas of the service will be agreed on an individual basis and will be detailed in the postholder's job plan.

The appointee is expected to be responsible to the Clinical Lead (Dr Dobson) for the effective and efficient use of resources under his/her control, to contribute to the planning and development of the service and to participate in directorate/departmental meetings. Dr Helen Lockett is the Associate Medical Director (Medical Division).

Professional Performance

The appointee will have continuing responsibility to ensure the best possible standards of patient care. It is a requirement that if the employee has concerns about the professional performance of any member of the medical staff, they have a duty to speak to the person concerned. If the matter is potentially serious, or satisfaction is not obtained with the direct approach, such concerns should be discussed with the Clinical Lead or Associate Medical Director; if satisfaction is again not obtained, concerns should be discussed with the Medical Director.

Infection Control

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

Staff and office

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

Leave

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

Directorate

The appointee will be a member of the Directorate of Specialty Medicine within the Division of Medicine. Please see Annexe A for Consultant Medical Staff.

University of Exeter Medical School commitments (see University of Exeter Medical School below)

The post holder may be involved in teaching medical students from the University of Exeter Medical School.

6. TIMETABLE

PROPOSED SPECIMEN TIMETABLE - ILLUSTRATIVE

(Actual timetables will be adjusted to suit interest of appointee(s)):

We will work with you to create a job plan that suits your interest and can adapt the usual working week to fit flexibly with the successful candidate's requirements. We are happy to accommodate less than full time working e.g. a 4 day per week job plan.

Weeks off wards (6 in 8)

	AM	PM
Monday	Research*	Research* General Resp clinic
Tuesday	ILD MDT	ILD clinic (alt weeks)
Wednesday	ILD admin	ILD clinic (alt weeks) Bronchoscopy (alt weeks)
Thursday	Teaching/supervision/admin	ILD Network (alternate weeks)
Friday	Admin	SPA

* For interested candidates.

Week on ward (1st on, 1 in 8)

	AM	PM
Monday	Morning Report HDU Ward Round Ward Round	Ward Round Referrals SPA/Admin
Tuesday	Morning Report HDU Ward Round Ward Round	Ward Round Referrals SPA/Admin
Wednesday	Morning Report HDU Ward Round Ward Round	Ward Round Referrals SPA/Admin
Thursday	Morning Report HDU Ward Round Ward Round	Ward Round Referrals SPA/Admin
Friday	Morning Report HDU Ward Round Ward Round	Ward Round Referrals SPA/Admin
Saturday	Morning Report (8am -2pm) HDU Ward Round Ward Round	
Sunday	Morning Report (8am -2pm) HDU Ward Round Ward Round	

Week on ward (2nd on, 1 in 8)

	AM	PM
Monday	Ward Round	OPA referral triage Advice and Guidance
Tuesday	Ward Round	Ward Round ILD clinic, alt weeks (ILD MDT)
Wednesday	Ward Round	OPA referral triage Advice and Guidance
Thursday	Ward Round	Ward Round
Friday	Ward Round	OPA referral triage Advice and Guidance

We are keen to accommodate the interests of the successful appointees and these timetables are therefore simply an example of activity.

On-Call commitment:

Respiratory:

1 in 8 for weekday nights

1 for 8 for weekends

(will vary dependent on proposed expansion)

No general medical on call

For a candidate wishing to work less-than-full-time we would reduce the week on the ward commitment.

An allowance of *lieu* days will be provided to compensate for weekend work.

Continued on next page...

Nominal Programmed Activity commitment (This may vary following discussions with the Associate Medical Director & Lead Clinician)

These figures are based on an average with 6 weeks off ward and 2 weeks on ward

Programmed Activity	Number
Wards	2.0
Clinics	2.5
Admin	1.5
EBUS / bronchoscopy	0.5
Supporting Professional Activities	1.5
Medical School/supervision	0.85
ILD MDT/admin	1
ILD Network	0.5
Research	0-2 (optional, DCC would be reduced to maintain ~10PA job plan)
Total	~10

Support:

The appointee will have appropriate secretarial support and office accommodation and a computer with internet access.

Audit:

Clinical audit is well supported and active participation in the audit programme is encouraged.



7. Main Conditions of Service

Salary Scale

£93,666 - £126,281 per annum pro rata

Annual Leave

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

Time off in lieu (TOIL for Weekend Working)

There is currently an agreement with the Trust that Weekends are paid as Time off in Lieu (TOIL)

Study leave

30 working days over a period of three years.

Date of Vacancy

Flexible.

Domicile

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

8. ACADEMIC OPPORTUNITIES

The appointee will be encouraged to participate in clinical research and service innovation. The Trust hosts the National Institute of Health Research Clinical Research Network and the appointee will be encouraged to identify suitable patients for clinical trials. There are opportunities for candidates to act as a Principal Investigator for NIHR clinical trials with the support from R&D as well as develop their own portfolio of research as a Chief Investigator with support from the Research Design Service. 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.

The successful candidate will be expected participate, and in some cases lead on, improvement and innovation activity. Where such activity creates potential new intellectual property this must comply with Trust policy on Innovation and Intellectual Property.

9. RESEARCH GOVERNANCE

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

10. CANVASSING

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

11. ACCESS TO CHILDREN AND VULNERABLE ADULTS

The person appointed to this post may have substantial access to children and to vulnerable adults. Applicants are, therefore, advised that in the event that your appointment is recommended and in line with Trust policy. You will be asked to undertake an Enhanced disclosure check with the CRB prior to commencement of employment. Refusal to do so could prevent further consideration of the application. Attention is drawn to the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended by the Rehabilitation of Offenders Act 1974 (Exceptions)(Amendment) Order 1986, which allow convictions that are spent to be disclosed for this purpose by the police and to be taken into account in deciding whether to engage an applicant.

12. REHABILITATION OF OFFENDERS

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

13. DATA PROTECTION ACT 1998

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

Further information

Interested candidates are encouraged to make informal inquiries in advance of shortlisting. The trust welcomes this and suggests that such inquiries are directed to Dr Lee Dobson and / or Professor Michael Gibbons in the first instance. Contact details for other interested parties are also detailed below.

ILD Lead:

Professor Michael Gibbons
Consultant Respiratory Physician
Royal Devon University Healthcare NHS
Foundation Trust,
Barrack Road,
Exeter EX2 5DW.
Tel: 07788 536347

Respiratory Clinical Lead:

Dr Nick Withers
Consultant Respiratory Physician
Royal Devon University Healthcare NHS
Foundation Trust,
Barrack Road,
Exeter EX2 5DW.
Tel: 01392 402845

Clinical Director (Medicine):

Dr Andrew Ludman
Consultant Cardiologist
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The Quay

20 minutes walk
from Royal Devon





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.



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.