



Royal Devon
University Healthcare
NHS Foundation Trust

CONSULTANT RECRUITMENT PACK

CONSULTANT PHYSICIAN IN STROKE MEDICINE AND HEALTHCARE FOR OLDER PEOPLE

For more information, please contact us:

rde-tr.medicalhr@nhs.net



@RDEcareers



@RDEcareers

Proud to Care
DEVON

Welcome

Applicants must have completed specialist training 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.

Please make your application through the NHS Jobs online service at <https://careers.royaldevon.nhs.uk>. Please apply using the standard 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.

JOB TITLE

Consultant Physician in Stroke Medicine and Healthcare for Older People

Full-time (FT) or Less Than Full Time (LTFT) Appointment

BASE

Royal Devon University Healthcare
NHS Foundation Trust
(Wonford)

DATE OF VACANCY

Immediate

COVER IMAGE

Exmouth

25 minutes train ride from central Exeter



Main entrance to the Royal Devon

1. Introduction

The Department of Healthcare for Older People (HfOP) at the newly formed Royal Devon University Hospitals NHS Foundation Trust (RDUH) is appointing a Consultant with an interest in Stroke Medicine for its Eastern Services based at the Royal Devon and Exeter (RD&E) Hospital.

The Stroke team is embedded within the Healthcare for Older People (HfOP) Department, a friendly and supportive department of 20 Consultant Physicians with a wide range of specialist interests. Seven of the team have a sub-speciality interest in Stroke Medicine.

The post is a substantive, full-time NHS post, and applicants wishing to work less than full time are welcome to apply (minimum 7 PA).

The post will be of interest to those who hold, or are within 6 months (at the date of interview) of being awarded, Certificates of Completion of Training (CCT) in General (Internal) Medicine and Geriatric Medicine, and who may also have a subspecialty CCT in Stroke Medicine, or have appropriate previous training and experience in these specialties.

THE WORK OF THE DEPARTMENT AND DIRECTORATE

Stroke Medicine Team, Healthcare for Older People Department

The Stroke Team sits within the Department of HfOP. The Department is part of the Medical Services Division and is based at the Royal Devon and Exeter Hospital (Wonford). The HfOP Department comprises:

- 3 wards for the acute assessment and early rehabilitation of elderly patients (Ashburn, Kenn and Bovey wards);
- 1 acute HfOP/movement disorders ward shared with Neurology (Bolham ward)
- 1 direct admission Acute Care of the Elderly (ACE) Frailty Unit
- 1 acute general medical/ infection control ward (Torrige Ward);
- Orthogeriatric care on the Trauma Unit (Durbin ward), in partnership with the Trauma and Orthopaedic teams;
- The Acute Stroke Unit (ASU; based on Clyst Ward) (28 beds plus 2 direct stroke admission trolleys). This provides integrated and interdisciplinary acute and rehabilitation care for people with stroke of all ages, including the early phase of rehabilitation;
- Allied Health Professional (AHP) consultant-led 11-bedded Stroke Rehabilitation Unit (Yealm 'SRU');
- A stroke specialist Early Supported Discharge and rehabilitation team (Stroke Support Team) serving the whole RDUH Eastern Services catchment area providing Stroke-specific rehabilitation, operating as part of an integrated service with the Community Rehabilitation teams and also with a daily presence on the Acute and Rehab Stroke inpatient wards

The Department has over 2000 admissions annually to its acute geriatric assessment beds. In addition, there are over 1300 admissions per year to the ASU with suspected acute stroke, including over 800 cases of confirmed stroke per year.

The Acute Stroke Unit is a 28-bedded acute and rehabilitation ward which also has 2 hyperacute spaces to administer the first hour of treatment in acute ischaemic stroke and primary intracerebral bleeds. The service is supported by a dedicated ward team including Advanced Care Practitioner and also the Stroke Nurse Practitioner Team who coordinate the hyperacute management of patients. We operate a drip and ship model of care for Mechanical Thrombectomy working closely with our partners in Derriford who provide a 7-day interventional neuroradiology service. There is a bi-monthly acute stroke MDT involving all of the Trusts in the region focussing on mechanical thrombectomy. There is also a monthly MDT with cardiology colleagues to review and plan the care of patients with PFO and other structural lesions. The Acute Stroke Unit has its own dedicated therapy gym, kitchen, day room and garden and operates as an interdisciplinary unit with weekly MDT and daily board rounds. ASU is an admission ward with twice daily consultant ward rounds and weekly neuroradiology meetings. Patients are actively pulled to the community by the Stroke Support Team who provide an Early Supported Discharge Service for both ASU and the Stroke Rehabilitation Ward.

Yealm SRU is therapy-led with Consultant support from the stroke physicians, it is located close to ASU but has its own distinct geographical space and therapy space although the therapy and medical teams are integrated. There is dedicated stroke-specific teaching for the whole department including ward-based SIM sessions. We work closely with our colleagues in the Northern site of RDUH, sharing learning from governance and providing clinical support for hyperacute decision-making. We are keen to continue to work together to provide a unified and equitable service.

The Department of HfOP provides the acute frailty service, based on the 'Acute Care of the Elderly (ACE) Unit' (Capener Ward) which provides input to AMU and ED.

The ACE team comprises a Consultant Geriatrician (morning and afternoon shifts), specialist nurses, therapists, psychiatric liaison nurses and voluntary sector representatives from Age UK. The ACE Unit is responsible for providing Comprehensive Geriatric Assessments (CGAs) of patients with identified frailty admitted to the ACE Unit, AMU and within the Emergency Department. The objective of the ACE unit is admission avoidance and expediting discharge, while delivering the earliest possible CGA for the frail elderly.

The Community Services Division of the RDUH Foundation Trust also runs community hospitals in Honiton, Okehampton, Tiverton, Axminster, Ottery St Mary, Seaton, Exmouth, Crediton, Sidmouth and Budleigh Salterton with a range of facilities, three of which (Tiverton, Sidmouth and Exmouth) also have inpatients under the responsibility of the RDUH. The Department provides a consultation and out-patients service to these hospitals. We are currently working with our primary care colleagues to enhance the interface between community and acute teams, via the patch geriatrician model. Patch geriatricians develop a relationship with GP practices in their area and act as a focus for advice and guidance.

Outpatient Clinics

This post involves a commitment to the Daily Rapid-Access Stroke Clinic, which is held in purpose-built accommodation adjacent to the Acute Stroke Unit. This clinic assesses over 1000 new referrals per year with suspected minor stroke or TIA in twice daily clinics that has dedicated administrative support. There is access to same day imaging (CT, CTA, MRI and carotid duplex scanning), urgent cardiology investigation and urgent (same day) vascular surgery review. 6 week and 6 month follow up clinics are provided by the Stroke Nurse Practitioner Team and the Stroke Support Team with additional medical follow up in Consultant-led clinics if required.

At present the HfOP Department has five general medical/HfOP clinics at the Royal Devon & Exeter Hospital. In addition there are regular clinics held at Axminster, Seaton, Sidmouth, Exmouth, Budleigh Salterton, Cullompton, Ottery St Mary, Honiton, Crediton, Tiverton and Okehampton.

Other specialist clinics run by the department include a memory clinic (jointly with the Devon Partnership Trust) and a movement disorders clinic.

Community Rehabilitation

Stroke Rehabilitation in the community is provided by the Stroke Support Team (SST) which covers the whole of the RDUH Eastern area (served by the Royal Devon and Exeter Hospital). The team has an office base at Heavitree Hospital but has a daily presence on both the Acute and Rehabilitation Stroke Units on the board rounds, ward rounds and patient meetings to aid the discharge process to facilitate early supportive discharge. There is an active pull to the community and the presence of nurses within the team ensure that there can be a safe early discharge of patients who still have acute problems with issues such as continence.

The team consists of nursing staff, health care support workers, physiotherapists, occupational therapists and speech and language therapists providing up to 6 visits a day either in person or virtually. There is a dedicated medical lead for SST and the use of electronic notes ensures that instant support can be obtained. The weekly MDT is well attended with the Community Rehabilitation Teams also joining in to provide a seamless transition of care once stroke-specific therapy is no longer necessary.

The aim of the outpatient Community Rehabilitation service is to provide a pro-active role in interventions for the prevention of admission to hospital, and the rapid rehabilitation and achievement of optimal function and early discharge from hospital for elderly disabled and sick people.

Community rehabilitation units are established within the local Devon CCG area, and these are also run by RDUH Community Services division. These units are based at Exmouth, Sidmouth and Tiverton.

Teaching

As a department we are enthusiastic in the delivery of high-quality teaching and training. All our consultants are committed to undergraduate and postgraduate medical education. The Department has a substantial commitment to the teaching and training of undergraduate medical students in the University of Exeter Medical School (UEMS) through the provision of ward-based teaching, Special Study Units, lectures and other attachments. There are rotational responsibilities to undergraduate teaching with this post. During term-time year 3 and year 5 UEMS students are attached to the Stroke Unit and the HfOP wards.

The appointee will be expected to contribute to an active program of teaching to Doctors in Training (DiT) and shared responsibility for training specialist registrars in general/ acute medicine, stroke medicine and geriatric medicine. All consultants in the department are involved with undergraduate and postgraduate medical education as clinical and educational supervisors.

There is an active program of regular postgraduate education including a weekly Medical Department meeting, monthly 'Schwartz Rounds' psychosocial grand round, weekly neuroradiology meeting and weekly HfOP departmental meetings.

Research

The department has a strong reputation for engagement in research and consistently high recruitment for many studies in the fields of Stroke, Parkinson's disease and Dementia. The clinical research base of the Stroke Department is expected to see continued growth. Five members of the HfOP department (two in Stroke) hold honorary research contracts with the College of Medicine and Health of the University of Exeter Medical School (UEMS) and there are also colleagues within the department who hold both joint University and NHS contracts. The Department has an Honorary Clinical Professor (Prof Martin James) and a Professor in Diabetes and Vascular Preventative Medicine/Honorary Consultant in Stroke and General Medicine (Professor David Strain) with a broad research portfolio.

The NIHR Clinical Research Facility at the RD&E, with purpose-built accommodation for clinical research studies was opened in 2008, with a high field strength research MRI scanner opened in 2020.

Since the inception of the NIHR Stroke Research Network in 2008 the South West Peninsula has seen the greatest increase in Stroke research activity of all the original 8 English Stroke Research Networks. The RD&E now hosts the successor Clinical Research Network for the SW Peninsula, with Prof. Martin James as the regional Clinical Specialty Lead for Stroke.



**Jacob's Ladder
beach in Sidmouth**

45 minutes from
central Exeter

The recent portfolio of NIHR-adopted clinical research studies in stroke includes hyperacute pharmacological studies (e.g. TASTE, a RCT of tenecteplase in acute ischaemic stroke with imaging-confirmed penumbra), acute intervention studies (e.g. TWIST) and post-acute/rehabilitation and prevention studies (e.g. PLORAS, SOSTART, CONVINCED, OPTIMAS). The Research Network supports three Research Practitioners and a Trials Administrator. There is also an active research programme in dementia, in conjunction with the Devon Dementia Collaboration.

Staff of the Department

There are 18 substantive NHS medical Consultants in the Department, two clinical academics, two non-medical consultants and one research fellow with a team of Speciality Registrars and staff grade doctors:

Professor W David Strain

Clinical Senior Lecturer in Diabetes and Vascular Preventative Medicine/Honorary Consultant in Stroke and General Medicine, Joint Clinical Lead for HfOP and Stroke

Dr Susie A Harris

Consultant Physician, HfOP, and Joint Clinical Lead, HfOP

Professor Martin A James

Consultant Stroke Physician/ Honorary Clinical Professor (UEMS)

Dr Jane E Sword

Consultant Stroke Physician and Geriatrician and Clinical Director, Medical Services Division

Dr Anthony G Hemsley

Consultant Stroke Physician and Medical Director, RDUH Eastern Services

Dr Paul D Mudd

Consultant Stroke Physician and Geriatrician

Dr Salim P Elyas

Consultant Stroke Physician and Geriatrician/
Honorary Clinical Senior Lecturer (UEMS)

Dr Jessica M Kubie

Consultant Stroke Physician and Geriatrician (LTFT)

Dr Nicola C Mason

Consultant Stroke Physician and Geriatrician (LTFT)

Ms Angie Logan

Consultant Physiotherapist, Stroke Rehabilitation

Professor Ray P Sheridan

Consultant Physician and Director of Medical Education, HfOP and Associate Clinical Professor (UEMS)

Dr Anna E Hinton

Consultant Physician, HFOP (LTFT)

Dr James T Mulcahy

Consultant Physician, HfOP and Orthogeriatrics

Dr Lisa Y Bartram

Consultant Physician, HfOP and Orthogeriatrics (LTFT)

Dr Joe W Butchart

Consultant Physician, HfOP /Honorary Clinical Senior Lecturer (UEMS)

Dr Sarah S Jackson

Consultant Physician, HfOP (LTFT)

Dr Suzy V Hope

Honorary Consultant Physician, HfOP and Lecturer in Geriatric Medicine (UEMS)

Dr Jackie S Stephenson

Consultant Physician, HfOP and Clinical Lead for Doctors in Training, Medical Services Division

Dr Maggie Cairns

Consultant Physician, HfOP (LTFT)

Dr Aisha McClintock

Consultant Physician, HfOP

Dr Tomoaki Hayakawa

Consultant Physician, HfOP

Mrs Debbie Cheeseman

Consultant Nurse in Dementia

Dr Tim Malone

Research Fellow (Movement Disorders)

Specialist Registrars

4 posts rotating within the Peninsula Deanery, training jointly in General Medicine and Healthcare for Older People, and 1 post in Stroke Medicine plus 3 academic registrar posts

Staff Grades

2 posts

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

This post is advertised on a FT or LTFT basis (minimum 7PA).

THE JOB ITSELF

TITLE:

Consultant Physician in Stroke Medicine and Healthcare for Older People.

RELATIONSHIPS:

This is a full-time (FT) or less than full time (LTFT) NHS post appointed to the Departments of Stroke and Healthcare for Older People, in the Directorate of Medicine.

DUTIES OF THE POST:

The appointee will work, with their colleagues in Stroke Medicine and Healthcare for Older People, on a rotating job plan. It is anticipated that duties would include sessions on the Acute Stroke Unit (Clyst ward), the Daily Stroke Clinic and inpatient Healthcare for Older People. Stroke Rehabilitation duties can be included if a successful candidate has a special interest in this area. Medical care on the inpatient wards includes general medicine patients. The post combines in-patient responsibilities with front door care and an interface with the community.

The appointee's total programme of work will encompass up to a maximum of 10 sessions, including a commitment to out-of-hours general medicine, HfOP and Stroke on call (totalling up to 1.5 PAs).

Consultants in the department are expected to take part in all the usual activities of a UK physician including CPD, appraisal, governance, teaching and audit.

NHS DUTIES

(a) Clinical Commitments (Normal Working Hours)

The appointee will work together with their consultant colleagues in the specialty to provide a consultant service for older medical patients and Stroke Medicine in the relevant catchment area for the RD&E covering Exeter, mid- and East Devon.

In April 2022, the Royal Devon and Exeter Hospital NHS Foundation Trust formally merged with Northern Devon Healthcare NHS Trust to form the Royal Devon University Healthcare NHS Foundation Trust. As part of the Trust clinical integration strategy, Stroke and Healthcare for Older People services are 2 of the 8 priority service areas for integration. The RDUH Eastern Services continue to work collaboratively with Northern Services colleagues and NHS England to better align and integrate our Stroke and Healthcare for Older People services across both Eastern and Northern sites. Therefore, whilst this role is based predominantly within our Eastern Services at the Royal Devon and Exeter Hospital and peripheral community sites, occasional travel to and cross-site working at North Devon District Hospital in Barnstaple will be required.

The appointee will also accept referrals from, and provide Consultant advice to, the other hospitals and wards within the RD&E Hospital.

(b) Clinical Commitments Out of Hours

The appointee will contribute equally to the existing work of the Department. Out of hours work comprises midweek general medical evening ward round 1900-2200 and overnight on-call. On-call duties for HfOP and Stroke are part of this, including remote on call for Stroke. The Geriatrician team are trained in Stroke thrombolysis as part of this out of hours rota.

Weekend on-call duties include General Medicine plus HfOP and Stroke. These consist of ward rounds 0800-1500 plus the overnight on call, including evening and nights remote on call for Stroke.

Managerial and Clinical Governance arrangements for Medical Services are through the Medical Services Division via Clinical Director for Governance (Dr Jane Sword), which meets monthly.

(c) Locality Visits/Community Hospitals

This post does not involve any scheduled visits to community hospitals or other community-based services, but there is possibility for this opportunity. There may be occasional requests for domiciliary visits which are separately remunerated.

(d) Teaching Responsibilities

In general, the appointee will be expected to participate in postgraduate teaching and the clinical supervision of junior doctors in training, and to contribute to the education of General Practitioners. The post does not begin with any formal educational supervision responsibilities for junior medical staff, but opportunities to take on such responsibilities will arise.

There is an active programme of regular postgraduate education including a weekly Medical Department meeting, weekly neuroradiology meeting, and weekly HfOP and Stroke Medicine meetings. The post-holder will be expected to participate in departmental postgraduate education activities during this post.

(e) Infection Control

All medical and dental staff have a duty to practise and promote patient safety in relation to infection control and other issues. Appointees will therefore be expected to comply with Trust Infection Control policies and guidelines.

(f) Administration

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

The appointee will have shared office accommodation at the RDUH RD&E site and secretarial support.

The appointee will have computer access with monitored access to the internet. The RD&E Trust switched over to a full electronic patient record (EPR) from 10 October 2020, and training will be given to the appointee in the use of the EPR for all clinical records.

The appointee will be a member of the Department of Healthcare for Older People, within the Medical Services Division, which incorporates all the sub-specialties of Acute Medicine.

(g) Leadership and Management

The appointee will be responsible for the leadership of their clinical team as appropriate within the specialty. This post does not include other specific leadership responsibilities.

The appointee is expected to be responsible to the Clinical Lead and the Associate Medical Director for the effective and efficient use of resources under their control.

(h) Professional Performance

The appointee will have continuing responsibility for the proper execution of their clinical workload and responsibilities as detailed in this job description.

The appointee will be expected to register for and participate in Continuing Professional Development (CPD), for which there is a Study Leave allowance.

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

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 Associate Medical Director, if satisfaction is again not obtained, concerns should be discussed with the trust's Medical Director.

Clinical Governance requirements placed on the Trust dictate that the appointee participate in the Trust's programme of annual appraisal, and participates in periodic revalidation with the General Medical Council. There will also be a regular review of job planning to match the appointee's contractual commitments with the requirements of service delivery, both of which may change over time in post.

The balance of the timetable is such that the NHS commitment is 5 sessions. Included in this would be half of the Support Professional Activities allocation for the post (0.75PA), and up to 1.5PA for on-call commitment.

The above is an example week of responsibilities, co-ordinated with other colleagues in the department. The rotating arrangement involves working across the Acute Stroke Unit, Daily Stroke Clinic, acute geriatric inpatient care (Capener) and the Acute Care of the Elderly (ACE) team. This rotational arrangement may be subject to change according to the requirement to deliver the full range of clinical services, and the sessional commitment relating to UEMS component of the post.

A LTFT appointment will involve pro rata adjustment of the above typical weekly programme. The frequency of on call will also be adjusted accordingly.

This timetable may be subject to change after discussion such that the department can meet its clinical service commitments.



Main Conditions of Service

SALARY SCALE:

£88,364 - £119,133 per annum pro rata depending on experience for a 10 PA contract, plus on call supplement. Adjusted pro rata for a LTFT appointment.

ANNUAL LEAVE:

32 working days per year, including bank holidays (pro rata). Five weeks of this entitlement is to be taken in full weeks, with no more than two weeks of continuous absence.

STUDY LEAVE:

10 days per year (pro rata).

DATE OF VACANCY:

As this is a new appointment the vacancy is available immediately.

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.

ACCESS TO CHILDREN

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 their appointment is recommended and in line with Trust policy, they will be asked to undertake a disclosure check and a POCA (Protection of Children) list 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.

REHABILITATION OF OFFENDERS

This post is not protected by the Rehabilitation of Offenders Act, 1974. Applicants 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.

DATA PROTECTION ACT 1998

Applicants 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 at rde-tr.medicalhr@nhs.net to let us know what reasonable adjustments you require.

Further information

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

Chief Executive:

Mrs. Suzanne Tracy
Chief Executive
Royal Devon University Healthcare NHS
Foundation Trust Eastern Services
Barrack Road
Exeter EX2 5DW
Tel: 01392 402357
Fax: 01392 403911

Chief Medical Officer:

Prof Adrian Harris
Chief Medical Officer
Royal Devon University Healthcare NHS
Foundation Trust Eastern Services
Barrack Road
Exeter EX2 5DW
Tel: 01392 403919
Fax: 01392 403911

Medical Director:

Dr Anthony Hemsley
Medical Director
Royal Devon University Healthcare NHS
Foundation Trust Eastern Services
Barrack Road
Exeter EX2 5DW
Tel: 01392 406070

Associate Medical Director:

Dr Helen Lockett
Associate Medical Director, Medical Services
Division
Royal Devon University Healthcare NHS
Foundation Trust Eastern Services
Barrack Road,
Exeter EX2 5DW
Tel: 01392 406215

Clinical Director:

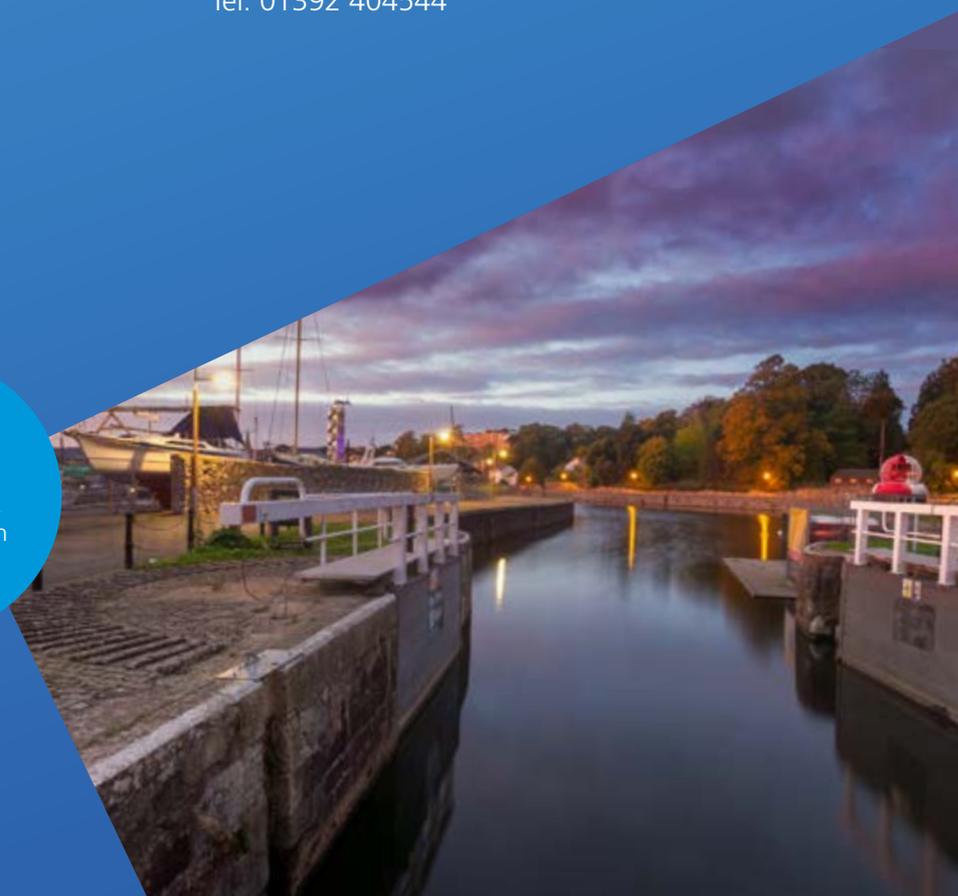
Dr Jane Sword
Clinical Director, Medical Services Division
Royal Devon University Healthcare NHS
Foundation Trust Eastern Services
Barrack Road
Exeter EX2 5DW
Tel: 01392 406215

Lead Clinicians in Specialty:

Professor David Strain
Joint Lead Clinician, Healthcare for Older People
and Stroke
Royal Devon University Healthcare NHS
Foundation Trust Eastern Services
Barrack Road
Exeter EX2 5DW
Tel: 01392 404544

The Quay

20 minutes walk
from Royal Devon



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 £5,000 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.



About the Royal Devon

The Royal Devon University Healthcare NHS Foundation Trust provides integrated health and care services across North, East and Mid-Devon including Torridge & Exeter.

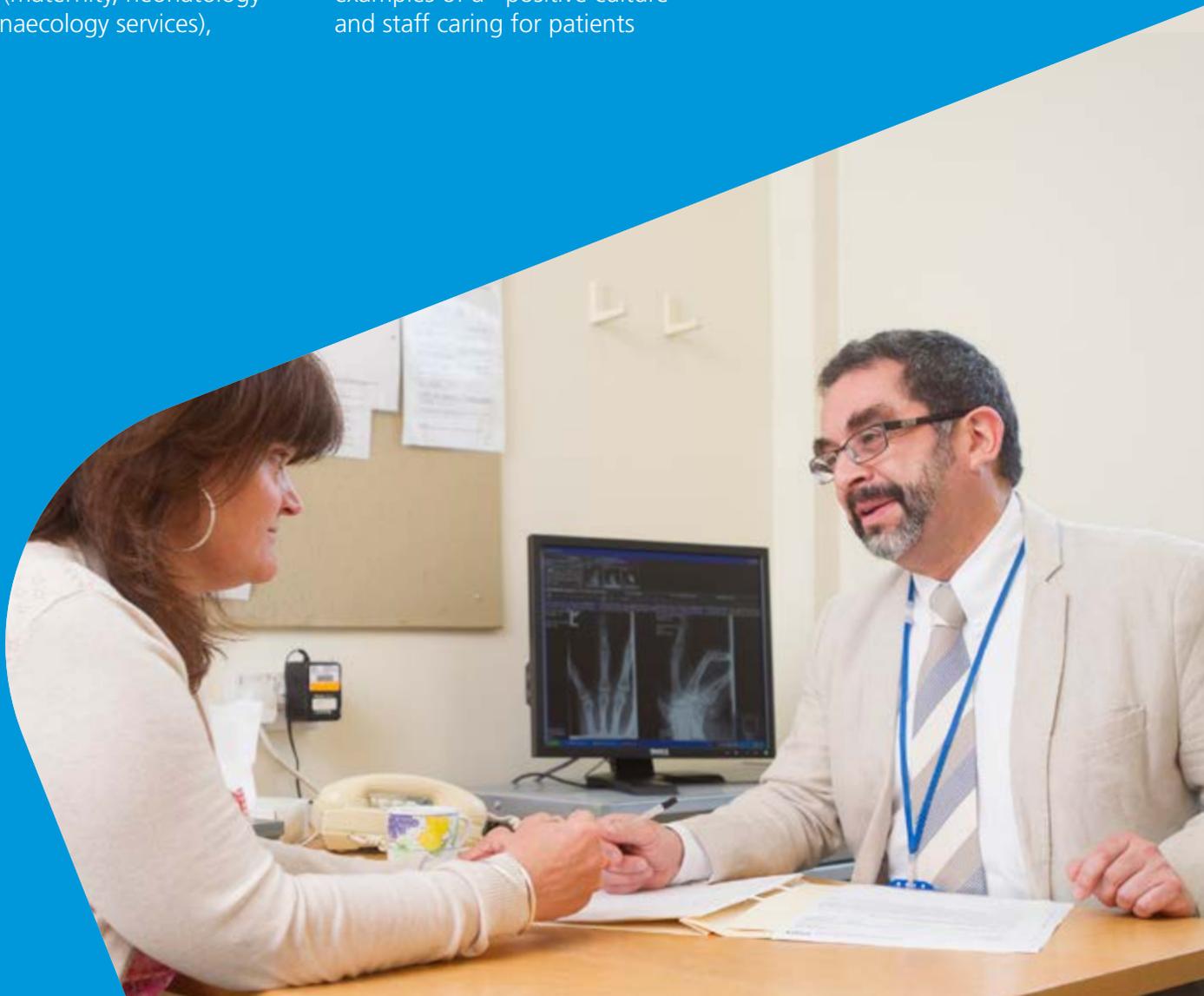
With 17,000 staff, it manages a large acute teaching hospital, 12 community hospitals and provides community services to a core population of over 1,000,000.

The Trust is nationally and internationally recognised for excellence in a number of specialist fields including the Princess Elizabeth Orthopaedic Centre, the Centre for Women's Health (maternity, neonatology and gynaecology services),

Cancer Services, Renal Services, Exeter Mobility Centre and Mardon Neuro-rehabilitation Centre.

In 2019 the Trust retained it's overall CQC rating of 'Good', given to us following a previous full CQC inspection in 2015. In particular, the Trust maintained an 'Outstanding' rating in the 'Caring' domain and the CQC report highlights numerous examples of a "positive culture" and staff caring for patients

with "kindness and dignity". The CQC rated leadership and management at the Trust as Outstanding, highlighting that our leadership team have the experience, capacity, capability and integrity to manage a well-led organisation and that the Trust is fully engaged and working effectively with system partners as part of the Devon Sustainability and Transformation Partnership (STP).





Creating a first-rate “Work-Life” balance by living & working in Devon

With breath-taking countryside, spectacular beaches and vibrant cities, it's not difficult to understand why Devon is frequently rated as one of the top places to live and work in the UK. Devon is a magnificent place to work and live and has the potential to deliver an exceptional Work-Life balance.

The main hospital site is in the historical Cathedral city of Exeter which dates back to Roman times. The Exeter City Walls are still visible around its centre and the Gothic Cathedral is simply stunning in terms of architecture and ambience. Exeter, and its surrounding cities, offer a varied and rich arts and culture scene including: The Royal Albert Memorial Museum & Art Gallery (RAMM) displaying fine art, costumes and local history, several theatres, cinemas, music venues and restaurants (both independents and chains). There are also vaulted, medieval Underground Passages to explore which snake beneath the city.

In Exeter there is an abundance of family and social amenities to enjoy in the city and our Community sites are located in bustling and distinctive market towns with a range of benefits of their own. The city also has abundant amenities and beautiful surrounding countryside. It is situated in the middle of the South West Region with easy access to the countryside and coast of Devon and Cornwall. Exeter is well-served by rail, road and air links.

Within a mile of our main hospital site you can find yourself shopping in the City Centre (including 'High Street' names such as John Lewis and IKEA), or maybe drinking coffee/ socialising along the quayside. Within 10 miles you can find yourself at the seaside or on the way to roaming Dartmoor or maybe partaking in the many outdoor activities for which the South West is famed including water-sports, surfing and hiking. In less than an hours drive you could find yourself enjoying the spectacular coastline of Cornwall or the cosmopolitan city of Bristol. Devon also benefits from two stunning coastlines, two National Parks, a UNESCO Biosphere Reserve and England's first natural World Heritage Site – the Jurassic Coast.

Good educational facilities such as the University of Exeter and good Ofsted rated schools are also available locally. Alongside this Trust has an on-site Ofsted graded 'Outstanding' Nursery.

Easy access to Route 2 National Cycle Path which includes a beautiful traffic free cycle path around the estuary.

Enjoy a good quality of life in the South West and be part of our caring workforce!



Exeter
City Centre

15 minutes walk
from Royal Devon

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.

We're here if you need us!

For more information, please contact us:

rde-tr.medicalhr@nhs.net



@RDEcareers



@RDEcareers

Proud to Care
DEVON