

BETTER TOGETHER

NHS

Royal Devon
University Healthcare
NHS Foundation Trust



Consultant Information Pack

Acute Medicine Physician

JOB TITLE

Acute Medicine Physician

DATE OF VACANCY

Immediate

BASE

North Devon District Hospital

A Warm Welcome

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

Our Trust is a special place to work. We foster creativity, innovation and a personal approach to high-quality patient care. We are proud of our Acute Medicine department, which is nationally recognised for its innovative approach. We are committed to further developing this successful and cohesive team and want to bring the very best clinicians to Devon.

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



Prof Adrian Harris

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



Application and Advisory Appointments Committee

Our staff are our greatest asset and we are committed to their health and well-being. We acknowledge that at the consultant level, Acute Medicine is part of a portfolio for most doctors. As such, we want to offer you a portfolio of work that includes acute medicine - we want to hear what you're good at, what else you want to do - a role in education, or developing service perhaps? We recognise that a blended approach to job planning that combines time in high-intensity areas with an opportunity to work in another area of interest is a far more sustainable approach. We invite you to discuss the development of a genuinely workable job plan with us.

We are also committed to flexible working, including job sharing, and we will discuss these arrangements with any shortlisted candidates.

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

Applicants must have completed specialist training in general internal medicine or acute medicine and have entered on the GMC Specialist Register prior to taking up the appointment.

We are trialling a shortened recruitment process for this role, which will allow us to accept CVs or online applications. Please contact Emily Simpson on 07958 931414 for a confidential chat in the first instance or visit www.jobs.nhs.uk.

“We will work with you to develop a realistic and sustainable job plan.”



Introduction

The Royal Devon University Healthcare NHS Foundation Trust is seeking to appoint an Acute Medicine physician to join our Acute Medical Unit, based at the North Devon District Hospital in Barnstaple.

This role forms part of a wider integrated department that includes our Eastern services based in Exeter, and which jointly provide acute care for patients living across Northern, Eastern and Mid Devon.

Our combined medical assessment team is friendly, innovative and ambitious. To support the increasing demands in Acute Medicine we have developed robust Same Day Emergency Care and Virtual Ward Services. By using these services, we provide rapid assessment of patients whilst avoiding unnecessary admissions. Our Virtual Ward had access to a wide range of remote monitoring devices that feed directly into our state-of-the-art electronic patient record (EPIC). We also have strong links to our community teams and services to allow us to continuously explore the art of the possibility with regards to safely caring for more complex patients at home.

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

We embrace the skills of the whole MDT, encouraging everyone to maximise the use of their skills. We have a strong ACP team and our wider team are invaluable in optimising care at the Front Door, including pharmacists, therapists etc. We also link closely with our community and Health Care for the Elderly services to deliver an Acute Frailty service

In the East we have recently introduced a referral hub where doctors, therapists and nurses assess patients at the point of referral and direct them to the correct pathway. This allows us to take more paramedic referrals, reducing delays in the Emergency Department, and ensures the patients have access to the Right People in the Right Place at the Right Time. We hope to expand the service to cover NDDH in the near future.

Highlights of the Role

Research and innovation. Research active departments deliver better clinical outcomes for patients. We have a large programme of investigator-led and commercial research studies which have been internationally recognised for their programme of multi-site, award-winning research. We have a multimillion-pound research facility, dedicated research staff and collaborative links with researchers from across the University of Exeter. Funded time for the development of research proposals is available for interested consultants.

Research interests are strongly encouraged and supported. There are opportunities for candidates to act as a Principal Investigator for NIHR clinical trials with the support from Research and Development as well as to develop their own portfolio of research as a Chief Investigator with support from the Research Design Service.

Training and development. You'll be joining a well-established collegiate group of physicians that spans Northern, Mid and East Devon, providing opportunities for continued development in new sub-specialities, education or into leadership and management for example.

Service development. The Royal Devon's core services support a population of more than 615,000 people across more than 2,000 square miles across Devon. The scale of operation brings opportunities to establish and develop innovative new services to better meet the needs of our patients such as harnessing technology to deliver remote patient consultations and disease monitoring. We are widely recognised for our virtual ward. An ambitious project that spans East and North caring for 60 to 70 patients at any given time using wearable technology. The success of which brings aspirations to extend to 100 patients in the near future.

Teaching. The Royal Devon enjoys close ties with the University of Exeter Medical School. We offer funded time for teaching of medical students and junior doctors. We are planning a regular programme of evening educational meetings, which will bring the Eastern and Northern teams together providing opportunities for your CPD.

Career progression. The sheer scale of the Trust brings opportunities for career progression. This is a role that is well supported by the wider consultant team, with opportunities to work across both acute sites. AMU consultants from Exeter attend Barnstaple regularly and working across the Trust will also be encouraged and supported.

Job plans. We would like to extend the invitation to you to develop a job plan with us that is balanced and sustainable. We recognise that acute medicine is a challenging speciality and as such, we don't think that traditional job plans work in Acute Medicine. Instead, we welcome the opportunity to discuss different working options and diverse portfolios so that you can create a long and rewarding career with us.

If this sounds like a novel and innovative approach, then that's typical to the Royal Devon, and something that sets us apart from other Trusts.

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

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

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

About Royal Devon University Healthcare NHS Foundation Trust

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

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

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

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

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



About the Trust and Service Structure

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

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

Our acute medicine units are based at the Royal Devon and Exeter Hospital (Wonford) (RD&E) and North Devon District Hospital (NDDH), and sit within the Medicine Care Group.

The Medical Director is Dr Karen Davies. All permanent medical staff are members of the Medical Staff Committee which has an elected Chairperson who represents the group at the Trust Management Committee.

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

About the department

The Acute Medicine Unit (AMU) is situated on the main hospital site and takes unselected medicine from the locality through conventional GP and ED referrals. We have a well-established SDEC driven by modified GAP scoring. NDDH is also an active user of EPIC, a state-of-the-art electronic patient record, which is proving game changing transformation for patients and medical teams alike. We have a rapidly expanding Virtual Ward that spans both acute sites and which leads this field in the South West. The unit is innovative, forward thinking and well-managed.

We have an established group of consultants that includes experienced Royal Devon and Exeter clinicians. They enjoy a job over both sites and a reciprocal arrangement is available should you wish.

Currently we have seven consultant physicians staffing the unit and we work 4-hour morning and afternoon shifts, three consultants completing the morning rounds and two in the afternoon. The afternoon's work includes seeing new patients including those suitable for SDEC. Our dedicated SDEC area currently accounts for around 30% of the take and we hope to increase this. It offers rapid access to diagnostics and treatment. The Virtual Ward is covered by consultants with a specific interest. If this is an area that interests you we are happy to explore this within your Job Plan.

The wider ambulatory offering includes community links and an ongoing review service all managed from Acute Medicine. We remain pro-active about managing increasing attendances to unscheduled care and are developing services to meet the challenge. Virtual ward and SDEC are high on the trust's list of priorities.

These new consultant posts reflect the Trust's commitment to Acute Medicine and is part of a wider plan involving a significant expansion of personnel and capacity.

THE ACUTE MEDICINE UNIT (AMU)

28 beds. Well-staffed with experienced nurses. We have a permanent MAU middle grades as well as

support from middle grades who contribute to the medical registrar rota.

SDEC

The SDEC can accommodate 16 patients seated and 4 patients on trolleys. Open from 0700 to 2200 and staffed by experienced ACPs and junior doctors. We are running 30% of our medical referrals through SDEC.

We see acute medicine as a portfolio job, acknowledging that it is a very challenging specialty. We are keen to promote non-clinical PAs and can offer these in research, leadership, patient safety and governance, undergraduate and postgraduate education and supervision. We are therefore open to your ideas around what a good job plan looks like for you.

Consultant Medical Staff

There are 18 consultants across the 2 main sites. The network of AMU consultants across the whole peninsula patch is also strong and we have an annual conference and a Royal College group that meet regularly. Around half of our consultant body hold a dual qualification in specialty medicine and work over both specialties.

Consultants working in NDDH:

Dr Inessa Didoukh - Acute Physician

Dr Bill Lusty - Acute Physician

Dr Helen Lockett - Diabetes and Acute Medicine Consultant (Deputy Medical Director for Medicine)

Dr Kittiya Sukcharoen - Nephrology and Acute Consultant

Dr Mark Daly - Diabetes and Acute Consultant (Clinical Lead RDE)

Dr Simon Patten - Acute Physician (Clinical Director or Urgent Care and Clinical Lead for the Virtual Ward)

Dr Magdalena Stojakowska - Nephrology and Acute Consultant

Dr Asim Yousuf - Acute Physician (Specialist Doctor)

PROFESSIONS ALLIED TO MEDICINE

Consultants at the Trust have access to an amazing team of specialised support including a dedicated nursing team and junior doctors, registrar and advanced clinical practitioners. There is also input from pharmacy and other allied health teams to ensure all aspects of patient care are supported

This wealth of experience means that the consultant team are well supported in their clinical duties.

Departmental Meetings

Department meetings are held every other week. We encourage colleagues to share ideas and explore opportunities for service development. We also consider training opportunities.

Governance meetings take place on a regular basis and will shortly link with RDE governance to ensure shared learning, guidelines etc.

Administration and Secretarial Support

Adequate time and facilities are available for clinical administration, including appropriate office space, secretarial support and access to a personal computer.



Supporting Professional Activities

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

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

An additional SPA may be available for:

- Service development
- Clinical management
- Research
- Additional teaching and training activities, including educational supervision
- Additional governance activities such as acting as an appraiser or mentor
- National audit programme projects

Further details are published in the job planning policy.

Continuing Professional Development

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

Revalidation

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

Research

Investigator-led and clinical trial research has a prominent place in the Royal Devon and is supported by three full time research nurses. Patients are given the opportunity to participate in a wide number of studies.

The University of Exeter Medical School has an excellent research reputation from basic biomedical research through to patient-centred research. The group is supported by the University of Exeter and NIHR biomedical research centre and currently provides research training to three PhD students and two visiting fellows.

There are opportunities for candidates to act as a principal investigator for NIHR clinical trials with the support from Research and Development as well as to develop their own portfolio of research as a chief investigator with support from the Research Design Service.

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

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

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

University of Exeter Medical School

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

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

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

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

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

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

The trust has a great relationship with the University of Exeter and the AMU delivers parts of the clinical undergraduate teaching programme including a new generalist programme. Links to the University bring PA opportunities in every aspect of undergraduate support, clinical and managerial.

Two of our AMU colleagues hold senior roles in the Medical School.

There are numerous opportunities locally to advance skills and credentials with educational roles in mind, so if teaching is your specialist skill, then we can personalise your job plan towards this.



Outline Job Plan

A provisional outline job plan is included but is subject to modification. The individual job plan and detailed timetable will be discussed and developed with the successful candidate. Specialist interests and development opportunities such as hospital management, leadership, undergraduate and postgraduate education will be accommodated where they are compatible with service requirements. There are opportunities for flexible and part-time working.

It is expected that the initial job plan will be agreed within three months of the start date and will be reviewed annually or earlier, if necessary.

The above clinical sessions on the AMU are prospectively covered and this is allowed for in the job plan.

ON-CALL ROTA

Currently, the medical on-call rota is shared by the team on a 1 in 11 basis. The commitment is on site weekday evenings (5pm - 8pm post taking on MAU) and 15 hours over the weekend (split days Saturday and Sunday). The remaining cover is off site on-call. The on-call commitment attracts 1 PA and a 1% supplement.

The Trust is working towards increasing the number of participating physicians to provide more robust out of hours support of the Acute Medical Unit and wards at the weekend. This will also allow expansion of our Same Day Emergency Care (SDEC) service.

An average medical take is 30 patients over the 24-hour period. There is a registrar 24/7 who is supported by a number of junior doctors. We are continuing to develop an Advanced Care Practitioner model to support clinical workforce.

Emergency calls

In exceptional circumstances, the Trust may request emergency cover for colleagues. However, the Trust recognises that there is no contractual expectation of availability when a consultant has no scheduled duties

Person Specification

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

Requirement	Essential Attributes	Desirable Attributes
Qualifications and Training		
Professional qualifications	<p>Primary medical qualification (MBBS or equivalent)</p> <p>Completion of higher specialist training in General Internal Medicine or Acute Medicine.</p>	<p>An appropriate higher degree or qualification (MD, PhD or equivalent).</p> <p>Qualification in Teaching and Learning.</p>
Professional training and memberships	<p>Full GMC registration and licence to practise.</p> <p>Entry on Specialist Register for interventional radiology via:</p> <ul style="list-style-type: none"> • CCT (proposed CCT date must be within 6 months of interview date) • CESR <p>Membership of Royal College of Radiologists or equivalent qualification.</p>	
Clinical Experience		
Employment	<p>Evidence of completion of a comprehensive broad-based training programme at specialty registrar level (or equivalent).</p> <p>or</p> <p>Clear demonstration of equivalent experience, with a minimum of six years at a level comparable with or senior to specialty registrar.</p> <p>Evidence of training in interventional radiology and general radiology.</p> <p>Career progression consistent with personal circumstances.</p>	
Clinical knowledge and skills	<p>Demonstrates ability to fulfil interventional radiology duties and general radiology duties at a consultant level. Able to take full and independent responsibility for clinical care of patients and provide an expert clinical opinion on a range of problems.</p> <p>Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge.</p> <p>Able to prioritise clinical need.</p> <p>Caring approach to patients.</p>	<p>Demonstrates awareness of breadth of clinical issues</p> <p>Clinical feedback from colleagues and patients</p>

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

Main Conditions of Service

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

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

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

Salary Scale

This is as described in the Medical and Dental Terms and Conditions, in line with the Consultant Contract (2003). The current full-time salary scale ranges from £99,532 to £131,964 with five thresholds. The on-call supplement is category B and attracts a supplement of 1% of basic salary.

Leave

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

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

Domicile

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

Duty to be contactable

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

Indemnity

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

Mentoring

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

Professional Performance

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

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

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

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

Reporting Concerns

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

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

Serious Untoward Incidents

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

Research and Audit

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

Safeguarding Children and Vulnerable Adults

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

Rehabilitation of Offenders

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

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

Health and Safety

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

Infection Prevention and Control

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

Our Approach to Inclusion and Diversity

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

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

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

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

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

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





Living in Devon

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

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

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

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

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

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

Vibrant Cities and Friendly

Market Towns

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

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

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

Friendly Market Towns

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

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



Great for Families

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

Living and travelling

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

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

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

Support with relocation

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

Contacts

The Trust welcomes informal enquiries.

Contact names are detailed below:

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