



**Royal Devon
University Healthcare**
NHS Foundation Trust

CONSULTANT INFORMATION PACK

CONSULTANT OBSTETRICIAN AND GYNAECOLOGIST

For more information, please contact:
ndht.medicalstaffingteam@nhs.net (Northern services)
rde-tr.MedicalHR@nhs.net (Eastern services)

 [NHSRoyalDevon](#)

 [RoyalDevonNHS](#)

www.royaldevon.nhs.uk/join-us

A Warm Welcome

Hi, I'm Suzanne Tracey the Chief Executive Officer of Royal Devon University Healthcare NHS Foundation. Thank you for the interest that you have shown in working with us, at what is an unprecedented time for healthcare across the UK.

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

We are proud of our Obstetrics and Gynaecology 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.

Suzanne Tracey

JOB TITLE

Consultant Obstetrician and Gynaecologist

DATE OF VACANCY

Immediate

BASE

North Devon District Hospital

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.



Chief Executive
Officer
Suzanne Tracey

Application and Advisory Appointments Committee

Applicants must have completed specialist training in Obstetrics and Gynaecology 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.”

Introduction

We are pleased to be inviting applications for a consultant post. The successful candidate will join the existing team of eight whole time equivalent obstetrician and gynaecologists. This additional post has been created due to the need to recover post-Covid but also to fulfil an increasing role in undergraduate medical education (University of Exeter Medical School).

The ideal appointee will be a generalist obstetrician and gynaecologist with an interest in medical education. Experience in Paediatric and Adolescent Gynaecology, Outpatient Hysteroscopy and High Risk Antenatal Care would be welcomed. We are also keen that the appointee has leadership aspirations / skills that can be further nurtured.

It is expected that following the outcome of the Devon-wide review of acute services, which recommended closer working between hospitals, as networking evolves, there will be linkage of this post with Exeter.

The post is based at North Devon District Hospital (NDDH), part of the Royal Devon University Healthcare NHS Foundation Trust. It is a unique organisation, delivering integrated acute and community services and specialist services across the whole of Devon, and has one of the highest rates of staff satisfaction in the country. NDDH provides a full complement of secondary care services including emergency care, cancer services, maternity and paediatrics. It is a designated Trauma Unit and Cancer Unit.

Outside of work, with its national parks and Areas of Outstanding Natural Beauty, Devon offers an excellent quality of life and is consistently voted as one of the best places to live in England. Woolacombe Beach has recently been rated one of the top 25 beaches worldwide and Barnstaple is at the foot of Exmoor.

For further information about this post and to make arrangements to visit the department, please contact Mr Alex Mortimer, Lead Obstetrician and Gynaecologist on 01271 322784, or Jonny Morgan, Group Manager on 01271 311812. Sally Bryant is the Head of Midwifery.

We welcome enquiries for further information and encourage informal visits to the hospital and department. A list of contacts at the Trust is detailed in the final section of this information pack.

The post is advertised as a full-time post attracting 10 PAs but additional PAs can be negotiated. However, part-time or job share applications are welcomed and encouraged. Applicants should be eligible for full registration with the GMC.



Mr Seumas Eckford
(left) and Mr
Osama Eskandar
– O&G
consultants

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.

A portrait of Mr Alex Mortimer, a man with short brown hair, wearing a light pink shirt and a dark grey jacket. He is smiling slightly and looking towards the camera.

Mr Alex Mortimer
– O&G
consultant

About Royal Devon University Healthcare NHS Foundation Trust


We are a newly formed NHS Foundation Trust with a vast geographical footprint, serving a population of over 615,000 people and covering more than 2000 square miles across Devon. This makes us one of the largest providers of integrated health care in the UK, and the biggest employer in Devon with a workforce of over 15,000 staff.

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

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

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

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



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

About the Department

The Obstetrics and Gynaecology Department at North Devon District Hospital provides a comprehensive range of Obstetric and Gynaecological services, both at NDDH and in our community hospitals. The majority of the service is based in the Ladywell Unit alongside Paediatrics. The Unit has two theatres for Obstetrics and Gynaecology.

The Maternity service in North Devon sees approximately 1300 births per year, and provides antenatal and postnatal care. The delivery suite has six rooms, two of which benefit from birthing pools. Our labour ward contains a bereavement room and a midwifery-led care room. A designated obstetric emergency theatre is also available. The antenatal/postnatal ward is Bassett Ward, with 18 beds plus a day assessment unit. The antenatal clinic, with two ultrasound rooms, is located on the ground floor.

The department has close links with St Michael's Hospital in Bristol for tertiary fetal-medicine services, led by Miss Sansan Aye.

The Caroline Thorpe children's ward and Special Care Baby Unit are also within the Ladywell Unit. The SCBU is a level 1 special care unit. It is a member of the Peninsula Neonatal Network, with the level 3 unit at Derriford Hospital, Plymouth.

The day-case gynaecology service is based on Petter Ward, a six trolley day-case unit for patients undergoing gynaecology (or breast surgery – Wednesday). Petter Ward is also the admissions area for gynaecological inpatients, hosts the early pregnancy assessment clinic, and has two procedure rooms for colposcopy, urodynamics and outpatient hysteroscopy. There is a separate gynaecology clinic area for general clinics. Gynaecology inpatients, both elective and emergency, are cared for in the female surgical ward, King George V (KGV), within the main hospital building.

The fertility service receives approximately 100 referrals per year. The service offers basic semen analysis, ovulation monitoring and induction with Clomiphene, tubal patency tests by HSG and laparoscopy and dye where indicated. There are close links with the fertility team in Exeter, Miss Annabel Kemp working in both NDDH and RDE fertility services, for provision of assisted conception including IVF, ICSI and sperm donation.



Rachel Nicholson –
Audit lead

The Urogynaecology service includes a Urodynamics service, a nurse-led pessary clinic and close links to the Bladder and Bowel service. A range of continence procedures (urethral bulking, fascial sling, intravesical Botox) is offered and supported by close links with colleagues in Urology. A wide range of prolapse procedures including sacrospinous fixation, laparoscopic sacrohysteropexy and colpopoiesis is offered. BSUG Unit Accreditation is an aspiration.

NDDH has a Cancer Unit led by Mr Osama Eskandar, supported by cancer nurse specialists and medical and nurse colposcopists. It is integrated into the Cancer Centre at the Royal Devon & Exeter Hospital – Mr J Renninson, along with radiotherapist Dr J Forrest, and medical oncologist Dr K Scatchard from the Exeter participate in joint clinics and multi-disciplinary team working at NDDH. A consultant nurse Mrs D Goffey, currently provides support to the colposcopy service (as well as a PCB clinic, early pregnancy assessment) and training for a nurse colposcopist in NDDH.

1.1 Staffing

Medical Staffing

Consultant staff

Mr Alex Mortimer

Consultant obstetrician and gynaecologist with a special interest in urogynaecology

Mr Seumas Eckford

Urogynaecology and terminations of pregnancy

Mr Osama Eskandar

Minimal access surgery, Unit gynae-oncology lead

Simon Tarsha


Consultant obstetrician and gynaecologist and PMRT lead

Miss Sansan Aye

Feto-maternal medicine lead

Mrs Eleni Lekoudis

College tutor



Miss Sansan Aye
– Feto-maternal
medicine lead

Miss Jessica Glanville

Labour Ward lead

Mrs Dawn Goffey

Nurse consultant

Three consultants working between RD&E (Mon, Tues, Fri) and NDDH (Wed, Thursday)

Miss Rachel Nicholson – Audit lead

Miss Annabel Kemp – Fertility lead

Mr Simon Tarsha – PMRT lead

Speciality doctor and associate specialist doctors

The department has a 1:8 Tier 2 rota incorporating speciality doctors and RCOG MTI programme trainees. They take part in a full-shift system and are able to undertake the majority of emergency obstetrics procedures. With consultants, they provide training to both specialty and GP trainees.

Tier 1 doctors

There are eight tier 1 doctors: one ST1 O&G trainee, four GP ST1/2 trainees, two Trust doctor posts at ST1/2 level and one F2 trainee. They work a full-shift system supporting the tier 2 doctors.

The trainees within the department have given excellent feedback in the GMC trainee surveys and to the recent School of O&G Quality Panel on the quality of supervision and training that they receive and the consultant body is keen to maintain this reputation. Trainees have the opportunity to contribute to their teaching programme and are invited to attend the department's various governance, audit and M&M meetings.

Job Description

1.2 Departmental governance and management

The department has a robust governance structure which has been modelled on the structure in place in the RD&E with whom it works closely. There is a monthly maternity services governance meeting and alternate month gynaecology governance meeting.

There is a monthly audit and case review meeting. Additionally, there is an alternate month perinatal M&M meeting.

The O&G and Maternity Specialty Team meeting is the department's business meeting held on a Wednesday afternoon each month involving consultants, specialty doctors, nursing, midwifery, and management. No clinical commitments (except delivery suite cover) are scheduled to ensure that all consultants can attend. Agenda items include reports from teams, the financial position of the department, incidents, complaints and positive feedback.

Day to day managerial and operational links are with the lead clinician, Alex Mortimer and the group manager, Jonny Morgan. Both work closely with Sally Bryant, Head of Midwifery.

1. Clinical commitments

The successful candidate will join a team of consultants who work together to provide a consultant-led obstetrics and gynaecology service with out of hours cover, including supervision of speciality doctors, Trust doctors and trainees (GP trainees and x 1 ST1 O&G). The main role is that of a consultant general obstetrician and gynaecologist.

The successful candidate will be active in audit, governance and guideline development. The appointee will take part in a 1:8 prospective emergency service for obstetrics and gynaecology. This is comprised of mainly daytime labour ward presence but incorporates handover, ward round and gynaecology emergency cover. The emergency service is provided as daytime presence and nights on-call. Weekend cover incorporates three days Friday to Sunday (1:9) and week days, Tuesday alternate weeks.

A portrait of Mrs Eleni Lekoudis, a woman with dark curly hair, wearing a red patterned turtleneck sweater. She is smiling slightly and looking towards the camera. The background is a plain, light-colored wall.

Mrs Eleni Lekoudis
– Consultant and college tutor

When doing "hot days", consultants are on-site, based on delivery suite, between 09:00-22:00 on week days and 09:00 to 12:00 Saturday and Sunday. They attend handover with the rest of the team 09:00-09:30 and 21:00- 21:30. There was immediate compliance with the original Ockenden report regarding twice-daily ward rounds hence the hot activity.

Outpatient clinics and theatre sessions are not scheduled during "hot days".

Consultants may NOT be on duty for labour ward whilst on another site or undertaking private practice.

Consultants work closely with the nurse-led early pregnancy service when undertaking 'Hot day' activity for the management of miscarriage and ectopic pregnancy.

Gynaecology On-call

It is expected that consultant competency will be maintained in laparotomy, diagnostic laparoscopy, management of miscarriage and ectopic pregnancy for out of hours work. Undertaking non-acute open and laparoscopy cases on elective lists maintains competency in these areas. Emergency gynaecology admissions requiring surgery are wherever possible scheduled to be performed during 'normal' working hours through the hospital's central emergency theatre or by adding to an elective gynaecology theatre list.

Some of the
O&G team



Consultants within the department work collaboratively to ensure emergency patients requiring operative interventions are cared for in a timely manner. In most cases the 'Hot day' consultant will undertake the emergency surgery with support for the acute service being provided by a tier 2 doctor.

The Hospital works closely with Exeter Hospital in O&G. NDDH provides a gynaecology cancer unit service feeding in appropriate cases to the Exeter gynaecology cancer centre. Three O&G consultants are working across the 2 sites providing both on call and elective services. There is increasing network collaboration between the 2 sites with respect to management of high risk pregnancy and gynaecology cases both acute and elective to ensure that the best care is provided in the most appropriate site. The Maternity unit operates within the regional Neonatal network to optimise neonatal outcome.

Responsibilities

- To take part in any regional network activity relating to labour ward.
- To develop and maintain appropriate guidelines for intrapartum care.
- To take an equitable part in the educational supervision and training responsibilities of the department.
- To promote integrated working with those from other disciplines and agencies including other specialist consultants, specialist nurses, and midwives.
- To work collaboratively with other O&G consultants in areas of overlapping expertise.
- To provide clinical leadership on the labour ward, working closely with the Group Manager, Lead Clinician and Head of Midwifery.

Emergency cover

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.



Meetings and networking arrangements

Other responsibilities include a number of regular meetings contained within areas of either generic SPA or DCC, including covering in times of planned absence by cooperative working with other members of the consultant team.

All meetings take place on Wednesday afternoons when no clinical activity, other than “hot day” DCC, is scheduled to enable attendance.

Educational meetings:

- Teaching programme – weekly (lunchtime / afternoon)
- Perinatal M&M meeting – alternate months
- Audit and case review – monthly

Management / governance meetings:

- O&G business meeting – monthly
- Maternity specialty governance meeting – monthly
- Gynaecology governance – alternate months
- Colposcopy business meetings – alternate months

Barnstaple
Town Centre

17 minutes walk
from NDDH

2. Supporting professional activities

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

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

New consultants receive a further 0.5 SPA sessions for up to one year to facilitate their induction to the organisation, with a reciprocal reduction in direct clinical care (DCC). This will be reviewed after six months with the possibility of a six month extension, following which it will revert to 1.5 SPA sessions.

For these posts, there will be a further PA allocated for additional, non-generic SPA work. The expectation is that such work will be aligned across the whole team.

Non-generic SPA work may include:

- 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.

2.1 Relationships

You will work closely with other medical staff, allied health professionals and non-clinical colleagues both within the department and in other specialties.

The Trust actively encourages and supports consultant involvement in regional clinical networks.

Saunton Sands beach

20 minutes ride from NDDH



3. Outline job plan

The indicative Job Plan is included. The final form will be agreed between the successful candidate, the lead clinician and general manager after appointment to accommodate the needs of the department and the subspecialty interest of the individual.

The job plan will be reviewed with the Lead Clinician and Associate Medical Director within three-six months of the post-holder starting. Subsequently, the job plan will be reviewed annually, or as required.

Adjustments will be made by mutual agreement to meet both the needs of the service and the interests of the individual.

Monday	Morning	Antenatal clinic	09:00-13:00	1 PA DCC
	Afternoon	Educational Supervision	13:00-1400	0.25 SPA
	Evening	Free		
Tuesday	Morning	Admin	09:00-12:15	0.8 PA
	Afternoon	Paediatric Gynaecology Clinic 1:4	13:00-17:00	0.25 PA
	Evening	Free		
Wednesday	Morning	Gynaecology clinic	09:00-13:00	1PA DCC
	Afternoon	Generic SPA	13:00-17:00	1 SPA
	Evening	Free		
Thursday	Morning	Generic SPA (week 1,3,5,7)	09:00-13:00	0.5 SPA
		Medical Student Teaching/ Assessment	09:00-13:00	1 PA (Additional Responsibility)
	Afternoon	Outpatient Hysteroscopy Weeks 1,3,5,7	14:00-17:30	0.438 DCC
		Gynae theatre Week 2,4,6,8	13:00-18:00	0.625 DCC
	Evening	Free		

North Devon
District Hospital



Friday	Morning	Labour ward (1:9, prospective cover)	09:00-22:00	0.389PA DCC
	Afternoon	Labour ward (1:9, prospective cover)		As above
	Evening	Non-resident on call 1:9 (52 weeks)		
Saturday / Sunday	Morning	Labour ward 1:9	09:00-12:00; 21:00-22:00	0.289PA DCC
	Afternoon	Off-site on call 1:9 (52 weeks)		
	Evening		See above	
On-call		1:9 prospective cover (52 weeks)		1.56 PA Weekday hot day 1:9 Category B 3% supplement
Predictable		Includes weekday nights (Weekday 1:9 and Friday 1:9)		0.75PA DCC
Unpredictable				0.25PA DCC
Total DCC PAs				7.35
Total SPAs				1.75
Medical Undergrad Lead				1.0
Total				10.1

There will be a 1:9 weekday commitment amongst the existing Mon-Thurs “hot” days. This will be arranged such that there is ample advance notice to the Consultant and changes within the rota should be arranged with ample notice to minimise service disruption. The on-call PA allowance for this 1:9 on-call is 1.56 PA per week.

The Fern Centre,
North Devon's
Cancer & Wellbeing
Centre was
completed in
February 2020

4. Person specification

Applicants must demonstrate on the application form that they fulfil all essential criteria to be considered for shortlisting.

Appointment is subject to pre-employment checks, including occupational health, DBS checks and a minimum of three satisfactory references, including one from your current Responsible Officer.

Requirement	Essential attributes	Desirable attributes
Qualifications and training		
Professional Qualifications	Primary Medical Qualification (MBBS or equivalent)	Additional postgraduate qualifications
Professional training and memberships	Full GMC registration and licence to practise Membership of the Royal College of Obstetricians and Gynaecologists or equivalent On the GMC's specialist register, or within 6 months of CCT at time of the AAC	Distinctions, Prizes, Scholarships
Clinical experience		
Employment	Clinical training and experience in general obstetrics and gynaecology equivalent to that required for a UK CCST Completion of RCOG Advanced Labour Ward Practice ATSM or equivalent Be able to provide complete details of employment history Career progression consistent with personal circumstances Eligible to live and work in the UK	Benign Gynaecology – Hysteroscopy ATSM Paediatric and Adolescent Gynaecology ATSM High Risk Pregnancy ATSM Medical Education ATSM
Clinical knowledge and skills	Demonstrates awareness of breadth of clinical issues Clinical feedback from colleagues and patients Evidence of introducing and developing an area of service Experience of clinical risk management Evidence of ongoing safeguarding training	

Requirement	Essential attributes	Desirable attributes
Non-clinical skills		
Teaching	<p>Evidence of and enthusiasm for teaching and training</p> <p>Willingness to contribute to department teaching and training needs</p> <p>Evidence of previous teaching and training experience</p> <p>Willingness and ability to contribute to departmental and Trust teaching programmes</p>	<p>Experience of educational supervision</p> <p>Defined educational roles or qualifications eg Cert Clin Ed</p> <p>Evidence of teaching of undergraduates, junior doctors and multi-professional groups</p>
Management of change and quality improvement	<p>Demonstrates clear understanding of quality improvement and clinical governance within the NHS</p> <p>Demonstrates willingness to implement evidence-based practice</p> <p>Evidence of effective personal contributions to clinical audit, governance and risk reduction</p>	<p>Evidence of innovative development and implementation of guidance</p> <p>Evidence of involving patients in practice development</p>
Innovation, research, publications and presentations	<p>Understanding of the principles of scientific method and interpretation of medical literature</p> <p>Demonstrates a critical and enquiring approach to knowledge acquisition</p> <p>Demonstrates understanding of the research governance framework</p>	<p>Recent evidence of relevant research, presentations or publications</p> <p>Experience of recruiting to NIHR portfolio trials</p> <p>GCP training</p>
Management and leadership experience	<p>Demonstrates familiarity with and understanding of NHS structures, management and current political issues, including an awareness of national strategic plans and constraints</p> <p>Demonstrates willingness to lead clinical teams and develop an effective specialist clinical service</p>	<p>Experience of leadership role eg Lead Clinician, Chief Information Officer, Training Lead</p>
Communication and personal skills	<p>Good spoken and written English language skills</p> <p>Communicates effectively with patients, relatives, colleagues, GPs, nurses, allied health professionals and outside agencies</p> <p>Evidence of ability to work with multi-professional teams and to establish good professional relationships</p> <p>Information technology skills. Caring attitude to patients</p>	<p>Evidence of patient and colleague feedback</p> <p>Excellent presentation skills, engages audience</p>

Requirement	Essential attributes	Desirable attributes
Other requirements		
Motivation and management of personal practice	<p>Team / collaborative working</p> <p>Ability to show leadership and exert appropriate authority</p> <p>Punctual and reliable</p> <p>Good personal organisational and prioritisation skills</p> <p>Takes responsibility for personal practice and is able to cope well with stressful situations</p> <p>Commitment to continuing medical education and professional development</p> <p>Flexible and adaptable attitude</p> <p>Ability to undertake travel requirements of the post</p> <p>Evidence of effective multi-agency working</p> <p>Displays integrity</p> <p>Uses initiative</p> <p>Respects confidentiality</p> <p>Prepared to live within 10 miles or 30 minutes of hospital</p> <p>Good personal organisational and prioritisation skills, achieves deadlines</p> <p>Takes responsibility for personal practice and is able to cope well with stressful situations</p> <p>Commitment to continuing medical education and professional development</p> <p>Flexible and adaptable attitude</p>	<p>Demonstrates initiative in personal practice</p> <p>Willingness to undertake additional professional responsibilities at local level</p>
Commitment to post	Demonstrates enthusiasm for North 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 Royal Devon University Healthcare NHS Foundation Trust. The appointee will be professionally accountable to the medical director 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).

Should the on call option be taken up, the on-call supplement is category A and attracts a supplement of 3% of basic salary.

Leave

Annual leave entitlement is as described in Schedule 18 of the Terms and Conditions of Service:Consultant (England) 2003. Study leave entitlement is 33 days over a fixed three year period.

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 North Devon District Hospital, normally within 10 miles or 30 minutes. Exceptions must be agreed with the medical director or chief executive. **A relocation package is available 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

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

Department teaching

There is an active consultant-led postgraduate teaching programme with tutorials on Wednesday lunchtime. Regular twice monthly simulation and skills and drills training is provided by Miss Eleni Lekoudis.

In addition, trainees receive CTG training and review cases following each morning handover.

The department runs regular PROMPT training and trainees are expected to complete this together with mandatory training in other areas. GP trainees will, in addition, attend occasional regional teaching sessions in General Practice.

Research

A number of research projects are usually active at any time within the O&G department, with consultants assigned as Principle Investigators.

Royal Devon University Healthcare NHS Foundation Trust manages all research in accordance with the requirements of the Research Governance Framework. As an employee of Royal Devon University Healthcare NHS Foundation Trust you must comply with all reporting requirements, systems and duties of action put in place by the Trust to deliver research governance.

Audit

The department is an active participant in a number of regional and national audits including a number of RCS audits and the National Confidential Enquiry into Peri-operative Deaths (NCEPOD), as well as audit projects in specialties such as colposcopy.

There is a supportive audit and clinical effectiveness department. The appointees will be expected to contribute to audit relevant to their areas of interest.

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.

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 www.royaldevon.nhs.uk/join-us

Albert Clock,
Barnstaple Square



Contacts

The Trust welcomes informal enquiries. Contact names are detailed below:

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Valley of Rocks
35 minutes ride
from NDDH