

# Consultant Information Pack

Consultant in Oral & Maxillofacial Surgery  
(head & neck cancer)

## JOB TITLE

Consultant in Oral & Maxillofacial Surgery

## DATE OF VACANCY

Immediate

## BASE

Royal Devon and Exeter Hospital  
(Wonford)

# 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 oral and maxillofacial department and the head and neck oncology team, which is nationally recognised for its innovation and collaboration. You will be joining an ambitious team, constantly challenging themselves to deliver the best outcomes. 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

The posts are offered on a whole-time basis (10PA) but suitably-qualified applicants who wish to work part-time will be considered. We are committed to flexible working arrangements, 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 this role and have entered on the GMC Specialist Register prior to taking up the appointment.

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

## Introduction

The Royal Devon is the hub MDT of the regional head and neck cancer service, providing surgical treatment to approx. 220-240 patients a year.

Serving a population of 1.2 million across North, East Devon, South Devon, and Somerset, the Royal Devon's head and neck centre is a collaboration between three Trusts, with the MDT receiving referrals from ENT, OMFS and Plastics.

Major head and neck resection and reconstruction takes place at the Royal Devon and Exeter Hospital (RD&E) in Exeter and intermediate level surgery (non-complex cancer excision and neck dissections not requiring reconstruction) also take place at Torbay and Taunton. There are also strong clinical links with the Major Trauma Centre in Plymouth.

The surgical oncology team at the Royal Devon is growing. As we continue to treat an increasing number of cases and a greater variety of reconstructions, we are seeking to appoint a consultant oral and maxillofacial surgeon to join us at the RD&E (Wonford).

The successful candidate will join a department that includes three other oral and maxillofacial surgeons alongside a large middle grade and junior team, providing surgical and reconstruction treatments for patients with head and neck cancer. The appointee will become a core member of the head and neck multidisciplinary team and, dependent upon demonstrable previous experience, be an integral member of the head and neck reconstruction service.

Our core and the wider team are friendly, collaborative and ambitious. The Royal Devon is a Trust which encourages and supports innovation, diversity, digital development and research.

Across the peninsula, OMFS clinicians are collaborating on reviewing their service to ensure that we have a service model that reflects the needs of our rural and dispersed population as well as creating resilient centres for the most complex surgery, as per the latest GIRFT guidelines for OMFS.



# 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. Research interests are strongly encouraged and supported. 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 R&D as well as 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 group of surgeons that spans Northern, Mid and East Devon, providing opportunities for continued development in new specialities or into leadership or management for example.

The Royal Devon is also approved by the Joint Committee on Surgical Training as a training centre for the nationally recognised Head & Neck Surgical Oncology Fellowship. This is in recognition of the volume of work within our head and neck service, and the significant opportunities for cross-specialty training within an extremely collegiate team.]

**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.

With this role for example, there is a significant opportunity to develop the surgical dermatology aspect of the service.

**Teaching.** The Royal Devon enjoys close ties with the University of Exeter Medical School and Peninsula Dental 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 size and structure of our team create opportunities for rapid progression to areas of increased responsibility.

**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.

We have a strategy to embrace change, innovation and technology in our ambitions to be a digitally-enabled, clinically-led teaching organisation. We are developing new ways of working and align our multi-million annual investment programme into new infrastructure, equipment and facilities to ensure we deliver the highest quality care and outcomes. 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 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](http://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 Trust wide operational service structure is divided into five care groups, each with a medical director, a care group director and a director of patient care. The department of oral and maxillofacial surgery is part of the surgery care group. The care group director is Nicola Dugay, the deputy medical director is Gareth Moncaster, and the director of patient care is Lucy Bates. 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](http://www.royaldevon.nhs.uk)**

## About the department

The department of oral and maxillofacial surgery provides a comprehensive range of oral and maxillofacial treatment with the exception of craniofacial surgery and cleft lip and palate surgery.

The Royal Devon's head and neck centre is the designated cancer centre supporting the regional cancer network (North Devon, East Devon, South Devon and Somerset). We are the twelfth highest volume centre for major head and neck surgery in England, providing surgical treatment to approximately 220 to 240 patients per year via a weekly regional head and neck multidisciplinary team and a combined head & neck clinic, both centred in Exeter. These are attended and led by representatives from oral and maxillofacial surgery, ear, nose and throat surgery, plastic and reconstructive surgery, clinical oncology and anaesthetics. The service recently received a very favourable report following the GIRFT visit in June

2024, highlighting multiple areas of good practice across all specialities within the MDT at all sites.

The Royal Devon is approved as a training centre for the nationally recognised Head & Neck Surgical Oncology TIG Fellowship. This recognition reflects the increasing cases within our head & neck service and the significant opportunities for cross-speciality training. We have an extremely collegiate team that supports this initiative.

### SUPPORTING TEAM

The centre is supported by an excellent team of allied health professionals, including one of only two UK head and neck cancer nurse consultants, five head and neck clinical nurse specialists, three speech and language therapists, and two dietitians. The successful candidate will become a core member of this highly specialised team and an integral member of the head and neck team that also includes radiology, pathology and restorative dentistry.

## TREATING PATIENTS

The full range of surgical treatments for head and neck cancers are provided for in two dedicated head and neck theatres, which provide access to experienced theatre teams, CO2 laser, a transoral robot, pre-operative virtual planning, 3D printed cutting guides, pre-formed reconstruction plates, two microscopes and implantable Doppler devices. A high volume of microvascular reconstruction cases is carried out by a team of reconstructive surgeons, achieving a consistently high flap success rate. We are the tenth in England for total count of H&N flap surgery. Additional options of pedicled flaps, perforated flaps for zygomatic implants and chimeric flaps are also performed. Cases of osteoradionecrosis are also treated by the team and the appointee would be expected to be involved in this.

There is a weekly joint orthognathic clinic attended by the existing orthognathic surgeons and one of the four consultant orthodontists and their trainees. 3D orthognathic surgical planning is carried out using Synthes/Materialise to construct the surgical splints for all orthognathic cases, with the support of the on-site maxillofacial laboratory. Orthognathic surgery is carried out in Wonford main theatres, with inpatient recovery on Otter Ward.

An integrated team delivers the oral and maxillofacial services at the Royal Devon on the Wonford, Heavitree and Barnstaple sites. Community hospital sessions are currently carried out in Tiverton, Axminster and Honiton, with a view to expand more into other community hospitals.

Referral into the service comes via general dental and Medical Practitioners usually via the DRSS Referral Management Centre. There are good relationships with the Department of Orthodontics with weekly Joint Orthognathic Clinics held at Wonford, and the Primary Care Dental Services based at Heavitree.

## INNOVATION IN THE SERVICE

Virtual surgical planning for bony resection and reconstruction cases have been a recent development in our head and neck service. This includes the production of 3D printed cutting guides and preformed plates. Additionally, we have an on-site maxillofacial laboratory that offers the construction of both intra- and extra-oral implant retained prostheses.

There is also scope to develop a head & neck skin cancer service, by joining the team of surgeons carrying out treatments for head & neck skin cancers many of which come through the head & neck multidisciplinary team.

## DEPARTMENT FACILITIES

At our Wonford site there is a four-surgery department, with full office support and administration back up along with our fully equipped maxillofacial laboratory. Service development has relocated the orthodontic department, the orthodontic laboratory and the oral and maxillofacial surgery IV and inhalation sedation services to the Heavitree site, in a redesigned facility previously used by the Peninsula Dental School. The general oral and maxillofacial service, combined orthognathic service and head & neck cancer service remain at Wonford.

Complex restorative dentistry and prosthetic rehabilitation for head & neck oncology patients is presently provided by clinicians from Musgrove Park Hospital working in the Royal Devon orthodontic department in Heavitree, Exeter (approx. half-a-mile from our Wonford site).

We currently offer oral and maxillofacial day case surgery at North Devon District Hospital, Barnstaple. Clinics in North Devon take place in dedicated outpatient rooms, co-located with the orthodontic service.

There are 10 general and specialist operating theatres on the Royal Devon Wonford site, in addition to five orthopaedic theatres, three theatres in the Centre for Women's Health and two ophthalmic theatres. There is an additional hybrid theatre in construction. Three day-case theatres are located at Heavitree.

There is a 15-bed intensive care unit/high dependency unit on the Wonford site. The Directorate of Diagnostic Imaging is equipped with MRI, CT, ultrasound, general radiology and facilities for nuclear medicine studies, as well as a common range of laboratory services.

## OTTER WARD

Otter Ward (26 beds) is the oral and maxillofacial surgical ward. It is staffed by nurses who have particular experience in the management of oral and maxillofacial surgery and head and neck patients, particularly including airway training, tracheostomy care and free flap monitoring. The ward includes four isolated side rooms. Surgical and nursing staff have excellent working relationships with good staff retention. We are the head and neck centre with the lowest percent of patients staying >30 days in England.

## Staffing

### ORAL AND MAXILLOFACIAL SURGERY TEAM

#### Consultants

Mr Michael Esson (Medical Lead, Orthognathic Surgeon)

Mr Andrew McLennan (Head & Neck Surgeon)

Mr Rupert Scott (Head & Neck surgeon, Torbay & South Devon NHS Trust)

Mr Graham Merrick (Head & Neck surgeon, Taunton & Somerset NHS Trust)

Mr Adam Holden (Orthognathic Surgeon in Acting Up role from July 2025)

#### Resident doctors and middle grade staff

Mr Richard Kerr (Associate Specialist in OMFS)

Mrs Sarah Esson (Associate Specialist in OMFS)

Miss Norma Rogerson (Speciality Doctor in OMFS)

Mr Alex Adams (Speciality Doctor in OMFS)



Miss Yashoda Ashok (Speciality Doctor in OMFS)

Mr Thirilosanan Ganesarajah (Specialty Doctor in OMFS)

1 P/T Speciality Doctor in OMFS – weekends (RD&E)

3 P/T Speciality Doctor in OMFS (NDDH) – 1 post vacant

2 Specialist Registrar in OMFS

1 Academic Registrar in Oral Surgery

1 Specialist Registrar in Oral Surgery

3 Dental Core Trainees in OMFS

3 Trust Doctors (DCT level) in OMFS

## **HEAD AND NECK TEAM**

### **ENT consultants**

Mr Andrew Husband (H&N Tumour Site Lead and joint appointment with Taunton and Somerset NHS Foundation Trust)

Mr Joel Smith (Thyroid Tumour Site Lead)

Mr George Barrett

Mr Oliver McLaren (Joint appointment with Torbay and South Devon NHS Foundation Trust)

### **Plastic and Reconstructive Surgery consultants**

Mr Bara El Khayat

Mr Ben Rymer

### **Oncology consultants**

Dr Christopher Hamilton

Dr David Hwang

## **CLINICAL AUDIT AND RESEARCH**

The successful candidate will be expected participate in the design and completion of audit projects leading to improvements in practice. We have close links with the Exeter Medical School and Peninsula Dental School. Current opportunities for research and audit are likely to be significantly enhanced in the future.

There is an active audit programme in the department and all staff are encouraged to take part, and where possible present their work at regional or national meetings. Where possible the department takes part in and contributes to national audit and data collection.

Research is also encouraged and several senior staff have been principal investigators on multicentre trials, with help and advice from an active research and development department. A recently appointed Academic Clinical Fellow in Oral Surgery provides new links between the department and the University of Plymouth.

There is a quarterly oral and maxillofacial surgery clinical governance meeting that the post-holder is expected to attend and contribute to.

## 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 full-time consultants receive 1.5 core 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

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. 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.

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.



## 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. As will flexible or 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.

Consultant job plans are on a 4/5 week rolling timetable.

The proposed 10PA job plan for the post, subject to negotiation with the successful candidate is as per the adjacent table. All sessions are at the Royal Devon & Exeter Hospital Wonford. Morning clinics are 1 PA, afternoon clinics are 0.75 PA.

In addition to this, there is dedicated time for ward rounds (0.5 PAs), on-call (1 PA – currently under review) and 1.5 SPAs.

1:5 weekday on-call covering Royal Devon catchment area (North Devon & Exeter). 1:6 weekend on-call covering Royal Devon catchment area.

Prospective cover for planned leave, with locum cover for unplanned short-notice leave after discussion with clinical lead and cluster manager.

	AM	PM
Monday	H&N MDT and admin	H&N clinic
Tuesday		
Wednesday	Main theatre list (2:4)	Main theatre list (2:4) Clinic (2:4)
Thursday	Main theatre list (1:4) Clinic (3:4)	Main theatre list (1:4) Clinic (3:4)

Friday

Admin

H&N review  
clinic

Duties will include attendance at and contribution to the weekly head and neck multidisciplinary team hosted in Exeter for the region's head and neck network, joint head and neck clinic, and head and neck operating lists, as well as developing and maintaining relationships with the wider team.

The successful candidate is expected to take a significant role in the head and neck surgical training of oral and maxillofacial registrars and the head and neck TIG Fellow.

There is also a significant opportunity to develop the surgical dermatology aspect of the service. The postholder will also be expected to provide general duties cover for routine oral and maxillofacial referrals and trauma.

### ON-CALL ROTA

The postholder will be expected to take part in the OMFS emergency on-call rota, which is currently a 1:6.

OMFS clinicians at the three Trusts in Devon are currently trialling a single pan-Devon on-call rota. Each hospital team is responsible for their own on-call during the week.

At the weekend Torbay and UHP clinicians provide the pan-Devon rota on a 1:7 which prioritises clinical support to complex trauma at the Major Trauma Centre in Plymouth. The resident doctors at RD&E can transfer complex presentations requiring a consultant or seek telephone support from the Devon consultant team.

Subject to a successful trial, Royal Devon clinicians will join this pan-Devon weekend on-call rota, meaning the corresponding frequency will decrease.

There is a full resident doctor on-call with prospective cover based in Exeter and receiving referrals from North Devon District Hospital.

The provisional rota on joining will be 1:5 week-nights and 1:6 weekends. Agreed category: A. The on-call supplement is 5%.

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# 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
Professional qualifications and training	<p>Full registration with the UK General Dental Council</p> <p>Full registration with the General Medical Council (GMC)</p> <p>Entry on the GMC Specialist Register in Oral &amp; Maxillofacial Surgery (OMFS)</p> <p>Attainment of Intercollegiate Specialty Fellowship in Oral &amp; Maxillofacial Surgery (FRCS (OMFS)) or equivalent</p> <p>Successful completion of a SAC approved 5-year training registrar programme in Oral &amp; Maxillofacial Surgery, or be within 6 months of completion of training &amp; obtaining CCST or equivalent for other European Economic Area National.</p>	<p>Further postgraduate qualifications (eg MSc or equivalent)</p> <p>Completion of Head &amp; Neck Fellowship</p> <p>Experience and training in microvascular reconstruction.</p>
Knowledge, skills and abilities	<p>Wide experience in OMFS and the use of a full range of oral and maxillofacial treatment techniques.</p> <p>Ability to manage full spectrum of oral and maxillofacial and oral medicine conditions</p> <p>Ability to take full and independent responsibility for clinical diagnosis, management and care of inpatients and outpatients</p> <p>Ability to organise and manage waiting lists and patient priorities.</p>	
Clinical experience and skills	Experience of clinical audit/clinical governance.	<p>Experience of research and ability to apply research outcomes to clinical practice</p> <p>Evidence of teaching experience at undergraduate and postgraduate levels and the ability to teach clinical skills</p> <p>Diploma in postgraduate education</p>
<b>Non-clinical skills</b>		
Teaching	<p>Evidence of previous teaching and training experience.</p> <p>Willingness and ability to contribute to departmental and Trust teaching programmes.</p>	<p>Defined educational roles or qualifications.</p> <p>Evidence of teaching of undergraduates, junior doctors and multi-professional groups.</p>



Requirement	Essential attributes	Desirable attributes
Communication and personal skills	<p>Is up-to-date and fit to practice safely</p> <p>Enthusiastic, highly motivated, flexible and adaptable and committed to developing the service</p> <p>Able to show initiative, take responsibility and make decisions</p> <p>Able to cope in stressful situations</p> <p>Able to work within a multidisciplinary team</p> <p>Flexibility to respond to service needs when necessary</p> <p>Able to communicate effectively both verbally and in writing with patients, carers, GPs, nurses and other agencies</p> <p>A caring attitude to patients.</p>	
Other requirements	<p>Punctual and reliable.</p> <p>Good personal organizational and prioritization skills, achieve 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 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 £105,504-£139,882 with eight thresholds. Starting salary threshold to be negotiated. The on-call is credited with 1 PA, the supplement is category A and attracts a supplement of 5% 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 interim 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.

## Vibrant cities

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

**“Devon didn’t just top our rankings, it blew away the competition. Simply put, it has everything.”**

*The Telegraph: England's 48 counties ranked from best to worst.*

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](http://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:

### **Chief Executive Officer**

Sam Higginson

Email: penny.manley@nhs.net (PA to Chief Executive  
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### **Deputy Chief Executive Officer**

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### **Chief Medical Officer**

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### **Care Group Director**

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### **Care Group Deputy Medical Director**

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### **Care Group Associate Medical Director**

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### **Head and Neck Team**

Andrew McLennan

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### **Executive and Specialist Recruitment Lead**

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