



**Royal Devon
University Healthcare**
NHS Foundation Trust

CONSULTANT IN ANAESTHESIA General Interest

JOB DESCRIPTION

OUR VALUES & BEHAVIOURS

Our vision is to provide safe, high quality, seamless services delivered with courtesy and respect.

■ Our values and behaviours are at the heart of everything we do. Together they set out how we will put our vision into practice by guiding and influencing how we behave.

■ Our values and behaviours were developed by staff, for staff, to help us deliver the best possible care for the communities we serve.

■ Regardless of your role at the RD&E you have a responsibility to yourself, your colleagues and our patients to aim to live up to the positive behaviours and try to avoid the negative ones.

WHAT DOES THIS MEAN FOR ME AND ALL THE STAFF AT THE RD&E?

FAIRNESS

- I provide the highest standards of care and service treating every individual with compassion, courtesy and respect
- I treat colleagues and patients the way I expect to be treated
- I play my part in reducing inequalities in experience, access or outcomes between different people
- I don't ignore people or fail to listen
- I don't promote personal beliefs and opinions with patients
- I always treat everyone as equals

HONESTY, OPENNESS & INTEGRITY

- I am open and keep my colleagues/patients informed and explain what is happening
- I accept that difficult decisions have to be made
- I contribute to a climate where the truth can be heard and the reporting of, and learning from, errors is encouraged
- I don't blame others or hide mistakes
- I try to accept difficult decisions even if I don't agree with them
- I don't back away from challenging poor practice and behaviour

RESPECT & DIGNITY

- I help to maintain privacy and dignity and ensure confidential information is kept safe and secure
- I treat everyone with respect and use #hellomynameis when interacting with patients/public
- I value every person as an individual, respect their aspirations and seek to understand their priorities, abilities and limits
- I never forget we are here to provide a service to patients
- I don't criticise colleagues or disagree with them in front of patients and other staff
- I always take others seriously

INCLUSION & COLLABORATION

- I include my colleagues/patients in actions/decisions that affect their daily working lives
- I encourage colleagues to share their views, ideas, hopes and fears
- I learn from mistakes and ask for support where necessary
- I don't appear unapproachable or moody
- I strive never to be unsupportive of changes or new ideas
- I don't deliberately exclude colleagues



Royal Devon and Exeter **NHS**
NHS Foundation Trust

Royal Devon University Healthcare NHS Foundation Trust

CONSULTANT IN ANAESTHESIA

1. INTRODUCTION

This is a locum appointment for at least 12 months, to start in August.

The base hospital, on call requirement and residency requirement for this post is for the Exeter site. There are no cross-cover arrangements for anaesthetic services between the eastern (Exeter) and Northern (Barnstaple) sites except for collaborative working at the South West Orthopaedic Centre in Sowton, Exeter.

2. HOSPITALS AND SERVICES

The Royal Devon University Hospital Trust (Eastern site) serves the mixed urban and rural population of Exeter, east and mid Devon. In addition, patients access specialist services from a wider region including the rest of Devon, Somerset and Cornwall.

The Trust is governed by a unitary board comprising a Chairman, Chief Executive and 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, a Director of Transformation and Organisational Development, a Medical Director, a Director of Finance and Business Development and a Chief Nurse /Executive Director of Delivery.

The Non-Executive directors do not have responsibility for the day to day management of the Trust but share the Board's corporate responsibility for ensuring that the Trust is run efficiently, economically and effectively.

All permanent medical staff are members of the Medical Staff Committee which has an elected Chairman who represents the group at the Trust Management Committee.

Clinical services are managed in three divisions led by a Divisional Director, Associate Medical Director and an Assistant Director of Nursing/Associate Director of Midwifery and Patient Care.

For a full description of the main hospitals and services of the Trust see the Trust website <http://www.rdehospital.nhs.uk/>

3. THE WORK OF THE DEPARTMENT AND DIVISION

The appointee will be a member of the Department of Anaesthesia. The Anaesthetic Department, Theatres and Intensive Care in combination make up the Critical Care Cluster, one of the four Clusters that form the framework for the Surgical Services Division. The department provides anaesthetic services primarily to the Wonford Hospital site in Exeter, but also to the Heavitree Hospital site and five theatres in satellite community hospitals. Most speciality areas are covered by the department, apart from neurosurgery, thoracic and cardiac surgery. Cover is provided for 260

theatre lists each week with approximately 50,000 cases per annum receiving anaesthetic care.

Management Structure

The Lead Clinician for Anaesthesia is Dr Pippa Dix, Clinical Director for Critical Care is Dr Fiona Martin. Mrs Sue Oldfield is the Cluster Manager. The Associate Medical Director for the Surgical Services Division is Dr Nick Batchelor and the Divisional Director is Mrs Nicola Dugay.

Medical Staffing

There are currently 55 consultants employed within the cluster of whom 1 is a full time intensivist:

Dr R Appelboom	Dr A Maelia
Dr L Badek	Dr D Johnston
Dr M Spiro	Dr J Lloyd
Dr N Batchelor	Dr C Leighton
Dr R Black	Dr S Marshall
Dr R Broomby	Dr A Martin
Dr M Chandler	Dr Z Jeffrey
Dr T Clark	Dr S Bigham
Dr J Cockcroft	Dr F Martin
Dr L Cossey	Dr T Martin
Dr M Daugherty	Dr C Matthews
Dr M Davidson	Dr B McCormick
Dr C Todd	Dr E McIlroy
Dr C Day	Dr K Meikle
Dr P Dix	Dr A Mills
Dr S Edie	Dr Q Milner
Dr P Ford	Dr D Mumby
Dr J Garwood	Dr N Pathmanathan
Dr C Gibson	Dr M Pauling
Dr H Gilfillan	Dr J Pittman
Dr C Gillett	Dr R Price
Dr P Thomas	Dr H Pugh
Dr M Jackson	Dr N Ross
Dr E Hammond	Dr G Simpson
Dr P Harris	Dr J Simpson
Dr E Hartsilver	Dr K Haynes
Dr E Howells	
Dr A Hellewell	

In addition, there are ten doctors working as Associate Specialists, Staff Grades or Speciality doctors.

Dr M Dash
Dr T Deen
Dr M Ridgeway
Dr S Baldwin
Dr Bradley

Dr M Hawkins
Dr L Piskac
Dr K Smith
Dr P Taylor
Dr A Raja

There are currently approx.. 38 anaesthesia/ICU trainees who rotate through the hospitals of the South West School of Anaesthesia (Exeter, Plymouth, Torbay, Taunton, Truro and Barnstaple) and 4 Anaesthesia Associates.

On Call

The General Anaesthesia on call rota is 1:28 with split weekends and weekend resident day time shifts. Senior consultants are given the option to come off the on call rota when the opportunity arises and deliver the weekend and Bank Holiday trauma rota.

Intensive Care

The Clinical Lead for the Intensive Care Unit is Dr M Davidson, who is assisted by Dr R Appelboom, Dr C Day, Dr R Black, Dr C Gibson, Dr N Pathmanathan, Dr J Pittman, Dr E Howells, Dr T Clark and Dr L Badek. There are approximately 1000 admissions per annum (adult and paediatric). The present bed complement is 15 which includes a mixture of HDU and ICU beds depending on need. On-call consultant cover of ICU is provided by these consultants.

Teaching

A formal teaching programme for the trainee staff is available and co-ordinated by Drs Cockcroft and Gilfillan, the College Tutors. Consultants and senior trainees are encouraged to take part. There are local and regional programmes for trainees preparing for the Primary examination. Senior trainees attend the South West School of Anaesthesia final FRCA course, which rotates through several hospitals in the peninsula. Access to all medical journals and publications is provided by the Exeter Health Library. There are weekly departmental meetings including a monthly audit meeting. The department possesses computer facilities for the use of staff including a video projection system. Exeter is a popular component of the South West School rotation, and tends to attract good applicants for trainee posts from Exeter University SSM's.

Pain Management

The pain management team at Royal Devon University Healthcare NHS Foundation Trust covers both acute and chronic pain.

There is a low back pain rehabilitation team which functions autonomously. It comprises a physiotherapist, a psychologist, and an occupational therapist.

There is a good informal relationship with the Exeter Hospice. An acupuncturist works in the Pain Management Clinic for one session per week.

The Pain Management Team includes Dr R Broomby, Dr K Davies, Dr M Jackson and Dr G Simpson.

Secretarial Support

There are currently 6 secretary / administrators for Anaesthesia, ICU, Pain Clinic and Theatres.

IT and library

We have a multipurpose meeting room which is also used for the library and for teaching. Internet and intranet access is available with communal desk space. Further office space is available on site in West Cottage. The Postgraduate Medical Library is incorporated with the University of Exeter Medical School on the RDUH site.

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

Any Consultant who is unable for personal reasons to work full-time will be eligible to be considered for the post. The Trust is committed to flexible working arrangements including job-sharing. Such arrangements will be discussed with any shortlisted candidate on an individual basis.

5. THE JOB ITSELF

TITLE: Locum Consultant in Anaesthesia

RELATIONSHIPS:

The employer is Royal Devon University Healthcare NHS Foundation Trust

The post is based on a whole-time appointment.

DUTIES OF THE POST

Clinical Commitments

Consultants within the Department of Anaesthesia are committed to working flexibly to minimise disruptions to the theatre timetable. Whilst the agreed job plan includes an expected weekly timetable, the successful applicant may have to alter their working week in order to facilitate adequate cover of the rota.

The department is looking for a colleague with an excellent general grounding in anaesthesia. Although the post on offer is broad-based and general, there will be opportunities to get involved in various sub-speciality areas if the candidate is suitable. These include the high-risk anaesthesia service, CPEX testing, robotic anaesthesia, regional analgesia, vascular anaesthesia, paediatric spinal surgery anaesthesia, obstetric anaesthesia and perioperative medicine.

University of Exeter Medical School

Royal Devon University Healthcare NHS Foundation Trust is one of the NHS partners of the University of Exeter Medical School and the Department has responsibility for part of the clinical undergraduate teaching programme. Time for teaching and preparation is arranged by mutual agreement with the Lead Clinician within the Trust's annual job planning and appraisal process.

Research and Innovation

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

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

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

Administration

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

Leadership and Management

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

The appointee is expected to be responsible to the Lead Clinician for the effective and efficient use of resources under his/her control, to contribute to the planning and development of the service and to participate in departmental meetings.

Professional Performance

The appointee will have continuing responsibility for the proper function of the work.

It is a requirement that if the employee has concerns about the professional performance of a member of the medical staff, they have a duty to speak to the person concerned. If the matter is potentially serious, or satisfaction is not obtained with the direct approach, such concerns should be discussed with the Lead Clinician/Clinical Director, if satisfaction is again not obtained, concerns should be discussed with the Medical Director.

Infection Control

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

Staff and office

The appointee will have shared office accommodation, secretarial support and access to a computer and the Internet.

Leave

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

6. TIMETABLE

These are provisional job plans, subject to change in light of the Trust's job planning policy. The final job plans are also subject to the approval of the Associate Medical Director/ Clinical Director and Clinical Services Manager.

Note: the days of the week for particular duties are subject to change

PROGRAMMED ACTIVITY SUMMARY	WEEKEND ON CALL/CATEGORY	TOTAL
On call service	1 in 28	1.0
Direct clinical care (including 1.0 PA predictable and unpredictable on-call, made to 1PA by a small number of additional clinical sessions to be delivered flexibly)		8.5
Supporting professional activities (including Research)		1.5
Other NHS responsibilities University of Exeter Medical School		
External duties		
TOTAL PROGRAMMED ACTIVITIES		10.0

The supporting professional activities (SPAs) allocation within the provisional job plan is an illustrative guide and will be finalised following individual agreement with successful candidate. A minimum of 1.5 SPAs will be provided within a full time contract, for a consultant's personal development. Further discussion on supporting professional activities will depend on the Trust's requirements and the individual's particular expertise.

A job plan review is planned for the whole department, and this post will undergo a job plan review in conjunction with this departmental review; this will take place within the first year of appointment.

On-call availability supplement

Current agreed on-call rota:

1 in 28

Agreed category:

A

On-call supplement:

3%

Illustration job plan: A

Day	Time	Location	Work	No. of PAs	Categorisation – Direct Care / Supporting	Annualised PAs
Monday	AM		SPA	1.0	SPA	
	PM					
Tuesday	AM	Wonford	Maxillofacial surgery	1.25	DCC	
	PM	Wonford	Maxillofacial surgery	1.25	DCC	
Wednesday	AM	Wonford	radio-frequency ablation	1.25	DCC	
	PM	Wonford	Flexi	1.25	DCC	
Thursday	AM	SPA		0.5	SPA	
	PM					
Friday	AM	Wonford	Plastics	1.25	DCC	
	PM	Wonford	Plastics	1.25	DCC	
	On call	Variable days		1.0	DCC	
Total Pas						10

Illustration job plan:B

Day	Time	Location	Work	No. of PAs	Categorisation – Direct Care / Supporting	Annualised PAs
Monday	AM	Wonford	High risk clinic	1.25	DCC	
	PM		Flexi	1.25	DCC	

Tuesday	AM	Wonford	SPA	1.0	SPA	
	PM					
Wednesday	AM	Wonford	SPA	0.5	SPA	
	PM					
Thursday	AM	Wonford	Vascular surgery	1.25	DCC	
	PM	Wonford	Vascular surgery	1.25	DCC	
Friday	AM	Exmouth	ECT	1.25	DCC	
	PM	Exmouth	ECT	1.25	DCC	
	On call	Variable days		1.0	DCC	
Total Pas						10

Illustration job plan: C

Day	Time	Location	Work	No. of PAs	Categorisation – Direct Care / Supporting	Annualised PAs
Monday	AM	Heavitree	Renal access	1.25	DCC	
	PM	Heavitree	Plastics	1.25	DCC	
Tuesday	AM	Wonford		0.5	SPA	
	PM					
Wednesday	AM	SPA		1.0	SPA	
	PM					
Thursday	AM	Wonford	flexi	1.25	DCC	
	PM	Wonford	flexi	1.25	DCC	
Friday	AM	Wonford	CPET	1.25	DCC	
	PM		CPET	1.25	DCC	
	On call	Variable days		1.0	DCC	
Total Pas						10

MAIN CONDITIONS OF SERVICE

Salary Scale

£82,096 -£110,584 per annum pro rata

Annual Leave

6 weeks + 2 days per year (+day off in lieu for each Public Holiday worked) rising to 6 weeks and 4 days after 7 years service pro rata. Five weeks of entitlement to be taken in full weeks.

Study leave

30 working days over period of three years.

Date of Vacancy

August 2023

Domicile

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

8. ACADEMIC FACILITIES

University of Exeter Medical School

The University of Exeter is one of the most successful universities of the 21st century. Research and education of the highest quality are at the heart of an inspiring community in which to learn, work and live. It has ambitious plans for the future, including a £275 million investment in facilities over the next five years. The University is listed as 15th out of 121 higher education institutions in the Guardian's league table 2022 and 13th place in the Complete University Guide 2022, 10th for the subject league table of Medicine.

The University of Exeter Medical School (UEMS) is the newest College at the University of Exeter (<http://www.exeter.ac.uk/medicine/>). Formed from the disaggregation of Peninsula College of Medicine and Dentistry in 2012, it combines the best of the Peninsula Medical School and with the University of Exeter's outstanding global reputation for academic excellence and student experience. 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.

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.

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. Years three and four of

the programme are based at Royal Devon University Healthcare NHS Foundation Trust and at the Royal Cornwall Hospital in Truro and in their surrounding general practices and community health environments. In year five, students are involved in a series of apprenticeship attachments; to consultants and to Principal General Practitioners on a one-to-one basis throughout Devon and Cornwall in Barnstaple, Exeter, Torbay and Truro.

There is great scope for staff in NHS Partner Organisations to become involved in all aspects of the Peninsula Medical School curriculum for undergraduate education; for example, clinicians may be engaged with PMS as clinical teachers, clinical skills tutors, and academic tutors.

National Health Service partnership

The National Health Service (NHS) has been closely involved in the development of medical education in the South West and is the major UK employer of healthcare professionals. Significant growth in the number of doctors and the development of medical education, both pre- and post-qualification, contributes to the essential modernisation required to deliver the government's NHS Plan.

The NHS in Devon and Cornwall has worked with the school to ensure that its services and facilities offer the right environment to support the way doctors, scientists, educators and researchers are trained.

The Research and Development Support Unit (RDSU)

The Trust holds a contract from the Department of Health to host a Peninsula wide Research and Development Support Unit to facilitate NHS R&D in the implementation of Evidence Based Practice in the research community. This Peninsula Unit, which was formed from three highly successful units, involves networks throughout the Peninsula embracing both Primary Care Secondary Care and supports all professional groups.

9. RESEARCH GOVERNANCE

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

10. CANVASSING

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

11. ACCESS TO CHILDREN AND VULNERABLE ADULTS

The person appointed to this post may have substantial access to children and to vulnerable adults. Applicants are, therefore, advised that in the event that your appointment is recommended and in line with Trust policy, you will be asked to undertake an Enhanced disclosure check with the DBS prior to commencement of employment. Refusal to do so could prevent further consideration of the application.

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

12. REHABILITATION OF OFFENDERS

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

13. DATA PROTECTION ACT 1998

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

14. DIVERSITY AND EQUALITY

The Trust is committed to recruiting and supporting a diverse workforce and so we welcome applications from all sections of the community, regardless of age, disability, sex, race, religion, sexual orientation maternity/pregnancy, marriage/civil partnership or transgender status. The Trust expects all staff to behave in a way which recognises and respects this diversity, in line with the appropriate standards

FURTHER INFORMATION

The Trust welcomes informal enquiries; the relevant people to speak to are as follows:

Trust	Chief Executive:	Ms Suzanne Tracey Chief Executive Royal Devon University Healthcare NHS Foundation Barrack Road Exeter EX2 5DW Tel 01392 402357
	Medical Director:	Dr Anthony Helmsley Medical Director Royal Devon University Healthcare NHS Foundation Trust Barrack Road Exeter EX2 5DW Tel: 01392 402357
	Associate Medical Director:	Dr Nick Batchelor Royal Devon University Healthcare NHS Foundation Trust Barrack Road Exeter EX2 5DW Tel: 01392 411611

Clinical Director Dr Fiona Martin
Royal Devon University Healthcare NHS Foundation Trust
Barrack Road
Exeter EX2 5DW
Tel: 01392 402474

Cluster Manager: Mrs Sue Oldfield
Cluster Manager, Critical Care
Royal Devon University Healthcare NHS Foundation
Trust
Barrack Road
Exeter EX2 5DW
Tel: 01392 402740