

**CONSULTANT IN
ORAL AND MAXILLOFACIAL SURGERY

JOB DESCRIPTION**

Royal Devon University Healthcare NHS Foundation Trust

CONSULTANT IN ORAL & MAXILLOFACIAL SURGERY

1. INTRODUCTION

The OMFS team at the Royal Devon NHS Foundation Trust is looking for a consultant Oral and Maxillofacial Surgeon to join their team. This is a new post which has arisen from the growth of the department and the appointee will join a department of three other full-time consultants and a large middle grade and junior team.

The Combined Maxillofacial Unit for North and East Devon is covered by the existing three consultants who are primarily based in Exeter, serving a population of 500,000. The weekday on-call cover based in Exeter will be on a 1:4 basis. The weekend consultant on-call cover is shared between the Royal Devon and Musgrove Park Hospital in Taunton on a 1:6 basis. There is a full 1st and middle grade 2nd on-call with prospective cover based in Exeter. Out of hours referrals are received from Barnstaple, Taunton and Yeovil dependent upon the base of the on-call consultant for that weekend.

The post is based at the Wonford site of the Royal Devon and Exeter Hospital, where inpatient and outpatient accommodation is situated.

2. HOSPITALS AND SERVICES

The Royal Devon 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; <https://royaldevon.nhs.uk/>

3. THE WORK OF THE DEPARTMENT AND DIRECTORATE

The Department of Oral and Maxillofacial Surgery is part of the Specialist Surgery Directorate. They provide a comprehensive range of Oral and Maxillofacial treatment with the exception of Craniofacial Surgery and Cleft Lip and Palate Surgery.

Royal Devon University Healthcare NHS Foundation Trust Head and Neck Unit is a designated cancer centre supporting North, East and South Devon, and Somerset. There is a weekly, networked Multi-Disciplinary Head and Neck clinic, attended by representatives from Oral and Maxillofacial Surgery, Ear Nose and Throat Surgery, Plastic and Reconstructive Surgery, Clinical Oncology, Restorative Dentistry and Allied Professions (Clinical Nurse Specialist, Speech and Language Therapy, Dietetics). If the successful candidate has a sub-specialist interest in Head and Neck, they will become a core member of the Specialist MDT and an integral member of the H&N team.

An integrated team delivers the Oral and Maxillofacial services at the Royal Devon on the Wonford, Heavitree and Barnstaple sites. Community hospital sessions are carried out in Tiverton and Axminster. 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.

Staffing:

Lead Clinician (OMFS): Mr Michael Esson
Lead Clinician (Orthodontics): Dr Matthew Moore

Consultants (OMFS): Mr John Bowden
Mr Andrew McLennan

Consultants (Orthodontics): Mrs Amelia Jerreat
Mrs Louise Kneafsey

Junior & 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)
Mrs Sravya Makam (Speciality 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
1 FTTA in Orthodontics
1 Specialist Registrar in Orthodontics
1 P/T Speciality Doctor in Orthodontics

Department Facilities

The Department of Oral and Maxillofacial Surgery is currently located on the Wonford site of the Royal Devon and Exeter Hospital. There is a four surgery department, with full office support and administration back up along with a fully equipped Maxillofacial Laboratory on the Wonford site. Service development has relocated the Orthodontic Department, the Orthodontic Laboratory and the Oral and Maxillofacial Surgery IV 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 and Neck Cancer service remain at the Wonford site.

Complex Restorative Dentistry and prosthetic rehabilitation for Head and Neck Oncology patients is presently provided by clinicians from Musgrove Park Hospital working in the Royal Devon Orthodontic department at the Heavitree site.

We currently offer OMFS day case surgery in North Devon District Hospital, Barnstaple. OMFS clinics in North Devon take place in dedicated outpatient rooms, co-located with the Orthodontic service.

There are ten general and specialist operating theatres on the Royal Devon Wonford site, in addition to 5 orthopaedic theatres, 3 theatres in the Centre for Women's Health and 2 ophthalmic theatres. Three day case theatres are located on the Heavitree site (half a mile distant).

Otter Ward (26 beds) is the OMFS surgical ward, and is staffed by nurses who have particular experience in the management of OMFS patients. This includes 4 isolated side rooms. Surgical and nursing staff have excellent working relationships with good staff retention.

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. The Royal Devon has implemented solely electronic patient records, branded MYCARE; in October 2020 in Eastern services, and in July 2022 in Northern services. This is an exciting innovation which will transform patient care.

Orthognathic Service

There is a Joint Orthognathic Clinic occurring weekly to discuss and plan orthognathic cases. This is attended by the existing Orthognathic Surgeon and one of the three 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. It is anticipated that the should the new appointee have a sub-specialist interest in Facial Deformity and Orthognathics, they would share this orthognathic workload.

Clinical Audit and Research

To contribute to the development of Clinical Quality Standards, the successful candidate will be expected participate in the design and completion of audit projects leading to improvements in practice. There are 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 educational, governance and audit session attended by all staff. 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 multi-centre 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 in Plymouth.

There is a quarterly OMFS Clinical Governance Meeting that the post-holder will be expected to attend and contribute to.

4. THE JOB ITSELF

TITLE: Consultant in Oral and Maxillofacial Surgery

BASE: Royal Devon University Healthcare NHS Foundation Trust, Exeter

DUTIES OF THE POST

The primary role of the post will depend on the sub-specialism of the successful candidate.

If the postholder has a Head and Neck Cancer sub-specialism, duties will include attendance at the weekly H&N MDT, joint MDT clinic and H&N operating lists, as well as developing and maintaining relationships with the wider H&N team.

If the postholder has an Orthognathic sub-specialism, duties will include attendance at the weekly Joint Orthognathic Clinic on a rotational basis and developing and maintaining relationships with the team of orthodontic consultants, sharing the orthognathic surgical service with the existing orthognathic surgeon. There is also a significant opportunity to develop the Surgical Dermatology aspect of the service

The post-holder will also be expected to provide general duties cover for routine Oral and Maxillofacial referrals and trauma.

Clinical duties

The appointee will be expected to have expertise in the management of standard emergency and acute OMFS conditions. The appointee will be expected to take part in the OMFS emergency on-call rota accepting out-of-hours referrals with a frequency of 1 in 4 week nights covering Royal Devon catchment area (North Devon and Exeter) and 1 in 6 weekends covering Royal Devon and Somerset catchment area. Prospective cover for planned leave, with locum cover for unplanned short notice leave after discussion with Clinical Lead and Cluster Manager.

The appointee will be expected to provide elective outpatient care across a range of OMFS specific conditions but with a particular interest in the chosen subspecialty.

Additional recognised responsibilities which come with their own PA allocation will be reflected within the job plan.

SPA

All full-time consultants have 1.5 SPA within their job plan. Two thirds of this is expected to be delivered in a regular and timetabled way, on site. This will be reflected in the job planning process.

Administration

The appointee will undertake the administrative duties associated with the care of patients and the running of clinical areas where they work and will be job planned to do so.

Education and Training

The appointee will be expected to play a full part in the educational activities of the department. This will include teaching postgraduate trainees of all grades and medical and dental students. This will be job planned and protected.

The Royal Devon University Healthcare NHS Foundation Trust has a centre for academic and post-graduate support. The RILD Building houses an excellent medical library, clinical simulation suite, resuscitation training and has extensive meeting and tutorial facilities. The Royal Devon is one of the NHS partners of the 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 Clinical Director within the Trust's annual job planning and appraisal process. Undergraduate and post-graduate training is undertaken on site. Many consultants have honorary appointments at Exeter University Medical School and University of Plymouth Peninsula Dental School. Several members of hospital medical and surgical staff have honorary chairs. There is a long tradition of research and education at the hospital and a regular supply of medical and dental undergraduate students. There is an active educational programme within the Oral and Maxillofacial Surgery Department for junior and senior staff.

Research

The appointee will be encouraged to participate in clinical research and service innovation. The Trust hosts the National Institute of Health Research Clinical Research Network (South West Peninsula) 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 specify compliance with the Research Governance Framework for Health and Social Care.

The successful candidate will be expected to participate in, 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.

Leadership and Management

The appointee will be responsible for the leadership of their 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 post-holder's job plan.

The appointee is expected to be responsible to the Clinical Lead, Clinical Director and Associate Medical Director for the effective and efficient use of resources under their control, to contribute to the planning and development of the service and to participate in directorate/departmental meetings.

They will share with consultant colleagues in the medical contribution to management and will be expected to take an active role in the development of resource management and to assist in the preparation of business plans.

This department welcomes and encourages innovation and the development of new ways of working and support would be provided to allow service changes where such changes could lead to improvements in patient care.

Professional Performance

The Trust expects all physicians 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. 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 multisource 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 your clinical team 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, supervision of junior staff, departmental management, service development and educational activities. Service developments that require additional resources must have prior agreement from the Trust. The Trust is committed to providing safe and effective care for patients. It is a requirement that if you have concerns about the professional performance (conduct, performance or health) of a member of the medical staff, you 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 Clinical Lead, if satisfaction is again not obtained, concerns should be discussed with the Medical Director.

Infection 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. Appointees will therefore be expected to attend Infection Prevention and Control learning once a year as a minimum. They are supported in this by the Infection Prevention and Control team.

Staff and office

The appointee will have office accommodation within the OMFS Department, secretarial support and access to their own PC and the Internet.

Leave

Annual leave entitlement is as described in Schedule 18 of the Terms and Conditions Service Consultant (England) 2003.

- 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
- 5 weeks of entitlement to be taken in full weeks

Part time staff receive public holidays as a pro rata entitlement. 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.

Study leave

30 working days over period of three years.

Part time working

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 a personal basis.

6. JOB PLAN

Consultant job plans are on a 4/5 week rolling timetable. Typically in a 10PA job, a consultant will have three all day main theatre lists in four weeks, and weekly; a day surgery list and around four outpatient clinics, two of which per week will be held in North Devon District Hospital (likely on a Friday). In addition to this, there is dedicated admin time as well as 1.5 SPAs.

1:4 weekday on-call covering Royal Devon catchment area (North Devon & Exeter)

1:6 weekend on-call covering Royal Devon and Somerset catchment area

Prospective cover for planned leave, with locum cover for unplanned short-notice leave after discussion with Clinical Lead and Cluster Manager.

On-call availability supplement

Current agreed on-call rota:

1 in 4 week nights 1 in 6 weekends

Agreed category:

A

On-call supplement:

5%

7. **MAIN CONDITIONS OF SERVICE**

Salary Scale

£93,666 - £126,281 per annum pro rata

Date of Vacancy

Immediately

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 has recently accepted an invitation to join the prestigious Russell Group of leading research-led universities and was named the "Times University of the Year" in 2012/2013.

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. 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 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 health care provision. Our 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. Years three and four of the programme are based at the Royal Devon and Exeter Hospital 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 Medical School curriculum for undergraduate education; for example, clinicians may be engaged with PMS as clinical teachers, clinical skills tutors, and academic tutors.

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.

9. 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.

10. 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 CRB 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.

11. 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.

12. 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.

13. 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

14. FURTHER INFORMATION

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

Chief Executive Officer: Mr Sam Higginson
Chief Executive Officer
Royal Devon University Healthcare NHS FT
Barrack Road
Exeter, EX2 5DW
Tel 01392 402357

Medical Director, Eastern Services: Dr Karen Davies
Interim Medical Director, Eastern Services
Royal Devon University Healthcare NHS FT
Barrack Road
Exeter, EX2 5DW
Tel: 01392 403984

Associate Medical Director: Mr Patrick Gillespie
Consultant Plastic Surgeon
Royal Devon University Healthcare NHS FT
Barrack Road
Exeter, EX2 5DW

Tel: 01392 406376

Clinical Lead:

Mr Michael Esson
Consultant Oral and Maxillofacial Surgeon
Royal Devon University Healthcare NHS FT
Barrack Road
Exeter, EX2 5DW
Tel: 01392 402216

Clinicians in Speciality:

Mr John Bowden & Mr Andrew McLennan
Consultant Oral and Maxillofacial Surgeons
Royal Devon University Healthcare NHS FT
Barrack Road
Exeter, EX2 5DW
Tel: 01392 403320 or 403711

Divisional Director:

Mrs Nicola Du'Gay
Care Group Director - Surgery
Royal Devon University Healthcare NHS FT
Barrack Road
Exeter, EX2 5DW
Tel: 01392 404663