



Royal Devon
University Healthcare
NHS Foundation Trust

CONSULTANT RECRUITMENT PACK

CONSULTANTS IN CLINICAL ONCOLOGY

For more information, please contact us:
rduh.medicalhr@nhs.net (Eastern services)



NHSRoyalDevon



RoyalDevonNHS

royaldevon.nhs.uk/join-us

A Warm Welcome

Hi, I'm Suzanne Tracey the Chief Executive Officer of Royal Devon University Healthcare NHS Foundation.

Thank you for the interest that you have shown in working with us, at what is an unprecedented time for healthcare across the UK.

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

We are proud of our Clinical Oncology department and are committed to the further development of this successful and cohesive team and recognise the importance of bringing the very best clinicians to Devon.

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

Suzanne Tracey

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.

JOB TITLE

Clinical Oncology

DATE OF VACANCY

Immediate

BASE

Applications are invited for Consultant Clinical Oncology posts at the Royal Devon & Exeter Hospital

Cover image:
City of Exeter

15 minutes walk
from Royal Devon
Eastern

Chief Executive
Officer
Suzanne Tracey



Application and Advisory Appointments Committee

Applicants must have completed specialist training in Clinical Oncology prior to taking up the appointment. The expected date of the award of the Certificate of Completion of Training should be no later than six months after the date of AAC interview for this post.

The applicant should also be entered on, or within six months of entry to, the GMC Specialist Register at the time of acceptance of an offer of employment.

Applications are through the NHS Jobs online service at www.jobs.nhs.net. This will take you to the Career Gateway. Please apply using the online application form at this site.

In the interests of equal opportunities, applications or supplementary information submitted by CV will not be accepted. A minimum of three recent references are required, including a satisfactory reference from your current employer or the responsible officer at your current designated body.

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

Why choose the Royal Devon?

Research and innovation

We recognise that research active departments deliver better clinical outcomes for patients and as such we invest continuously in a large programme of profession led and commercial research studies, many of which are internationally recognised and award winning. We have a multi-million pound research facility, dedicated research staff and collaborative links with researchers from across the University. Funded time for the development of research proposals is available for interested consultants.

Service development

The Royal Devon is a newly formed Trust supporting a population of more than 615,000 across more than 2,000 square miles of North, East and West Devon. The scale of operation brings opportunities to establish and develop innovative new services to better meet the needs of our patients.

Teaching

The Royal Devon is a university trust that enjoys close ties with the University of Exeter Medical School. We offer funded time for teaching of medical students and junior doctors. We are planning a regular programme of evening educational meetings to bring teams from both sites together. These meetings will also provide opportunities for your own CPD.

Career progression

The size and structure of our Eastern team creates a strong framework for progression, whilst the flatter structure within our Northern service means rapid progression to areas of increased responsibility.

Investment

The Royal Devon has received significant capital investment over the past 12 months which has allowed the implementation of a single electronic patient record (EPR) across the Trust. This investment has allowed expansion of the specialist nursing teams and improvements to the infrastructure at both base hospitals.

Location and relocation

We are fortunate to be based in the beautiful South West of England and you can choose between the hustle and bustle of the city of Exeter, the rolling moors of Exmoor or the stunning beaches of North Devon. Schools, further education colleges and the University of Exeter are good or outstanding, crime rates are low, and transport links and infrastructure investment are also excellent. We can offer you temporary accommodation to support a visit and a relocation package should you choose to come to Devon. A more comprehensive explanation of all of these elements can be found within this job pack, but if you have any questions then please do get in touch or arrange a visit to come and see us.

About Royal Devon University Healthcare NHS Foundation Trust

We are a newly formed NHS Foundation Trust with a vast geographical footprint, serving a population of over 615,000 people and covering more than 2000 square miles across Devon.

This makes us one of the largest providers of integrated health care in the UK, and the biggest employer in Devon with a workforce of over 15,000 staff.


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

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

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

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

www.royaldevon.nhs.uk



Exeter
Cathedral

1. Introduction

Having successfully recruited two medical oncologists we are now looking to recruit Clinical Oncologists due to upcoming retirements.

There is flexibility for full-time and part-time working. The post will be based at Royal Devon & Exeter Hospital but may have sessional commitments in North Devon District Hospital (up to 1 day per week).

The post holders should have a CCT in clinical oncology and a special interest in the relevant tumour sites.

We are looking for the following skills and disease sites to complement our existing teams which could be in a variety of combinations depending on the interests of successful candidates:

- Gynae-oncology including brachytherapy: to join Dr Forrest (CO) and Dr Scatchard (MO)
- Neuro-oncology: to join Dr Mc Cormack (CO)
- Skin: to join Dr McCormack (CO)
- Hepatobiliary: to join Dr Forrest (CO) (oesophago-gastric) and Dr Belitei (MO)
- Urology: to join Dr Srinivasan (CO), Dr Ford (CO), Dr Varughese (CO), Dr Aung (MO)
- Teaching and research opportunities with Exeter Medical School and University
- Opportunities for SABR Oligometastatic disease.

A general interest in clinical research is desirable for all posts advertised and the post holder will be expected to recruit to the Trust NCRI and Commercial study portfolios.

Interest in and experience of teaching at undergraduate and postgraduate levels is desirable. We are part of the peninsula clinical oncology training programme.

We have an active brachytherapy unit and for those interested in gynae – oncology brachytherapy experience would be desirable but candidates could be trained as long as they had an interest and some experience. We also offer prostate brachytherapy and an interest in this again would be desirable but is not essential as this service is provided by Dr Srinivasan and Dr Ford.

We are currently offering SABR for lung and oligometastatic disease (lung, nodes and bone) but there would be the opportunity to develop the service further to spine and hepato-biliary. We are part of the peninsular SABR MDT.

Example 1 Gynae, Neuro, non-melanoma skin

Day	Time	Location	Work	No. of PAs	Category – Direct Care / Supporting	Annualised PAs
Monday	8:30-10:30	floating	SPA	0.5	SPA	0.5 SPA
	10:30-13:30	office	Review clinic/admin	0.75	DCC	1.75 DCC
	13:30-16	OPD	Skin Clinic	0.625	DCC	
	16-17:30	Office	Skin MDT	0.375	DCC	
Tuesday	8-10	Floating	Brachytherapy/ planning	0.5	DCC	2.5DCC
	10-12	floating	Review clinic	0.5	DCC	
	12-14	floating	Gynae MDT/ brachytherapy planning	0.5	DCC	
	14-18	OPD	Clinic/ planning alternate weeks	1	DCC	
Wednesday	08-09	office	admin	0.25	DCC	1.25 DCC
	09-12	floating	Brachytherapy/EBRT planning	1	DCC	
	12-13	office	admin	0.25	DCC	
	13-14	floating	SPA	0.25	SPA	0.25 SPA
Thursday						
	08:30-11:30	floating	Neuro MDT/ peer review	0.75	DCC	0.25 SPA
	11:30-12:30	floating	admin	0.25	DCC	2.125 DCC
	12:30-14:00	floating	Planning	0.625	DCC	
	14:00-15:00	floating	Gynae peer review	0.5	DCC	
	15:00-17:00	floating	SPA	0.5	SPA	
Friday	9-11	floating	SPA	0.5	SPA	0.75 SPA
	11-13	floating	admin	0.5	DCC	1.25 DCC
	13-14	floating	Journal club/ radiotherapy governance	0.25	SPA	
	14-17	OPD	Clinic	0.75	DCC	
Weekend/ Bank Holiday				0		0.3
Direct clinical care						9.175
Supporting professional activities						1.5
Total						10.675

Example 2 Urology, CNS, non melanoma skin

Day	Time	Location	Work	No. of PAs	Category – Direct Care / Supporting	Annualised PAs
Monday Alternate weeks Eastern	8:30-10:30	floating	SPA Monthly Consultant meeting	0.25	SPA	1 in 4
	9-11	Office	Urology MDT	0.25	DCC	1 in 4
	11-13	admin	Planning & prescribing	0.5	DCC	
	13-14	office	Admin/ ward	0.25	DCC	1.825 DCC
	14-16	OPD	Skin clinic	0.5	DCC	0.25 SPA
	16-17	Floating	Skin MDT	0.25		
Monday Alternate weeks Northern	7-8:30	travel	travel	0.375	DCC	
	08:30-9	Office	admin	0.125	DCC	
	9-13:00	OPD	clinic	1	DCC	
	13-14	office	Admin	0.25	DCC	2.875
	14-16	OPD	clinic	0.5	DCC	
	16-17	floating	admin	0.25		
	17-18:30	travel	travel	0.375		(average 2.35 DCC)
Tuesday	8-13	Clinic	Urology clinic	1.25	DCC	2.5DCC
	13-14	admin		0.25	DCC	
	14-18	floating	Planning	1.0	DCC	
Wednesday off						
Thursday	08:30-10:30	floating	Admin/neuro MDT	0.5	DCC	2.DCC
	10:30-13	floating	RT review clinic/CNS peer review	0.75	DCC	0.25 SPA
	12:00-13:00	office	Urology Peer review/ Huddle	0.25	DCC	
	13-14	floating	MDT HPB			
	14:00-16:00	floating	Planning	0.5	DCC	
Friday	09:00-12:00	office	SPA	0.75	SPA	
	12:00-13:00	office	admin	.25	DCC	1.25 DCC
	13-14	Floating	Journal club/ radiotherapy governance	0.25	SPA	1.0 SPA
	14-17	OPD	Neuro Clinic	0.75	DCC	
	17-18	Floating	admin	0.25	DCC	
Weekend/ Bank Holiday				0		0.3
Direct clinical care						8.5
Supporting professional activities						1.5
Total						10

Example 3 Urology Hepato-biliary

Day	Time	Location	Work	No. of PAs	Category – Direct Care / Supporting	Annualised PAs
Monday Alternate weeks Eastern	8:30-10:30	floating	SPA Monthly Consultant meeting	0.25	SPA	1 in 4
	9-11	Office	Urology MDT	0.25	DCC	1 in 4
	11-13	admin	Planning & prescribing	0.5	DCC	
	13-14	office	Admin/ ward	0.25	DCC	1.825 DCC
	14-17	OPD	HPB clinic	0.75	DCC	0.25 SPA
Monday Alternate weeks Northern	7-8:30	travel	travel	0.375	DCC	
	08:30-9	Office	admin	0.125	DCC	
	9-13:00	OPD	clinic	1	DCC	
	13-14	office	Admin	0.25	DCC	2.875
	14-16	OPD	clinic	0.5	DCC	
	16-17	floating	admin	0.25		
	17-18:30	travel	travel	0.375		(average 2.35 DCC)
Tuesday	8-13	Clinic	Urology clinic	1.25	DCC	2.5DCC
	13-14	admin		0.25	DCC	
	14-18	floating	Planning	1.0	DCC	
Wednesday off						
Thursday	08:30-10:30	floating		0.5	DCC	2.DCC
	10:30-13	floating		0.75	DCC	0.25 SPA
	12:00-13:00	office	Urology Peer review/ Huddle	0.25	DCC	
	13-14	floating	MDT HPB			
	14:00-16:00	floating	Planning	0.5	DCC	
Friday	09:00-12:00	office	SPA	0.75	SPA	
	12:00-13:00	office	admin	.25	DCC	1.25 DCC
	13-14	Floating	Journal club/ radiotherapy governance	0.25	SPA	1.0 SPA
	14-17	OPD	Clinic	0.75	DCC	
	17-18	Floating	admin	0.25	DCC	
Weekend/ Bank Holiday				0		0.3
Direct clinical care						8.5
Supporting professional activities						1.5
Total						10

2. HOSPITALS AND SERVICES

The Royal Devon University Healthcare NHS Foundation Trust 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.

For a full description of the main hospitals and services of the Trust see the Trust website www.rdehospital.nhs.uk

3. THE WORK OF THE DEPARTMENT AND DIVISION

The Division and Cluster

Oncology is part of the Division of Specialist Services and forms the Oncology Cluster with Medical Physics and Haematology.

Management Structure

The Associate Medical Director for Specialist Services is Dr Corinne Hayes (Consultant Paediatric Oncologist)

The Divisional Director for Specialist Services is Mrs Natalie Wickins

The Clinical Lead for Oncology is Dr Kate Scatchard (Medical Oncologist)

The Clinical Lead for Radiotherapy Oncology is Dr Jenny Forrest (Clinical Oncologist)

The Oncology Centre Manager is Miss Helen Slaney MSc (Superintendent Radiographer)

The Lead Cancer nurse is Mrs. Tina Grose (BA Hons Cancer Care).

The Cluster Manager is Ms Amy Fullick

EXETER ONCOLOGY CENTRE

The Department was designated a Cancer Centre in November 1996 and serves the districts of Exeter and North Devon. It is based at the Royal Devon & Exeter NHS University Hospital Trust Eastern and provides a fully integrated and comprehensive service for the treatment, care and support of cancer patients. Approximately 2,400 new patients are seen per annum, mainly from the districts of Exeter and North Devon with some coming from South Devon and Somerset.

The Department has an Out-patient Department with three consulting suites with six examination rooms, three additional clinical rooms and a counselling room. Additional clinic space is being developed to support ongoing use of virtual consultations via Attend Anywhere. We also have access to 3 clinic rooms in the community hospital at Ottery St Mary alongside the outreach chemotherapy service to facilitate social distancing and maintenance of a green pathway during COVID. There is a full supporting staff of nurses, radiographers, administrative, clerical and secretarial staff.

The Trust has currently has MModal for voice recognition dictation, PACS, Dendrite, Infoflex and web-Dendrite information systems and the e-prescribing system ChemoCare version 6. In October 20 we fully implemented the electronic patient record system EPIC. The appointee will have secretarial support in Exeter and at North Devon District Hospital (as required). They will have dedicated office accommodation at Exeter.

In-patients are accommodated in the Oncology Ward (Yeo), adjacent to the Oncology Centre. There are twenty-three beds including a shielded room for unsealed radioactive source treatments, and a larger side-room designed for TYA patients which can also be used for end of life care allowing for the accommodation of relatives. There is a dedicated Day Case Chemotherapy unit on Cherrybrook Ward, immediately opposite the Outpatient Department. Outreach chemotherapy to enable patients to receive chemotherapy closer to their homes is available in our community hospitals in Ottery St Mary and Okehampton. Systemic anti-cancer therapies (SACT) administration is carried out by specialist nurses who liaise closely with medical staff, linking day case, out-patient and in-patient services. Electro-chemotherapy, TVEC administration and ambulatory home infusion chemotherapy is available and there is a nurse led PICC Line service. There is a dedicated Cancer Support and Information Centre, provided by FORCE, within the hospital grounds close to the Oncology Centre. Counselling, aromatherapy, reflexology and other support services are also available at FORCE. We have a dedicated consultant-led Enhanced Supportive care team including one part-time consultant, a nurse, physiotherapist, dietician, occupational therapist and psychologist on hand to support all cancer patients.

There is an active Clinical Trials Unit with research nurses and radiographers which supports participation in the full range of NCRN and commercial trials. As a result, Exeter makes a major contribution to the Peninsula Network's position as a leading contributor to trial recruitment. There are likely to be further opportunities to collaborate with Exeter University to develop the trial portfolio further.

The radiotherapy and oncology service was relocated to a new site as part of the Wonford rebuild in the summer of 1995. The Department was newly equipped providing all routine forms of radiotherapy including CT planning and external beam radiotherapy and high dose rate remote after loading brachytherapy. There are currently three Trubeam linear accelerators (which have MLC, dual energy photons and electrons in addition to on board imaging capacity enabling image guided treatment, 6 degrees of freedom couches) commissioned between June 2020 and June 2022. An Out of Hours radiotherapy service is in place for emergency treatment at weekends/ bank holidays covering Northern and eastern services as well as South Devon. We use the Eclipse planning system; and have a dedicated CT scanner with 4D imaging for radiotherapy planning, high dose rate Flexitron; and a 100kv X-ray machine. We are engaged with the recommendations regarding modernising radiotherapy across the south-west network and undertake regular peer review with site-specific meetings.

We are commissioned for lung SABR and SABR for oligometastatic disease lung, bone and nodal. We have an active HDR brachytherapy service including prostate, cervix (interstitial and intra-cavity), oesophagus as well as some palliative other sites.

A Quality Assurance system for Exeter Oncology Centre, Radiotherapy and Medical Physics has been developed. ISO 9002 accreditation was initially awarded by Lloyds Register in QA in November 1998 and the Department have maintained accreditation under ISO9000/2000 since 2002.

Hostel beds for self-caring ambulant patients attending for radiotherapy are available.

Staffing of the Exeter Department:

The medical staff currently comprises of 12 Consultant Clinical Oncologists, 8 Consultant Medical Oncologists, 1 Associate Specialist, 3 Specialist Registrars in Clinical Oncology and 3 in Medical Oncology and two staff grades in Clinical Oncology. Junior ward cover is provided by 2 trust grades with out of hours cover from the medical rotation. Ward junior staff cover all Consultants' patients. The middle grade staff rotate for training purposes between consultants. Consultant cross cover is provided by other tumour site specialists for both in and outpatient care.

Medical Staffing

Consultants:

- Medical Oncologists
- Dr Petru Belitei MRCP
- Dr. Mark Napier FRCP (Medical School Lead)
- Dr Lynsey Drewett
- Dr Kate Scatchard PhD FRCP (Clinical Lead)
- Dr Cleo Solomon
- Dr Peter Stephens PhD MRCP (Chemotherapy Governance and TYA Lead)
- Dr Juliette Hamilton
- Prof Chrissie Thirlwell PhD FRCP

Clinical Oncologists –

- Dr. Peter Bliss FRCP FRCR,
- Dr Victoria Ford MRCP FRCR
- Dr Jenny Forrest MRCP FRCR (Radiotherapy Lead)
- Dr Ian Fraser MRCP FRCR
- Dr Andrew Goodman MRCP FRCR,
- Dr Chris Hamilton MRCP FRCR
- Dr David Hwang MRCP FRCR
- Dr Anne McCormack MRCP FRCR (AOS Lead)
- Dr Melanie Osborne MRCP, FRCR,
- Dr Rajaguru Srinivasan MRCP FRCR
- Dr Mohini Varughese FRCP FRCR (Research Lead)
- Dr Nishanti Silva MRCP FRCR

Consultant Radiographers

- Lee Merry (urology)
- Simon Coughlin (breast)

Nurse Consultant

- Rachael Morgan-Lovatt (breast)

Associate Specialist- Medical Oncology

- Dr San Aung

The senior staff are currently supported by the following Junior Doctors:

Three Clinical Oncology Specialist Registrars (Peninsula Rotation) and three medical oncology registrars (Peninsula rotation)

We are continuing to support the expansion of medical and clinical oncology training across the Peninsula network as further numbers are released by Health Education England. Consultants are expected to be involved in the clinical and educational supervision of our trainees.

Other Doctors Oncology

- Dr Lyndon Ridges-Jones -clinical oncology middle grade (supports other registrars)
- Dr Natalie Nityey medical oncology middle grade: clinic and day case unit
- Dr Eliot Leonard (junior doctor on ward)
- Dr Kelvin Umengi (junior doctor on ward)
- IMT 1/ 2 Oncology/ palliative care rotational post
- IMT 3 rotational post (clinic and day case unit)

Other Key Specialities:

Site specialisation is practised with Joint Gynaecological & ENT Clinics held with surgical colleagues. Regular Multi-disciplinary meetings in Breast Cancer, Upper Gastro-intestinal Cancer, Colorectal Cancer, Chest Malignancies, Urological Cancer, Neurological Cancer, Thyroid Cancer, Sarcoma, Skin Cancers and Haematological Oncology are held with Specialist Physicians, Surgeons, Radiologists and Histo-pathologists.

Palliative Medicine:

The Enhanced Supportive Care service is led by Dr Niranjali Vijeratnam and provides early palliative care to oncology patients undergoing treatment within the Trust.

The Exeter and District Hospice is situated in the Grounds of the Royal Devon & Exeter Hospital supporting a network of Community Palliative Care Nurse Specialists. The Consultants, Dr Jenny Hayes, Dr Cate O'Neill and Dr Rebecca Baines contribute to the acute oncology team and are available to review inpatients in the acute trust. They provide out of hours on call cover. There is a Specialist Registrar in Palliative Medicine rotating with Plymouth.

Nursing Staff and Radiography Staff:

The Senior Nurse for Oncology and Haematology is Mrs Tina Grose. There are a number of tumour site specific nurse specialists and specialist nurses in acute oncology and immunotherapy. There is a dedicated Oncology Ward, Yeo Ward, where there is a nursing establishment of 26.31 WTE nurses, and a dedicated day case unit, Cherrybrook, with 17.42 WTE nurses, supporting day case and outpatients and four advanced nurse practitioners to support AOS.

The Oncology Centre is managed by Superintendent Radiographer Miss Helen Slaney who heads a staff of 42 WTE Radiographers. There are Superintendents with responsibility for Planning and Simulation, Q A and Brachytherapy, and Treatment. There are Radiographers with specialist interest in Head and Neck Cancer and Gynaecological Cancer. Pre-treatment radiographers are involved in the setting up of patients for all cancer sites including marking up breast patients. There is also a liaison radiographer who sees patients on-treatment.

Psycho/Social Support:

A Psycho-Oncology Group has been established to develop and co-ordinate patient services. Three full-time patient support specialists and counsellors and a Cancer Support and Information Centre are funded by the local Cancer Charity FORCE (Friends of the Oncology Radiotherapy Centre in Exeter). We have just appointed a cancer psychologist jointly with FORCE to support our more complex patients and provide staff clinical supervision.

Clinical Research:

The Royal Devon & Exeter is a leading contributor in the Peninsula to Cancer Clinical Trials. There is a Clinical Research Manager (Su Wilkins) with a complement of full and part-time Clinical Research Nurses one Clinical Research Radiographer, one data manager and 2 trials administrators. The Unit participates in a wide range of national clinical trials, expanded access programmes and commercial studies. Because of the importance of participation in clinical trials, it has been agreed with R & D that this activity is subsumed within normal clinical activity.

Diagnostic Support:

A full range of diagnostic services including MRI and Spiral CT Scanning Nuclear Medicine, Ultrasound and Specialist Pathology Services including a tumour marker service are available. Molecular genetic testing (excluding FISH) is available on site. The Trust was the lead AHSN site for the 100,000 Genome project. A PET-CT scanner has been commissioned at the medical school which is be available for research projects.

Pharmacy:

A full aseptic compounding facility is available with dedicated Oncology/ Haematological Pharmacists who are responsible for day to day cytotoxic chemotherapy services and some Clinical Research Trials.

Medical Physics & Bio-engineering

This is situated in the Exeter Oncology Centre providing a full range of services to the Oncology Department and Medical Equipment Services to the Trust.

NORTH DEVON CANCER UNIT

This designated Cancer Unit based at North Devon District Hospital, Barnstaple has a population of 150,000. Improved communications have contributed to the growing influx of people to the District which is a popular recreation and retirement area. Barnstaple is an ancient borough and a light industrial market town centre with a predominantly rural community. The district is bounded to the north by 50 miles of spectacular coast-line from Lynton to Bude, to the East by Exmoor National Park, to the West by Cornwall and to the South by the rolling hills of mid-Devon beyond South Molton and Holsworthy.

Northern Devon Health Care Trust was established in 1991 as a combined hospital and Community Trust. North Devon District Hospital has 450 acute beds covering all specialties, except Cardio-thoracic and Neuro-surgery. RDE and North Devon have worked together closely for many years and formally merged in April 2022 to become the Royal Devon University Hospitals NHS Foundation Trust.

North Devon District Hospital was designated as a Cancer Unit in 1997. A purpose built Chemotherapy Unit was opened in 2016. All day case chemotherapy for the major tumour sites is conducted with Pharmacy support in the Chemotherapy Unit and administered by Chemotherapy Nurse Specialists. There are over 250 attendances at the Chemotherapy Unit each month. Inpatients remain under the care of the admitting physician.

Medical Staffing

Clinical Oncology

Three Clinical Oncologists – Dr Ford (one day alternate weeks), Dr Ian Fraser (one day), and Dr Varughese (one day) visit North Devon District Hospital from Exeter Oncology Centre.

Medical Oncology

Dr. Petru Belitei (one day), Dr Peter Stephens (one day) and Dr Kate Scatchard (one day, ND lead) Dr. Juliette Hamilton (one day currently visit North Devon. There is one 0.8 WTE staff grade in Medical Oncology with a plan to recruit to a 2nd post (anticipated will attract GpWsl looking for a portfolio role) and a nurse consultant plus a variety of non-medical prescribers who provide support for the review of patients on treatment.

Junior Doctors: the Seamoor unit is supported by staff grades Dr Beth Kershaw and Dr Meg Robertson. Dr Kershaw runs the non-specific pathway.

Other support staff: Naomi Clatworthy runs the AOS team as a nurse consultant and also undertakes out-patient clinical reviews. Nyasha Manomano is our specialist cancer pharmacist and also a non-medical prescriber supporting out-patient reviews of patients on treatment.

Clinical Haematology

The Clinical Haematology service is provided by the Haematology department from Royal Devon and Exeter Hospital, with 1 consultant Haematologist visiting on a daily basis.

Other key specialties are:

Pathology – There is a full range of pathology services provided by Histopathologists, Haematologists, Biochemists and Microbiologists.

Radiology – 7 Consultant Radiologists provide a comprehensive imaging and guided diagnostic biopsy for service with ultrasound, CT and MRI facilities.

Nuclear Medicine – This service is provided at Exeter.

Supportive Care – The focus of the supportive care team has been developed with hospital based Macmillan Specialist Nurses in Palliative Care.

Educational Facilities – There is an active Postgraduate Medical Centre with a 96 seated Lecture Hall and Seminar Rooms. The Medical Library is well stocked with books and approximately 120 journals and Internet facilities.

Undergraduate Medical Students regularly undertake elective study periods there

Torbay and South Devon NHS Foundation Trust

We continue to have close links with Torbay although we no longer provide a visiting consultant service to them. We collaborate with radiotherapy peer reviewing and continue to provide their melanoma service and their out of hours radiotherapy. It is not currently anticipated that any posts will entail routine service provision in Torbay.



The Quay
20 minutes walk
from Royal Devon

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: Consultant Oncologist

RELATIONSHIPS:

The employer is the Royal Devon University Healthcare NHS Foundation Trust.

The post is based on a Whole time 10 PA appointment.

DUTIES OF THE POST

Clinical and Supporting Activity Commitments

We are looking for both clinical oncology colleagues to complement the existing staff as detailed above. There is opportunity for both full-time and part-time personnel; all posts will be based at Royal Devon & Exeter Hospital with sessional commitments at North Devon District Hospital. Full-time posts will generally have 8.5Pas of DCC and 1.5 Pas of SPA time. DCC time will include time for chemo prescribing / radiotherapy planning as well as outpatient clinics, ward rounds and admin time.

Education and Training

The post holder is expected to contribute to the education and appraisal of junior medical staff and other clinical staff.

The post holder will also be expected to fulfil all Trust mandatory training, maintain current GCP training, advanced communication skills training and maintain their CPD accreditation.

University of Exeter Medical School

The Royal Devon University Hospital 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. Medical student teaching is an integral part of all the Consultant roles. Medical students will attend clinics and it is expected that the post holder will deliver feedback sessions and formal lectures appropriate to their site specialities during the academic year.

Many additional teaching/ examining opportunities are also available. Time for teaching and preparation is arranged by mutual agreement with the Clinical Director within the Trust's annual job planning and appraisal process

Emergency On-call and Cover for Colleagues

Consultants provide an out of hours telephone advice service and on a 1:16 basis with prospective cover. In addition there is a 1 in 16 weekend service in Exeter to review in-patients and cover emergency radiotherapy for the region. This and on call cover will be shared by the consultant body. When a medical oncologist is providing weekend cover emergency radiotherapy cover will be provided by a clinical oncologist. The on call consultants will be available to provide telephone advice to North Devon District Hospital and Royal Devon & Exeter Hospital and provide emergency radiotherapy provision. The weekend service is supported by junior ward doctor and a registrar on both days.

In addition to providing emergency cover in the event of consultant colleague's absence, it is expected that the consultants providing cover will also provide clinical supervision to junior staff caring for elective inpatients and day cases.

Locum cover will not normally be provided.

Clinical Audit & Research

The successful candidate will be expected participate in the design and completion of audit projects and quality improvement projects leading to improvements in practice and to contribute to the development of Clinical Quality Standards. There are close links with the University of Exeter Medical School. Current opportunities for research are likely to be significantly enhanced in the near future.

Administration

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

Management

The appointee is expected to be responsible to the Clinical Lead 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 and divisional meetings.

Professional Performance

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/Associate Medical 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 practice safe medicine in relation to infection control and other issues. Appointees will therefore be expected to attend or complete e-learning 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 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, but, in accordance with the Trust's leave policy.

6. ON-CALL AVAILABILITY SUPPLEMENT

Current agreed on-call rota: 1 in 16

Agreed category: B

On-call supplement: 1 %



Conditions of Service

Salary Scale

£82,096 to £110,683 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. Under normal circumstances no more than 5 days of annual leave can be carried over at the end of the leave year.

Study leave

30 working days over period of three years.

Date of Vacancy

From 1st March 2023

Domicile

Consultants are expected to reside within a reasonable distance of Exeter, normally within 20 miles or 60 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 (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 first intake of UEMS students was Sept 2013 and the final cohort of PCMD students graduated in 2018.

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. We have recently appointed Professor C Thirlwell, medical oncologist, Gillings professor of cancer genomics with a research and clinical interest in neuroendocrine tumours.

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. Clinicians can also volunteer to help with interviewing prospective students and the examination process.

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 actively 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.



Equality, Diversity and Inclusion

The Royal Devon University Healthcare NHS Foundation 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, gender, race, religion and belief or sexual orientation.

The Trust is one of 39 NHS Trusts recognised as a diversity and inclusion partner by NHS Employers for 2019/20. This will provide the opportunity to develop and continuously improve the Trust's equality and diversity performance as well as giving the opportunity to influence national policy direction.

The Trust expects all staff to behave in a way which recognises and respects this diversity, in line with the appropriate standards.

The Trust is committed to fair and equitable recruitment processes for all applicants and will make any reasonable adjustments you require to our selection process.

Please contact the Medical Staffing Team to let us know what reasonable adjustments you require.



Dartmoor

Living in Devon

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

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

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

Your taste buds will find plenty to savour here too - Devon is rightly proud of the farmers and producers who make the South West one of the best regions in the UK to enjoy locally produced food and drink.

Whether you fancy surfing or fishing, cycling or climbing, fine dining or hearty pub fare, the county really does have it all. Never let it be said, it's all work and no play. Not here in Devon.

Vibrant cities and friendly market towns

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

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

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

Friendly market towns

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

Great for families

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

Living and travelling

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

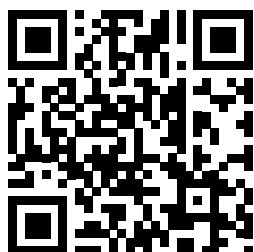
Transport links are also good. The county has more than 8,000 miles of road – the largest road network anywhere in the country, although (it has to be said) many are narrow Devon lanes.

From Exeter's main station, Exeter St David's, there are fast and frequent rail services to Bristol (1 hour), London (around 2 hours to Paddington) and Birmingham (under 3 hours to Birmingham New Street). Exeter itself has an impressive rail network with no fewer than nine stations serving different parts of the city. There are a number of branch lines providing services to Mid and North Devon, Dartmoor and the Exe Estuary. Exeter International Airport provides flights to numerous destinations throughout the UK, Europe and even North America.

Support with relocation

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

More information about the area and help with relocating can be found at royaldevon.nhs.uk/join-us



Budleigh
Salterton

Health and Wellbeing

At the Royal Devon, staff's health and wellbeing is hugely important to us. We are passionate about creating a happy and healthy work environment for our staff, and we have a range of benefits available to support staff's health and wellbeing.

We want to support staff to improve their physical and emotional wellbeing and help them to lead a healthy lifestyle. In order to be able to care for others, it's important that staff take the time to care for themselves.

The Trust has a Health and Wellbeing Improvement Practitioner, whose role is dedicated to improving the health and wellbeing of staff across the Trust. The Practitioner is also supported by a Health and Wellbeing group which includes

a number of clinical and non-clinical members from across the Trust.

We also have trained a number of Health and Wellbeing Champions and Mental Health champions across the Trust to support in creating a positive and healthy working environment for all.

We have a range of benefits available to support staff's health and wellbeing, including:

Staff Physiotherapy Service

All staff can self-refer to our dedicated staff Physiotherapy service to get early help with any musculoskeletal problems.

Staff Support and Counselling Service

All staff can access dedicated face-to-face and telephone counselling support for work and personal problems.

Employee Assistance Programme

We have a 24/7 service available which provides emotional support and advice to staff. This service also provides support with a range of personal problems such as financial, legal or tax advice.

Wellbeing Activities

We have a range of activities on offer for staff to access including meditation sessions, mindfulness courses, sleep coaching courses, staff away days and health checks.

Onsite fitness activities

We run a variety of fitness classes onsite, including Yoga, Pilates, Qi gong, Circuits and running groups.

Smoking Cessation Support

Staff can access up to 6 face-to-face sessions of support from a dedicated Stop Smoking Advisor.

Staff Lottery

Staff can sign up to our Staff Lottery and win first prize of up to £2500 in the monthly draw.

Cycle to Work Scheme

Through Cyclescheme, staff can obtain a Bike and accessories up to a maximum cost of £1,000 through a salary sacrifice scheme. Staff also benefit from a saving to the overall cost attained through reduced income tax, national insurance and pension deductions.



Contacts

The Royal Devon University Healthcare NHS Foundation Trust welcomes informal enquiries; the relevant people to speak to are as follows:

Chief Executive:

Ms Susanne Tracey
Chief Executive
Royal Devon & Exeter NHS Foundation Trust
Barrack Road
Exeter EX2 5DW
Tel: 01392 402357

Medical Director:

Dr Adrian Harris
Medical Director
Royal Devon & Exeter NHS Foundation Trust
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Exeter EX2 5DW
Tel: 01392 402474

Associate Medical Director:

Dr Corinne Hayes
Director of Specialist Services
Royal Devon & Exeter NHS Foundation Trust
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Lead Clinician:

Dr Kate Scatchard
Lead Clinician in Oncology
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Radiotherapy Lead:

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Cluster Manager:

Ms Amy Fullick
Cluster Manager – Cancer Services
Royal Devon & Exeter NHS Foundation Trust
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Exeter EX2 5DW
Tel: 01392 406518

The Quay

20 minutes walk
from Royal Devon



PERSON SPECIFICATION

REQUIREMENTS	E/D*	HOW TESTED? Application Form/ Interview/Test	MET	NOT MET
QUALIFICATIONS/SPECIAL TRAINING:				
MBBS or equivalent medical qualification	E			
On GMC specialist register for medical or clinical oncology or be within 6 months of CCT	E	Certificates		
For clinical oncology post: completion of FRCR exams	E	Application Form		
MRCP or equivalent	E			
Certificate in Medical Education	D			
KNOWLEDGE/SKILLS/ABILITIES:				
Demonstration of relevant clinical skills and expertise in prescribing of SACT and radiotherapy	E	CV/ Radiotherapy Log Book		
Gynae brachytherapy experience (for gynae post)	D			
Gynae brachytherapy interest (for gynae post)	E	Application Form		
Prostae Brachytherapy interest/experience (urology post)	D	Portfolio		
Ability to work effectively within a multi-disciplinary team	E	Interview		
Demonstration of leadership ability	E	References		
Evidence of higher levels of interest and knowledge in relevant tumour sites	D			
EXPERIENCE:				
Experience of Clinical Audit/ quality improvement	E			
Experience of treating patients within clinical trials	D	Application Form		
Current GCP certificate holder	D	Interview		
Peer reviewed publications	D			
Oral presentation or Poster Publication at National Conference relevant to oncology	D			
PERSONAL REQUIREMENTS:				
Enthusiastic, highly motivated, flexible and adaptable, and committed to the service	E			
Ability to cope in stressful situations	E	Interview		
Ability to communicate effectively both verbally and in writing with patients, carers, GP's, nurses and other agencies	E	References		
Caring and compassionate attitude to patients	E			
OTHER REQUIREMENTS:				
Committed to continuing medical education and professional development	E	Application Form		
Honesty and reliability	E	Interview		
Full driving licence	D			

We're here if you need us!

For more information, please contact us:
rduh.medicalhr@nhs.net (Eastern services)



NHSRoyalDevon



RoyalDevonNHS

Privacy Notice

During the course of this recruitment process, the Trust will be collecting your data and processing it in accordance with relevant Data Protection Legislation. Please see our website for more information with regards to the Trust's Privacy Notice (Royal Devon website – Information Governance page).

This Privacy Notice is designed to provide you with further information on how we will be using your data for this purpose and to comply with the relevant legislation.