

A photograph of a suspension bridge with blue towers and cables, spanning a river. The bridge has a walkway and a road. In the background, there are buildings and a cloudy sky. The foreground is a grassy bank on the right and a purple graphic shape on the left.

# Consultant Information Pack

Consultant Ophthalmologist with a specialist  
interest in medical retina

## JOB TITLE

Consultant Ophthalmologist

## DATE OF VACANCY

Immediate

## BASE

Royal Devon & Exeter Hospital

# A Warm Welcome

Hi, I'm Adrian Harris, Chief Medical Officer at the Royal Devon University Healthcare NHS Foundation Trust. Thank you for the interest you have shown in working with us at what is an exciting time for our organisation. We are one of the largest healthcare Trusts in the country and we have ambitions to be a clinically-led, digitally-enabled teaching organisation.

Our Trust is a special place to work. We foster creativity, innovation and a personal approach to high-quality patient care. We are proud of our ophthalmology department, which is nationally recognised for its innovative approach. We are committed to further developing this successful and cohesive team and want to bring the very best clinicians to Devon.

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



*We welcome enquiries for further information and strongly encourage informal visits either in person or virtually so that you can get a feel for what it's like to work with us. A list of contacts is detailed in the final section of this pack.*



## Application and advisory appointments committee

Our people are our greatest asset and we are committed to their health and well-being. We are committed therefore to flexible working, including job sharing, and we will discuss these arrangements with any shortlisted candidates. We also invite you to discuss the development of a genuinely workable job plan with us.

We welcome applications from established consultants and senior trainees who will be within six months of completion of specialist training at the time of the advisory appointments committee.

Applicants must have completed specialist training in this role and have entered on the GMC Specialist Register prior to taking up the appointment.

We are able to accept CVs for this post, please contact Emily Simpson, executive and specialist recruitment lead, to have a confidential chat about the role on 07958 931414 or email [emily.simpson21@nhs.net](mailto:emily.simpson21@nhs.net).

**“We will work with you to develop a realistic and sustainable job plan.”**





## Introduction

The ophthalmology department at the Royal Devon is innovative and ambitious in its pursuit of continual advancement in the field of ophthalmology.

We are seeking to appoint a consultant with a special interest in medical retina to join us at the West of England Eye Unit, based at the Royal Devon & Exeter Hospital (Wonford).

Our ophthalmology department comprises a friendly and supportive multidisciplinary team working at the very top of their registration. With a proud history of innovation, the team is setting the standard in terms of pioneering procedures and practices. Our approach has enabled us to triple the number of patients we see and our implementation of practitioner and ophthalmologist delivered (POD) clinics has reduced waiting lists significantly.

This is an exciting time to join us as we work at the forefront of integrating AI into the treatment of macular degeneration, working collaboratively with a national network. With plans for further expansion of our department, this is a rare chance for the right candidate to play a pivotal role in shaping the future of our service and spearheading advances in ocular care.

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

## Highlights of the role

**Research and innovation.** Research active departments deliver better clinical outcomes for patients. We have a large programme of investigator-led and commercial research studies which have been internationally recognised for their programme of multi-site, award-winning research. We have a multimillion-pound research facility, dedicated research staff and collaborative links with researchers from across the University of Exeter. Funded time for the development of research proposals is available for interested consultants.

Research interests are strongly encouraged and supported. There are opportunities for candidates to participate in the retina theme within the NIHR's Tiger study, which the department is a participant in.

With a proud history of innovation, the team is setting the standard in terms of pioneering procedures and practices. We were one of the first Trusts to utilise nurse injectors and continue to see world-leading low rates of complications with this approach - <1:16,000. Our approach of using virtual lanes and POD clinics has enabled us to triple the number of patients we see and has reduced waiting lists significantly from 4,000 to 72 patients. Our team is dedicated to continual advancement in the field of ophthalmology.

**Training and development.** You'll be joining a well-established collegiate group of physicians that spans Northern, Mid and East Devon, providing opportunities for continued development in new specialities or into leadership or management for example.

**Service development.** The Royal Devon's core services support a population of more than 615,000 people across more than 2,000 square miles across Devon. The scale of operation brings opportunities to establish and develop innovative new services to better meet the needs of our patients such as harnessing technology to deliver remote patient consultations and disease monitoring. We are widely recognised for our virtual ward. An ambitious project

that spans East and North caring for 50 patients at any given time using wearable technology. The success of which brings aspirations to extend to 100 patients in the near future.

The successful applicant will have the opportunity to further develop the medical retina service and participate in a wider service redesign.

**Teaching.** The Royal Devon enjoys close ties with the University of Exeter Medical School. We offer funded time for teaching of medical students and junior doctors.

The West of England Eye Unit is one of the teaching hospitals of the Peninsula Ophthalmology Rotation and has an active and very popular fellowship programme. There is an active educational programme both within the department and in the region as a whole. Informal teaching takes place in the outpatient clinic, operating theatres and on ward rounds.

**Career progression.** The sheer scale of the Trust brings opportunities for career progression. This is a role that is well supported by the wider consultant team, with opportunities to work across multiple sites. Consultants from Exeter attend Barnstaple regularly and working across the Trust will also be encouraged and supported. As well as progression with service development, there is also potential for this to be a managerial role, if desired.

**Job plans.** We would like to extend the invitation to you to develop a job plan with us that is balanced and sustainable. We welcome the opportunity to discuss different working options and diverse portfolios so that you can create a long and rewarding career with us. There is also the opportunity to design the role with time allocated to specialities such as uveitis or genetics.

If this sounds like a novel and innovative approach, then that's typical to the Royal Devon, and something that sets us apart from other Trusts.

**Electronic patient record.** We went live with the Epic electronic patient record system across our Eastern services in 2020 and our Northern services in 2022. We are optimising the way we use the system, but we are already seeing huge benefits for our patients. Epic is transforming the way we deliver care across our Trust, allowing teams to share the caseload across Devon and provide care to patients remotely.

**Location and relocation.** We are fortunate to be based in the beautiful South West of England, with the cultural city of Exeter, the rolling moors of Exmoor and Dartmoor, and a multitude of stunning beaches on our doorsteps. We have low rates of crime and excellent education - schools and further education colleges are good or outstanding, and Exeter boasts a top Russell group university. We can offer you accommodation to support a visit and a relocation package should you choose to come to Devon.

A more comprehensive explanation of all of these elements can be found within this job pack, but if you have any questions then please do get in touch or arrange a visit to come and see us. Contact details are at the back of this pack.



# About Royal Devon University Healthcare NHS Foundation Trust

Our core services support a population of over 615,000 people and cover more than 2,000 square miles across Devon. This makes us one of the largest providers of integrated health care in the UK, and the biggest employer in Devon, with more than 15,000 staff.

We have two acute hospitals, 20 community locations, outpatient clinics and community teams who care for people within their own homes. We also provide primary care and a range of specialist services which extends our reach throughout the South West Peninsula as far as Cornwall and the Isles of Scilly.

As a newly formed Foundation Trust in April 2022, We are embracing change, innovation and technology in our ambitions to be a digitally-enabled, clinically-led teaching organisation. We are developing new ways of working and investing in 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 improving the care offered to our patients. This might include developing or introducing innovative care models and bringing these to rural patients, teaching the doctors of tomorrow or undertaking award-winning clinical research. Examples include our specialist nurses, who were recognised in the British Journal of Nursing Awards for their innovations during the COVID pandemic, our inflammatory bowel disease research team who were recognised with the national team award for their contribution to the NIHR portfolio, and our recent launch of a world-first national genetic testing service from our labs, which can rapidly test DNA samples of babies and children, so we can provide life-saving treatment.

You'll find more information about the role and the Trust in this pack. Further information is also available on our website [www.royaldevon.nhs.uk](http://www.royaldevon.nhs.uk).





## About the Trust and service structure

The Royal Devon's Board of Directors is chaired by Dame Shan Morgan and is comprised of both executive and non-executive directors. The executive directors manage the day to day operational and financial performance of the Trust.

These consist of the chief executive officer (Sam Higginson), deputy chief executive officer (Chris Tidman), chief medical officer (Adrian Harris), chief nursing officer (Carolyn Mills), chief operating officer (John Palmer), chief finance officer (Angela Hibbard), and chief people officer (Hannah Foster).

Our ophthalmology department is based at the West of England Eye Unit (WEEU) at Royal Devon & Exeter Hospital (Wonford) and also delivers services via our glaucoma unit at our Heavitree site, Axminster Hospital and the Centre for Excellence in Eyes at Nightingale Hospital Exeter.

Our Trust wide operational service structure is divided into five care groups. Within the surgery care group, the care group director is Nicola DuGay, the care group deputy medical director is Gareth Moncaster and the care group associate medical director is Patrick Gillespie. 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.

**More information about our structure and services can be found on the our website at [www.royaldevon.nhs.uk](http://www.royaldevon.nhs.uk)**



## About the department

The West of England Eye Unit (WEEU) is situated on our main hospital site. The unit was established in 1993 as part of the relocation of the West of England Eye Infirmary, England's second eye infirmary after Moorfields Eye Hospital.

### THE WEST OF ENGLAND EYE UNIT

The WEEU provides ophthalmic service to Exeter, Mid Devon and East Devon, primarily covering a population of 450,000. The WEEU at Wonford is a self-contained unit with an out-patient department, day case/cataract unit, two dedicated eye theatres, injection clean rooms, ophthalmic photography including fluorescein angiography and ICG with the Heidelberg HRA and Optos systems, Pascal, SLT and YAG lasers.

A library and offices are all incorporated within the unit. Electrodiagnostic studies (to ISCEV standards) are available via the neuro-physiology department.

The WEEU is well integrated with the rest of the hospital with ready access to radiology, paediatric department and accident and emergency facilities. Ophthalmology has access to in-patient beds on Otter Ward, along with paediatric beds on Bramble Ward, which are immediately adjacent to the ophthalmology theatres.

The WEEU Glaucoma Unit is based at RD&E Heavitree site with full outpatient facilities including SLT, YAG and Argon laser. Offsite high-volume diagnostics lanes have been established to provide Optos digital photography and OCT imaging to feed virtual POD clinics.

WEEU has a satellite service at Axminster Hospital where day case cataract surgery, outpatient clinics and other ophthalmic procedures including intravitreal injections are performed. Peripheral clinics are also run in other RD&E community hospitals. WEEU has close links with colleagues in other hospitals throughout the peninsula.

The total out-patient attendances at WEEU clinics is approximately 80,000 per year with over 6,000 ophthalmology surgeries performed per year including approximately 1,000 at Axminster.

### CENTRE OF EXCELLENCE FOR EYES (CEE) AT NIGHTINGALE HOSPITAL EXETER

CEE provides high-volume low-complexity cataract surgery utilising innovative SurgiCube technology, as well as diagnostic imaging for monitoring and diagnosing glaucoma and medical retina problems for patients across Devon. CEE is a system collaboration and runs a high-volume cataract and diagnostic hub for glaucoma and medical retina. The team consists of ophthalmic surgeons, surgical trainees, specialist nurses, theatre support workers, healthcare assistants and eye healthcare professionals such as optometrists and specialist practitioners, supported by a great team of ophthalmic technicians.

### SUPPORTING TEAM

The department is supported by an excellent team of medical retina practitioners, lead by a medical retina lead nurse. Our team includes orthoptists and optometrists, clinical geneticists, ophthalmic photographers and ophthalmic technicians.

This wealth of experience means that the consultant team is well supported in their clinical duties.

We also maintain a close relationship with Bristol Eye Hospital, a leading centre for ocular inflammation, for tertiary referrals.

## Department structure

Mr Robert Munneke is clinical lead for ophthalmology. Jacqui Crump is the clinical matron for ophthalmology. Sam Flynn is the cluster manager for ophthalmology. Ophthalmology is part of the surgery care group.

Lead consultants for the service are:

Mr J Benzimra - Neuro-ophthalmology, Paediatric Ophthalmology, Strabismus, Dystonia

Mr D Byles - Glaucoma, Electrodiagnosis

Mr M Smith - Glaucoma

Mr A Cowdray - Glaucoma

Miss F Irvine - Oculoplastics

Miss I Pereni - Oculoplastics

Mr H Roberts - Cornea and External Disease

Mr N Knox-Cartwright - Cornea and External Disease

Mr R Munneke - Primary care Ophthalmology, Laser  
(Clinical Lead)

Mr N Bowley - Medical Retina, Uveitis

Mr R Ling - Medical and Surgical retina

Mr P Simcock - Medical and Surgical retina

Miss H Von Lany - Medical and Surgical Retina

Miss E Wilkinson - Medical Ophthalmologist

Mr C Ramsden - Medical and Surgical Retina

Ms A Goodluck - Medical Retina, General  
Ophthalmology

Practitioner leads

L Frost - Head of Optometry Services

B Oldridge - Interim Head of Orthoptists

N Blandini - Head of Glaucoma Services

J Tripp - Head of Retina Services

K Loft - Joint Head of Emergency Eye Services

E Joll - Joint Head of Emergency Eye Services

A Durante - Head of Ophthalmic Imaging and Virtual  
Pathways



## Supporting professional activities

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

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

Further details are published in the job planning policy.

## Continuing professional development

The Trust supports the requirements for continuing professional development as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

## Revalidation

The Trust has the required arrangements in place, as laid down by the Royal College of Physicians, to ensure that all doctors have an annual appraisal with a trained appraiser, and supports doctors going through the revalidation process.

## Research

Research is actively encouraged throughout the Trust and a willingness to expand the clinical research activity of the department is highly desirable. The Trust hosts the National Institute of Health Research Clinical Research Network and the Research and Development Department offers excellent support with a Research Design Service.

The Research, Innovation, Learning and Development (RILD) building on the RD&E Wonford site is a £27.5m development which consists of the Wellcome Wolfson Centre for Medical Research, the National Institute for Health Research (NIHR), Exeter Clinical Research Facility and a new Post Graduate Education Centre. The RILD is now home to a number of the Medical School's laboratory-based research teams, comprising both clinical research areas and class two and three medical research laboratories, complete with offices, meeting rooms and write-up areas.

Active assistance in the planning and design of research projects is available from the Research and Development Support Unit based on the RD&E Wonford hospital site. The Trust has an active academic strategy to facilitate research, development and teaching.

Candidates who wish to pursue a research interest alongside their clinical work will be strongly encouraged by the department and are eligible for support from the University of Exeter Medical School.

## University of Exeter Medical School (UEMS)

The University of Exeter is high-ranking in both UK and global standings and is a member of the Russell Group of leading research-based institutions. It has ambitious plans for the future and has invested heavily in its facilities in recent years.



The Medical School's cutting-edge research is driven by important clinical questions. It focuses on translational and applied research in areas of greatest health burden and greatest opportunity for scientific advance, principally: diabetes, cardiovascular risk and ageing; neurological disorders and mental health; environment and human health; and health services research. It spans basic through clinical science to clinical trials and health policy.

UEMS delivers two highly-regarded and innovative undergraduate degrees: the BSc in Medical Sciences and Bachelor of Medicine, Bachelor of Surgery (BMBS). In addition, the Medical School offers a range of postgraduate programmes and courses. The curriculum reflects today's evolving models of care and patient experience in acute, primary and community care settings.

Building on the excellent educational reputation of the Peninsula College of Medicine and Dentistry and using problem-based learning in small groups, the BMBS programme reflects the belief that doctors need to adopt a socially accountable approach to their work and to understand the human and societal impact of disease as well as the community-wide context of contemporary healthcare provision.

UEMS graduates will be both capable and confident, whether they are clinicians, managers, educators or researchers and will be committed to life-long scholarship. Years one and two of the BMBS programme are based at the St Luke's Campus in Exeter and lay the scientific foundations for the future years of the course. There is clinical contact from year one and students begin acquisition of a range of transferable skills, learning science within a clinical context.

UEMS students spend years three and four of their programme at the Royal Devon and Exeter (Wonford) Hospital and North Devon District Hospital, as well as at the Royal Cornwall Hospital in Truro and in their surrounding general practices and community health environments.

The trust has a great relationship with the University of Exeter and the ophthalmology dept delivers parts of the clinical undergraduate teaching programme. Links to the university bring PA opportunities in every aspect of undergraduate support, clinical and managerial.

There are numerous opportunities locally to advance skills and credentials with educational roles in mind, so if teaching is your specialist skill, then we can personalise your job plan towards this.



## Outline job plan

A provisional outline job plan is included but is subject to modification. The individual job plan and detailed timetable will be discussed and developed with the successful candidate. Specialist interests and development opportunities such as hospital management, leadership, undergraduate and postgraduate education will be accommodated where they are compatible with service requirements. As will flexible or part-time working.

It is expected that the initial job plan will be agreed within three months of the start date and will be reviewed annually or earlier, if necessary.

The post will include an on-call commitment. The successful candidate will offer outpatient clinics and surgery in Exeter and at community hospitals. Consultants within WEEU are committed to working flexibly to maintain the service.

**Direct clinical care (incl. on-call 0.25PA): 8.5 PA**

**Supporting professional activities (incl. research): 1.5 PA**

**Total programmed activities: 10 PA**

## CLINICAL DUTIES

The post holder will be a consultant ophthalmologist with a special interest in medical retina. The successful applicant will have opportunities to develop the Royal Devon & Exeter Medical Retinal Service. The post will include an on-call commitment. The successful candidate will offer outpatient clinics and surgery in Exeter and at community hospitals. Consultants within WEEU are committed to working flexibly to maintain the service.

## EDUCATION AND TRAINING

WEEU is one of the teaching hospitals of the Peninsula Ophthalmology Rotation and has an active and very popular fellowship programme. The post-holder will be expected to participate in training and supervision of trainees within the department. There is an active educational programme both within the department and in the region as a whole. Informal

teaching takes place in the outpatient clinic, operating theatres and on ward rounds. The eye unit library has recently been refurbished and provides excellent IT and meeting facilities. The hospital is associated with the University of Exeter Medical School and the department provides placements and teaching for undergraduate medical students.

### 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 in line with Trust policy.

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 meetings.

### CLINICAL AUDIT

The successful candidate will be expected to participate in the design and completion of audit projects leading to improvements in practice

### ON-CALL ROTA

Your participation will be negotiable based on the agreed structure of your job plan.

In addition to providing emergency cover for the absent consultant colleague, it is expected that the consultant(s) providing cover will also provide clinical supervision to junior staff caring for elective inpatients and day cases.

The on-call commitment rota is 1:11, is in category A and attracts a 3% supplement.

### EXAMPLE TIMETABLE

	<b>AM</b>	<b>PM</b>
<b>Monday</b>	Outpatient clinic (MR)	Admin
<b>Tuesday</b>	Theatre	Theatre
<b>Wednesday</b>		
<b>Thursday</b>	MR virtual POD clinic	MR virtual POD clinic
<b>Friday</b>	Outpatient clinical general Axminster	Outpatient clinic MR Axminster
<b>Additional</b>	On-call	



# Person specification

Applicants must demonstrate on the application form that they fulfil all essential criteria to be considered for shortlisting. Appointment is subject to pre-employment checks, including occupational health, DBS checks and a minimum of three satisfactory references, including one from your current Responsible Officer.

Requirement	Essential attributes	Desirable attributes
<b>Qualifications and training</b>	<p>FRCOphth or equivalent</p> <p>On specialist register for ophthalmology or CCT date within two months of interview date</p> <p>Full GMC registration</p>	
<b>Clinical knowledge/skills</b>	<p>Sound knowledge of general ophthalmology and subspecialist expertise in medical retina</p> <p>Aware of all the criteria associated with good medical practice and complies with those criteria</p> <p>Able to take full and independent responsibility for clinical diagnosis and care of patients</p> <p>Able to organise and manage waiting lists and patient priorities</p> <p>Able to advise on efficient and smooth running of a specialist service and provide expert opinion on a range of elective &amp; emergency problems within specialty</p> <p>Have demonstrated teaching ability formally and informally</p> <p>Ability to apply research outcomes to clinical practice</p> <p>Skilled in cataract surgery</p>	Subspecialist skills to meet the needs of the department
<b>Experience</b>	<p>Appropriate experience and competencies as defined in the Basic and Higher Specialist Training curriculum of the Royal College of Ophthalmologists</p> <p>Completion of recognized Medical Retinal training fellowship/TSC providing training in modern medical retinal management</p> <p>Experience of Clinical Audit</p>	
<b>Non-clinical skills</b>	<p>Flexibility to fit with service requirements &amp; ability to work in a team</p> <p>Good communication and interpersonal skills</p> <p>Able to communicate effectively both verbally and in writing</p> <p>Committed to continuing medical education and professional development</p> <p>Good leadership and organisational skills</p>	

<b>Requirement</b>	<b>Essential attributes</b>	<b>Desirable attributes</b>
<b>Other requirements</b>	Ability to undertake the travel requirements of the post Willingness to undertake Enhanced Disclosure clearance	Evidence of publications in peer-reviewed journals Interest in clinical research and commitment to research participation

## Main conditions of service

Appointment is to the NHS Consultant Contract (2003) under the current Terms and Conditions of Service for Hospital Medical and Dental Staff (England and Wales) and the Conditions of Service determined by the General Whitley Council for the Health Services (Great Britain). These are nationally agreed and may be amended or modified from time to time by either national agreement or local negotiation with the BMA local negotiating committee.

The employer is the Royal Devon University Healthcare NHS Foundation Trust. The appointee will be professionally accountable to the medical director and managerially accountable to the chief executive officer.

The postholder is required to have full registration with a licence to practice with the General Medical Council and to ensure that such registration is maintained for the duration of the appointment.

## Salary scale

This is as described in the Medical and Dental Terms and Conditions, in line with the Consultant Contract (2003). The current full-time salary scale ranges from £99,532 - £131,964 with eight thresholds.

## Leave

Annual leave entitlement is as described in Schedule 18 of the Terms and Conditions of Service: Consultant (England) 2003. Further details are available in the Senior Medical Staff Leave Policy.

Locum cover for leave will not normally be provided. It is expected that consultants within the department will coordinate leave to ensure that an appropriate level of service (emergency, urgent and routine) is maintained.

## Domicile

Consultants are expected to reside within a reasonable distance of the main acute hospital to which they are affiliated, normally within 10 miles or 30 minutes. Exceptions must be agreed with the medical director or chief executive. **A relocation package will be considered if relocation is necessary to meet these requirements.**

### Duty to be contactable.

Subject to the provisions in Schedule 8, consultants must ensure that there are clear and effective arrangements so that the employing organisation can contact a post holder immediately at any time during a period when a post holder is on-call.

## Indemnity

The post-holder is not contractually obliged to subscribe to a professional defence organisation but should ensure that they have adequate defence cover for non-NHS work.

## Mentoring

New consultants will have access to mentoring and are encouraged to take advantage of this facility. This will be arranged following discussion and mutual agreement between the individual and the medical director.

## Professional performance

The Trust expects all doctors to work within the guidelines of the GMC Guide to Good Medical Practice. You will work with clinical and managerial colleagues to deliver high quality clinical care, within the management structure of the Trust and are expected to follow Trust policies and procedures, both statutory and local, including participation in the WHO surgical checklist.



You will be expected to take part in personal clinical audit, training, quality assessment and other professional activities, including continuing medical education, annual appraisal, job planning and revalidation. It is expected that you will participate in multi-source feedback from both colleagues and patients. You will undertake administrative work associated with management of your clinical and professional practice.

You will be responsible for leadership of junior doctors within the specialty as agreed in your job plan and will be accountable for the effective and efficient use of any resources under your control.

You will also participate in activities that contribute to the performance of the department and the Trust as a whole, including clinical and academic meetings, service development and educational activities. Service developments that require additional resources must have prior agreement from the Trust.

## Reporting concerns

The Trust is committed to providing safe and effective care for patients. There is an agreed procedure that enables staff to report “quickly and confidentially, concerns about the conduct, performance or health of medical colleagues”, as recommended by the chief medical officer (December 1996).

All medical staff practising in the Trust must ensure that they are familiar with the procedure and apply it if necessary.

## Serious untoward incidents

It is expected that you will report all risks, incidents and near misses in accordance with the Trust governance structure. You will be required, on occasion, to lead or assist with investigation of incidents and implementation of risk-reducing measures to safeguard patients, visitors and staff. You must comply with the Duty of Candour legislation.

## Research and audit

Audit is supported by the clinical audit and effectiveness department and we encourage all levels of staff to undertake quality improvement projects. Research within the Trust is managed in accordance with the requirements of the Research Governance Framework. You must observe all reporting requirement systems and duties of action put in place by the Trust to deliver research governance.

## Safeguarding children and vulnerable adults

The Trust is committed to safeguarding children and vulnerable adults and you will be required to act at all times to protect patients. The appointees may have substantial access to children under the provisions of Joint Circular No HC (88) 9 HOC 8.88 WHC (88) 10. Please be advised that, in the event that your appointment is recommended, you will be asked to complete a form disclosing any convictions, bind-over orders or cautions and to give permission in writing for a DBS check to be carried out. Refusal to do so could prevent further consideration of the application.

## Rehabilitation of offenders

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

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

## Health and safety

Employees are required to take reasonable care to avoid injury or accident while carrying out their duties, in compliance with the Health and Safety at Work Act 1974, various statutory regulations, Trust and departmental guidelines, policies and procedures. This will be supported by provision of appropriate training and specialist advice.

## Infection prevention and control

The Trust is committed to reducing hospital-acquired infections. All staff are expected to ensure that infection risks are minimised in line with national and Trust policies and best practice. They are supported in this by the infection prevention and control team.

## Our approach to inclusion and diversity

Inclusion is fundamental to our approach to organisational development, culture, service improvement, and public and patient engagement.

It is one of our core values and we have an inclusion lead to provide strategic oversight to the inclusion agenda. Our inclusion steering group is chaired by our CEO, Suzanne Tracey, and reports its progress to the Board of Directors.

Our aim is to create a positive sense of belonging for everyone, regardless of their background or identity, and to value visible and invisible differences, so everybody is respected and valued, and everyone feels comfortable bringing their whole selves to work and able to reach their full potential.

We have staff inclusion champions who provide information to colleagues and promote inclusion opportunities. We also have a range of networks which colleagues can join, including:

- Disability network
- LGBTQ+ network
- Ethnic minority network
- Neurodiversity Network

Once colleagues join us, we can share with them more information, including how to join any of these groups.





## Living in Devon

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

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

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

There are good transport links to the rest of Devon, including the M5 and regular trains to Exeter with its art galleries, museum and theatres. Your taste buds will find plenty to savour here too - Devon is rightly proud of the farmers and producers who make the South West one of the best regions in the UK to enjoy locally produced food and drink. Northern Devon also benefits from an excellent range of community, private schools and colleges for further education.

Whether you fancy surfing or fishing, cycling or climbing, fine dining or hearty pub fare, the county really does have it all.

**“Never let it be said, it’s all work and no play. Not here in Devon.”**



## Vibrant cities

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

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

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

## Friendly market towns

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

More information about the area and help with relocating can be found at [www.royaldevon.nhs.uk/careers](http://www.royaldevon.nhs.uk/careers)



## Great for families

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

## Living and travelling

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

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

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

## Support with relocation

Our 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.



## Contacts

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

### **Chief Medical Officer**

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### **Medical Director**

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### **Cluster Manager**

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### **Associate Medical Director**

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### **Care Group Director**

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

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