



Consultant Information Pack

Consultant in Cardiology (x2)



royaldevon.nhs.uk/careers



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JOB TITLE

Consultants in Cardiology (x2)

DATE OF VACANCY

Immediate

BASE

North Devon District Hospital

With available clinical sessions at Royal Devon
& Exeter Hospital

A Warm Welcome

Hi, I'm Adrian Harris Chief Medical 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 but also an exciting time for our organisation, now one of the largest healthcare Trusts in the country.

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 consulting teams many of which are nationally recognised for their specialist clinical care and research activity. We 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.



Prof Adrian Harris

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



Application and Advisory Appointments Committee

The posts are offered on a whole-time basis (10PA) but suitably-qualified applicants who wish to work part-time will be considered. We are committed to flexible working arrangements, including job sharing, and we will discuss these arrangements with any shortlisted candidates.

We welcome applications from established consultants and senior trainees who will be within 6 months of completion of specialist training at the time of the Advisory Appointments Committee.

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

Please apply using the standard online application form at NHS jobs online www.jobs.nhs.uk.

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



Introduction

We are inviting applications for 2 Consultants in general Cardiology, with a sub-specialty interest. All sub-specialty interests can be supported including, but not limited to, advanced echo (TOE/stress echo), cross-sectional cardiac imaging (CT/cardiac MRI), heart failure and pacing/devices. In addition, there may also be opportunities to contribute to and to support further development of specialist clinical services eg Adult Congenital Heart Disease or Cardiomyopathy/Inherited Cardiac Conditions.

The successful applicants will provide cardiology services in North Devon, with opportunities for cross-site working at the Royal Devon & Exeter Hospital. The posts are supported by a multi-disciplinary team including heart failure clinical nurse specialists/ACPs, cardiac rehabilitation clinical nurse specialists and arrhythmia care co-ordinators.

The department has Specialist Trainees, Core Medical Trainees/IMTs and Foundation Doctors, rotating within their respective Training Programmes and a (part-time) staff grade.

There are ample opportunities for teaching and training throughout the Trust and the region. The department has regular medical student attachments from the local medical school. We encourage involvement with research and national clinical audit.

The posts are based at North Devon District Hospital (NDDH), part of Royal Devon University Healthcare NHS Foundation Trust (Royal Devon). The Royal Devon is a unique organisation with integrated acute and community services across Devon. NDDH in Barnstaple provides a full complement of secondary care services for the local population, including emergency care, cancer services, maternity and paediatric services. It is a designated Trauma Unit and Cancer Unit.

North Devon provides a beautiful environment in which to live and work, with a wide variety of outdoor and cultural activities and excellent local schools. With National Parks and Areas of Outstanding Natural Beauty on the doorstep, the area offers an excellent quality of life.

“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. We recognise that research active departments deliver better clinical outcomes for patients. We have a large programme of investigator led and commercial research studies many of which are internationally recognised for their programmes of award-winning research. 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 also allowed expansion of the specialist nursing teams and 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

Our core services support a population of over 615,000 people and cover 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 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, our Northern base is 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.



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 (Suzanne Tracey), 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 Eastern services are located at the Royal Devon and Exeter (RD&E) Hospital and sit within the specialist medical directorate of the medicine division. Our Northern services are based at North Devon District Hospital (NDDH) where the department of Cardiology sits within the Medicine division.

The medical directors are Dr Karen Davies (Northern services including NDDH) and Dr Anthony Hemsley (Eastern services including RD&E). 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 Trust website at www.royaldevon.nhs.uk”

The Cardiology Department

North Devon: Currently, 4 Consultant Cardiologists (with support from an agency locum Consultant) provide inpatient and outpatient care at NDDH. The Cardiology departments across the Northern and Eastern sites have an excellent working relationship, with a cross-site clinical lead. Invasive coronary procedures, pacing/device implants, TOE procedures and the cardiac MRI scans are performed at RD&E.

The multi-disciplinary team includes heart failure, cardiac rehabilitation and arrhythmia care. There are Advanced Care Practitioner and clinical nurse specialists in Heart Failure, delivering both inpatient and outpatient services.

Our Cardio-respiratory department is a small and dedicated team of professionals who support one stop new patient heart failure clinics as well as a physiologist-led Heart valve Clinic. A full range of device therapy clinics are supported by the cardio-respiratory team, including an active remote monitoring service.

Exeter hosts the Peninsula genetics service and the cardiology team, led by Dr Martina Muggenthaler, work closely with the clinical genetics team to provide a dedicated inherited cardiac conditions (ICC) service.

Consultant Medical Staff

Dr CR Gibbs (NDDH/RD&E)
Clinical Lead, Stress echocardiography, Cardiac MRI, Cardiac CT

Dr D Tharmaratnam (NDDH/RD&E)
Coronary angiography, Cardiac CT

Dr R Potluri (NDDH/RD&E)
PCI

Dr J He (locum NDDH/RD&E)
Cardiac MRI, Cardiac CT
Locum Consultant (NDDH)

Dr MJ Lovell (RD&E)
Complex Electrophysiology, Pacing

Dr PA Spurrell (RD&E)
Pacing, PCI

Prof NG Bellenger (RD&E)
Cardiac MRI, Cardiac CT

Dr MM Gandhi (RD&E)
TOE, ACHD, PCI

Dr AJ Ludman (RD&E)
Heart Failure, MRI, Cardiac CT, TOE

Dr AD Taylor (RD&E)
TOE, ACHD, PCI, Pacing

Dr TM Snow (RD&E)
PCI

Dr A George (RD&E)
PCI

Dr A Kotecha (RD&E)
PCI

Dr SJ Podd (RD&E)
Complex Electrophysiology, Pacing

Dr MM Muggenthaler (RD&E)
Adult Inherited Cardiac Conditions

Dr B Clayton (RD&E)
PCI, Cardiac CT

Dr B Dyer (RD&E)
Heart failure, Pacing

Dr G Dimitropoulos (RD&E)
Complex Electrophysiology, Pacing

Clinical Commitments

Clinical activity includes ward rounds, outpatient clinics and diagnostic sessions. Cross-site working is encouraged and will be supported for colleagues to practise a sub-specialty interest. Relevant specialty interests will be supported for suitably trained appointees including, but not limited to, advanced echo (TOE/stress echo), cross-sectional cardiac imaging (CT/cardiac MRI), heart failure and pacing/devices. In addition, there may also be opportunities to contribute to and to support further development of specialist clinical services eg Adult Congenital Heart Disease or Cardiomyopathy/Inherited Cardiac Conditions.

Brady Pacing (RD&E)

Currently, approximately 400 new systems are implanted per year, with the majority being dual-chamber systems. A further 200 pacing procedures are performed annually, including box changes and Reveal implants.

Complex Devices (RD&E)

Last year, about 160 complex devices (AICD, CRT-P or CRT-D) were implanted at the RD&E. A weekly devices MDT discusses all potential candidates for complex pacing, to ensure that any recommendations are in accordance with current evidence-based best practice.

Emergency Work

The majority of the medical take goes through the Medical Assessment Unit, with speciality review from the cardiology, gastroenterology and respiratory teams, every weekday.

The Medical Assessment Unit has consultant-led ward rounds twice daily, 7 days a week and is covered by the on-call physician overnight.

These posts are not required to participate in the undifferentiated medical take, but the long-term plan is to develop 7-day a week cardiology service model at NDDH and this post will contribute to that rota.

The cardiology team usually has around 28 inpatients, although this does rise in the winter months. STEMI's are admitted directly to RD&E for primary PCI. NSTEMI's are initially managed at North Devon District Hospital and, if appropriate, are transferred to RD&E for invasive angiography and coronary revascularisation, where appropriate. In the last year, approximately 1000 PCI procedures were performed in the trust, of which 350 were primary PCI for STEMI. The burden of ACS PCI is 80%, suggesting that Exeter's catchment area has one of the highest levels of coronary disease, for its population base, in the country. Elective procedures are discussed in our weekly MDT session, providing departmental support for all cases. Cardiac surgery is usually undertaken at Derriford Hospital, Plymouth.

Inpatient Facilities

At NDDH, Cardiology patients are placed on Victoria ward which has 10 monitored beds and nursing staff experienced in caring for patients with cardiac conditions.

Inpatient Care

Consultant ward cover is provided on a 1 in 4 rota.

On-call

There is no requirement to join the medical on call rota for the undifferentiated medical take. However, if the successful applicant wishes to maintain their general medicine skills, there is the opportunity to join the 11 consultants who currently share the medical on call rota, on a 1 in 11 basis. Should this opportunity be taken up, there will be a discussion to agree whether this replaces cardiology commitments or is an additional commitment. The Trust is considerably expanding its physician workforce with the intention of achieving a better balance of on call activity and intensity by increasing to 18 physicians across a number of specialties. On call commitment attracts 1.2 DCC PAs and a 3% supplement. There will be consideration of time off in lieu for out of hours/weekend working.

Emergency Calls

In exceptional circumstances, the Trust may request emergency cover for colleagues. However, the Trust recognises that there is no contractual expectation of availability when a doctor has no scheduled duties.

Outpatients Facilities

The refurbished outpatient area offers spacious and bright clinic rooms with either combined consult/examination rooms or a consulting room with examination rooms adjoining.

Outpatients

Outpatient clinics take place at NDDH and community hospitals. The main outpatient department is fully supported by nurses and has access to phlebotomy, cardio-respiratory investigations and radiology.

Heart Failure, Cardiac Rehabilitation and Arrhythmia clinics are run by Clinical Specialists or Advanced Care Practitioners. There is a joint cardiology/respiratory Breathlessness Clinic.

Adult Congenital Heart Disease (ACHD) clinics are supported across both sites, with Dr Radwa Bedair, Consultant Cardiologist at the Bristol Heart Institute.

Diagnostic Facilities

Cardiac CT: Cardiac CT is performed across both sites, with access to FFR-CT.

Echo: Stress echo studies are performed on both sites (currently approximately 110 studies annually, but with plans to expand capacity) and trans-oesophageal echo studies are performed at RD&E.

Cardiac MRI (RD&E): RD&E houses the largest cardiac MRI service in the Peninsula, performing over 1100 scans a year, including stress MRI and complex congenital heart disease scanning. This service is led by Professor Bellenger and supported by consultants with an interest in cardiac MRI from the department of cardiology. A successful fellowship programme for cardiac MRI is in place.

Academic Facilities

The Medical Education Centre on the NDDH site provides facilities, equipment and financial support to enable a wide range of medical professionals to continue their education and training.

There is a 70-seat lecture theatre, a clinical skills centre and several classrooms. A dedicated simulation suite provides a facility for multi-professional training.

Dual-flat screen video-conference facilities linked to other units in the region are available for clinical meetings, including regional MDTs, as well as training events.



The comprehensive healthcare library is accessible to registered users 24 hours a day. The library is staffed between 8.30 and 17.30 Monday to Friday. Services include book and journal loan, inter-library loans, PC access, literature-searching, information skills training, printing and photocopying.

Local, regional and national electronic library resources are made available across the Trust and for staff to access from home.

Radiology

Excellent links exist with the Department of Medical Imaging and a full range of cross-sectional imaging and interventional procedures are available, including CT colonography, small bowel MRI, a 24/7 emergency Interventional Radiology service, TIPS, targeted therapies of liver lesions, PTC and duodenal / colonic stent insertion.

Local and Regional Meetings

Weekly coronary and valve MDT (RD&E), attended by a cardiac surgeon from Derriford Hospital, with regular Peninsula-wide aortic, mitral and endocarditis MDTs.

Weekly device MDT to discuss patients under consideration for CRT-P and CRT-D implants.

Regular inherited cardiac diseases meetings, with attendance from cardiologists from across the Peninsula and Clinical Geneticists with an interest in cardiac disease.

Administration and Secretarial Support

You will undertake administrative work associated with your clinical and other professional work. Adequate time and facilities for clinical administration, including appropriate office space, secretarial support and access to a personal computer, software and internet access, will be available.



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:

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

New consultants at our Northern services receive a further 0.5 SPA sessions for up to one year to facilitate their induction to the organisation, with a reciprocal reduction in direct clinical care (DCC). This will be reviewed after six months with the possibility of a six-month extension, following which it will revert to 1.5 SPA sessions. For these posts, an additional SPA may be available for non-generic work.

An additional SPA may be available for:

- Service development
- Clinical management
- Research
- Additional teaching and training activities, including educational supervision
- Additional governance activities such as acting as an appraiser or mentor
- National audit programme projects.

Further details are published in the job planning policy.

Continuing Professional Development

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

Revalidation

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

Research

Investigator-led and clinical trial research has a prominent place in the Royal Devon department of gastroenterology and hepatology service and is supported by three full time research nurses. Patients are given the opportunity to participate in a wide number of NIHR gastroenterology and hepatology portfolio studies.

The University of Exeter Medical School has an excellent research reputation from basic biomedical research through to patient-centred research.

There is also an ongoing collaboration between the department and the Engineering Faculty of the University of Exeter to develop new modalities for capsule endoscopy.

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

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

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

University of Exeter Medical School

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

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

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

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

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

UEMB 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.

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 University of Exeter Medical School curriculum for undergraduate education; for example, clinicians may be engaged with UEMS as clinical teachers, clinical skills tutors, and academic



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 with the successful candidate. Special interests will be accommodated where they are compatible with service requirements.

All subspecialty interests will be considered and 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.

	PAs
DCC	
Full teaching ward round, ward referrals, board round, clinics, new patient review, morning report	4
Clinical Administration	1.5
Flexible (sub specialty interest)	2
SPA (1.5 generic, 1 non generic)	2.5
Total	10

Provisional Timetable

These timetables are representative and will vary with subspecialist interests, requirement to deliver sessions in Exeter and medical school commitments. The timetable will be agreed with the successful applicant upon appointment.

Consultant in Cardiology

Ward weeks (1 in 4)

Monday	Tuesday	Wednesday	Thursday	Friday
0900-1300 Board Round and full teaching ward round	0900 – 1130 Board round/new patients	0900-1230 Board Round and full teaching ward round	0900 – 1130 Board round/new patients	0900-1300 Board Round and full teaching ward round
	1130-1300 Clinical Administration		1130-1300 Clinical Administration	
1330-1700 Referrals, clinical support	1530-1700 Referrals, clinical support	1530-1700 Referrals, clinical support	1530-1700 Referrals, clinical support	1330-1700 Referrals, clinical support

Non-ward weeks (3 in 4, example)

Monday	Tuesday	Wednesday	Thursday	Friday
0900-1230 Clinic	0900 – 1130 Diagnostic work	0900-1300 Specialist clinical PA	0900-1230 Clinic	0900-1300 Clinical administration
1230-1330 Generic SPA	1130-1300 Clinical administration		1230-1300 Generic SPA	
1400-1730 Advice and Guidance, triage	1330-1700 Clinic	1330 – 1730 Specialist clinical PA	1330 – 1730 SPA	1330 – 1800 SPA

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
Qualifications and Training		
Professional qualifications	Primary Medical Qualification (MBBS or equivalent). Completion of higher specialist training in gastroenterology and General Internal Medicine.	An appropriate higher degree or qualification (MD, PhD or equivalent). Qualification in Teaching and Learning. Experience and accreditation in advanced echo (eg TOE) Accreditation in cardiac MRI and cardiac CT Interest and experience in Adult Congenital Heart Disease Interest and experience in management of cardiomyopathies
Professional training and memberships	Full GMC registration and license to practice. Entry on Specialist Register for Cardiology via: <ul style="list-style-type: none"> • CCT (proposed CCT date must be within 6 months of interview date) • CESR • European Community Rights Membership of Royal College of Physicians or equivalent qualification.	
Clinical Experience		
Employment	Evidence of completion of a comprehensive broad-based training programme at specialty registrar level (or equivalent). or Clear demonstration of equivalent experience, with a minimum of six years at a level comparable with or senior to specialty registrar. Evidence of training in Cardiology and general internal medicine. Career progression consistent with personal circumstances.	
Clinical knowledge and skills	Demonstrates ability to fulfil comprehensive Cardiology and general medicine duties at consultant level. Able to	Clinical knowledge and skills

Requirement	Essential Attributes	Desirable Attributes
	<p>take full and independent responsibility for clinical care of patients and provide an expert clinical opinion on a range of problems.</p> <p>Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge.</p> <p>Able to prioritise clinical need.</p> <p>Caring approach to patients.</p>	Demonstrates awareness of breadth of clinical issues
Non-clinical skills		
Teaching	<p>Evidence of previous teaching and training experience.</p> <p>Willingness and ability to contribute to departmental and Trust teaching programmes.</p>	<p>Defined educational roles or qualifications.</p> <p>Evidence of teaching of undergraduates, junior doctors and multi-professional groups.</p>
Management of change and quality improvement	<p>Demonstrates clear understanding of quality improvement and clinical governance within the NHS.</p> <p>Demonstrates willingness to implement evidence-based practice.</p> <p>Evidence of effective personal contributions to clinical audit, governance, and risk reduction.</p>	<p>Evidence of innovative development and implementation of guidance.</p> <p>Evidence of involving patients in practice development.</p>
Innovation, research, publications and presentations	<p>Understanding of the principles of scientific method and interpretation of medical literature.</p> <p>Demonstrates a critical and enquiring approach to knowledge acquisition.</p> <p>Demonstrates understanding of the research governance framework.</p>	Recent evidence of relevant research, presentations or publications.
Management and leadership experience	<p>Demonstrates familiarity with and understanding of NHS structures, management and current political issues, including an awareness of national strategic plan and constraints.</p> <p>Demonstrates willingness to lead clinical teams and develop an effective specialist clinical service.</p>	Experience of formal leadership roles or training.
Communication and personal skills	<p>Good spoken and written English language skills.</p> <p>Communicates effectively with patients, relatives, colleagues, GPs, nurses, allied health professionals and outside agencies.</p> <p>Evidence of ability to work with multi-professional teams and to establish good professional relationships.</p>	<p>Evidence of patient and colleague feedback.</p> <p>Excellent presentation skills, engages audience.</p>
Other requirements		
Motivation and management of personal practice	<p>Punctual and reliable.</p> <p>Good personal organizational and prioritization skills, achieve deadlines.</p>	Demonstrates initiative in personal practice.

Requirement	Essential Attributes	Desirable Attributes
	<p>Takes responsibility for personal practice and is able to cope well with stressful situations.</p> <p>Commitment to continuing medical education and professional development.</p> <p>Flexible and adaptable attitude.</p>	<p>Willingness to undertake additional professional responsibilities at local level.</p>
Commitment to post	Demonstrates enthusiasm for Devon as a place to live and work.	

Main Conditions of Service

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

The employer is the Royal Devon University Healthcare NHS Foundation Trust. The appointee will be professionally accountable to the 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 £88,364 – £119,133 with eight thresholds. Should the on call option be taken up, the on-call supplement is category A and attracts a supplement of 3% of basic salary.

Leave

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

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

Domicile

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

Duty to be contactable.

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

Indemnity

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

Mentoring

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

Professional Performance

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

You will be expected to take part in personal clinical audit, training, quality assessment and other professional activities, including continuing medical education, annual appraisal, job planning and

revalidation. It is expected that you will participate in multi-source feedback from both colleagues and patients. You will undertake administrative work associated with management of your clinical and professional practice.

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

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

Reporting Concerns

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

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

Serious Untoward Incidents

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

Research and audit

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

Safeguarding Children and Vulnerable Adults

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

Rehabilitation of Offenders

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

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

Health and safety

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

Infection Prevention and Control

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

Our Approach to Inclusion and Diversity

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

It is one of our core values and we have an inclusion lead to provide strategic oversight to the inclusion agenda. Our inclusion steering group is chaired by our 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

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 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.

More information about the area and help with relocating can be found at 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 (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.

Contacts

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

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