



Royal Devon
University Healthcare
NHS Foundation Trust

RECRUITMENT PACK

SPECIALTY DOCTOR IN ANAESTHESIA AND CRITICAL CARE

For more information, please contact us:

rduh.medicalstaffingteam@nhs.net (Northern services)

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 Anaesthesia and Critical Care departments 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

Specialty Doctor in Anaesthesia and Critical Care

DATE OF VACANCY

Immediate

BASE

The Royal Devon University Healthcare NHS Foundation Trust (Northern)

COVER IMAGE:
Crow Point near
Barnstaple

Chief Executive
Officer
Suzanne Tracey





Application and Interview

We welcome enquiries for further information and encourage informal visits to the hospital and department. A list of contacts at the Trust is detailed in the final section of this information pack.

The post is offered on a whole-time basis but suitably-qualified applicants who are unable to work full-time for personal reasons will be considered. The Trust is committed to flexible working arrangements, including job sharing. Such arrangements will be discussed with any shortlisted candidates on a personal basis.

Applicants must have completed Anaesthetics Core Training (or equivalent) prior to taking up this appointment. The applicant must be fully registered with the GMC and have evidence of completion of Foundation competences or equivalent along with at least 12 months of experience working in Anesthesia / Critical Care within the NHS.

Applications are through the NHS Jobs online service at **www.royaldevon.nhs.uk/careers**. Please apply using the standard online application form at this site, quoting vacancy reference 185-358-2579. 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.

The provisional date for the interviews is w/c 20th February 2022.

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

Applications are invited for Specialty Doctors in Anaesthesia and Critical Care at North Devon District Hospital. We have recently merged with the Royal Devon and Exeter to form the Royal Devon University Healthcare NHS Foundation Trust.

The successful applicant will be part of the expanding Anaesthetics and Critical Care Service in North Devon, currently consisting of 25 Consultants, 4 Specialists / Associate Specialists, 12 Specialty Doctors, and 11 Core Trainees in Anaesthetics / ACCS. We anticipate further departmental growth in coming years to staff a planned expansion in theatre numbers.

As a Trust, we consider career progression for Specialty Doctors to be important and had been offering competitive re-grading to the Associate Specialist Grade, as and when positions became vacant. With the new Specialist Grade, we intend to ensure similar career progression is available for suitably qualified candidates.

The post is based at North Devon District Hospital (NDDH), part of the Royal Devon University Healthcare NHS Foundation Trust's Northern Services. This acute hospital in Barnstaple provides a full complement of secondary care services for the local population, including emergency care, cancer services, maternity and paediatric services.

NDDH is a designated Trauma Unit and Cancer Unit and has recently adopted a fully electronic health record and prescribing system. There are increasing opportunities to teach our numerous Medical Students from the University of Exeter Medical School (UEMS), as well as ACCS and Anaesthesia Trainees from Health Education England.

North Devon is a beautiful environment in which to live and work, with a wide variety of outdoor and cultural activities as well as excellent local schools. With National Parks and Areas of Outstanding Natural Beauty on the doorstep, the area offers an excellent quality of life. Our staff participate in a range of hobbies, maximizing on the opportunities afforded by living and working in a prime holiday destination that is also a World Surfing Reserve.

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

Job Description

Post Title

Specialty Doctor in Anaesthesia and Critical Care

Clinical Commitments

The post holder will be personally responsible to the Lead Clinician for Department of Anaesthesia, Critical Care and Pain. Clinical activity includes:

- Anaesthesia care for elective day surgery and inpatient theatre lists
- Pre-operative and post-operative visits
- Obstetric anaesthesia and analgesia
- Anaesthetic duties in the ICU/HDU
- Support for acute pain issues on the wards
- Emergency transfers

In line with national guidance and Departmental policy, all anaesthetic procedures are carried out under the direct or indirect supervision of a Consultant. As such, whilst the successful applicant will take ownership of the pre-operative assessment, anaesthetic management, post-operative care and pain management of their own patients, the duty Consultant of the day will provide supervision, as needed. When a problem arises outside their area of competence, the successful applicant must seek their assistance.

Out of Hours Duties

The Department operates a team approach to out-of-hours cover for Anaesthesia, Pain and Critical Care with a second tier of SAS doctor being established to maintain sustainability for all rota tiers out of hours. The SAS tiers ensure senior anaesthetic support is provided for Obstetrics and Critical Care, including transfers. You will also help with pain management as well as General and Trauma theatre cases, if not otherwise busy - in which case the on-call consultant will attend.

On shifts where 2 SAS doctors are rostered, one will be primarily responsible for ensuring

anaesthetic cover to maternity and pain, the other primarily providing support to Critical Care and transfers. However, we do expect a collaborative, teamwork approach to managing the workload across the department. There is a tier of Core Trainees providing resident junior cover to Critical Care and we encourage our Specialty Doctors to provide support that enables them to optimize any training opportunities outside Critical Care arising out of hours.

There are two Consultants on-call in any twenty-four-hour period, one providing cover for Critical Care, including the trauma team and emergency transfers. The other covers emergency theatres, maternity and pain.

There is a full-shift rota with night and day shifts, compliant with the European Working Time Directive (see rolling rota below).

Emergency Cover

In exceptional circumstances, the Trust may request emergency cover for colleagues.

Supporting Professional Activities

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

- Appraisal, job planning & revalidation
- Personal & 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 meetings and other clinical or managerial meetings
- Further details are published in the job planning policy.

Further SPA time for department specific roles may be available up to a maximum of 1.0 PAs (total 2.5 SPA).

Relationships

You will work closely with other medical staff, allied health professionals and non-clinical colleagues both within the department and in other specialties.

Outline Job Plan

The contract is for ten Programmed Activities (PAs), which includes 1.5 Supporting Professional Activities (SPA). An additional two direct clinical care (DCC) PAs may be available by mutual agreement with successful applicants. (i.e. up to 12 PAs).

The successful applicant will provide anaesthetic services for daytime elective and emergency work across the Trust. Sessions will be allocated at the discretion of the anaesthetic rostering team according to both the competencies of the individual and the needs of the department.

The successful applicant will also provide out of hours cover, resident on-call at nights and weekends on a rotational basis. This is based on 1 in 10 with a maximum frequency of 1 in 8.

SPA sessions may be worked flexibly during non-clinical time according to the needs of the individual and the department.

Current Rolling Rota

An example of the current ten-weekly roster pattern is detailed below for 12 PAs; there are approximately 16 fewer theatre daytime sessions (8 days) when working 10 PAs. This is currently designed in a rolling pattern with prospective cover, compliant with the European Working Time Regulations.

	Mon	Tues	Weds	Thurs	Fri	Sat	Sun
Week 1	NIGHT	NIGHT		SPA	LD	LD	LD
Week 2			SPA				
Week 3	D	D	SPA	D	D		
Week 4	D	D	LD	LD	SPA		
Week 5	LD	LD	SPA	D	NIGHT	NIGHT	NIGHT
Week 6			SPA	D	D		
Week 7				SPA			
Week 8	D	SPA	NIGHT	NIGHT			
Week 9	D	D	SPA	D	D		
Week 10	D	D	SPA	D	D		

Key to Shifts:

- LD 08:00 to 20:30
- D 08:00 to 18:00
- NIGHT 20:00 to 08:30

Formal job planning and initial rota patterns will be agreed on appointment.

The successful applicants will not be scheduled for theatre lists during the day before a night on-call, or during the following day. Places to rest when quiet during night shifts are currently provided.

Person Specification

Applicants must demonstrate on the application form that they fulfill all essential criteria to be considered for shortlisting.

Appointment is subject to pre-employment checks, including occupational health, police checks and a minimum of three satisfactory references, including one from your current Responsible Officer.

All candidates must have at least one year of experience working in Anaesthesia / ICM within the NHS.

Requirement	Essential Attributes	Desirable Attributes
Qualifications & Training		
Professional Qualifications	Primary Medical Qualification (MBBS or equivalent).	Postgraduate qualification in Anaesthesia (Primary FRCA or equivalent). Distinctions, Prizes, Scholarships. Intercalated BSc or equivalent. Additional postgraduate qualifications.
Professional Training & Memberships	Full GMC registration & license to practice. Eligible to work in the UK.	Advanced Life Support (ALS) certificate. Advanced Trauma Life Support (ATLS) certificate. Advanced or European Paediatric Life Support (APLS or EPLS) certificate.
Clinical Experience		
Employment	Minimum 4 years post graduate training, of which a minimum of 24 months Anaesthesia and ICM training. Either completion of Core Training or able to demonstrate equivalent competence to Core Training by the time of commencement of employment. Be able to provide complete details of employment history including a minimum of 12 months experience working in Anaesthesia / ICM in the NHS. Career progression consistent with personal circumstances.	Additional experience in anaesthesia and intensive care medicine.
Clinical Knowledge and Skills	Competent in the provision of obstetric anaesthesia and analgesia under indirect supervision. Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge. Able to prioritise clinical need. Caring approach to patients.	Experience in the transfer of ventilated patients. Demonstrates awareness of breadth of clinical issues. Clinical feedback from colleagues & patients.

Continued on next page...

Requirement	Essential Attributes	Desirable Attributes
Non-Clinical Skills		
Teaching	Willingness & ability to contribute to departmental & Trust teaching programmes.	Evidence of previous teaching & training experience. Defined educational roles or qualifications.
Management of Change & Quality Improvement	Demonstrates willingness to implement evidence-based practice.	Demonstrates understanding of quality improvement and clinical governance within the NHS. Evidence of effective personal contributions to clinical audit, governance and risk reduction. Evidence of involving patients in practice.
Innovation, Research, Publications & Presentations	Understanding of the principles of scientific method and interpretation of medical literature. Demonstrates a critical and enquiring approach to knowledge acquisition.	Recent evidence of relevant research, presentations or publications. Demonstrates understanding of the research governance framework.
Management & Leadership Experience	Experience in organising and managing theatre lists.	Experience of formal leadership roles or training.
Communication & Personal Skills	Good spoken & written English language skills. Communicates effectively with patients, relatives, colleagues and nurses. Ability to work with multi-professional teams and to establish good professional relationships.	Evidence of patient & colleague feedback. Excellent presentation skills; engaging audience. Information technology skills.
Other Requirements		
Motivation & management of personal practice	Punctual & reliable. Good personal organisational & prioritisation skills. Achieves deadlines. Takes responsibility for personal practice and is able to cope well with stressful situations. Commitment to continuing medical education. Flexible & adaptable attitude.	Demonstrates initiative in personal practice. Willingness to undertake additional professional responsibilities at local, regional or national levels.
Commitment to post	Demonstrates enthusiasm for North Devon as a place to live and work.	



Barricane Beach in
Woolacombe

The Anaesthetic Department

Staffing

The Department of Anaesthesia, Critical Care and Pain at North Devon District Hospital is staffed by:

General Anaesthetic Consultants

Dr David Beard (Anaesthesia Lead), Dr Caroline Cheesman, Dr Ruth Clarke, Dr Rob Conway (Lead Clinician), Dr Cecily Don, Dr Simon Hebard, Dr Tony Laycock, Dr Zehra Ozfirat, Dr James Powell, Dr Jeremy Preece, Dr Debbie Sanders, Dr Chris Smith, Dr Zsolt Ungvari, Dr Andy Walder

Intensive Care Consultants

Dr Gareth Moncaster (ICM Lead, Associate Medical Director for Surgery), Dr Johannes Achenbach, Dr Tim Cobby, Dr Jorge DaFonseca, Dr Will Gaunt, Dr Nigel Hollister, Dr Nick Love, Dr Jerzy Minecki, Dr Gorki Sacher, Dr Guy Rousseau, Dr Kate Tipping

Pain Consultants

Dr Lucy Miller (Pain Service Lead), Dr Alan Bennett

Specialists / Associate Specialists (Anaesthesia and ICM)

Dr Moemen Abouelsaad (Specialist), Dr Susan Hanson (Deputy DME), Dr Eze Martinez-Estrada, Dr Emil Szelei (Appraiser),

Specialty Doctors (Anaesthesia and ICM)

Dr Balasz Bartos, Dr Mat Casemore, Dr Taryn Mitchell, Dr Nish Nath, Dr Richard O'Byrne, Dr Martin Paul, Dr Katy Pyatt, Dr Gwilym Rivett, Dr Annelena Sacher, Dr Rashi Sardana, Dr Sangeet Tanwar

Specialty Doctors (ICM)

Dr Sasha Carter

Trainees

11 Core Training posts (Anaesthetics & ACCS; Health Education South West)

In addition to medical staff, the department includes an experienced team of acute pain nurses.

Administrative support is provided by Cerys Redif, Denise Sheldrake and Beckah Howes.

Management

Day to day operational links are with the Lead Clinician, the Leads for Anaesthesia and ICM, the junior and SAS staffing lead (Dr Kate Tipping) and the anaesthetic administrators (Cerys Redif, Denise Sheldrake and Beckah Howes).

Non-consultant Anaesthetists working independently are responsible to the duty consultant of the day, from whom they are expected to seek support when required.

Managerial support is provided by the Service Manager (Rachael Weathers), Group Manager (Gillian Taylor) and Divisional Director (Karen Donaldson).

Departmental Workload

All work will be undertaken at North Devon District Hospital. There are nine operating theatres on-site. Surgical specialties include colorectal, upper GI, urology, trauma & orthopaedics, ophthalmology, obstetrics & gynaecology and oncoplastic breast as 'in house'. Dental, non-arterial vascular, ENT, maxillo-facial surgery and plastics are provided from visiting consultants. Anaesthesia is also undertaken within the Endoscopy Suite and for occasional cases within the Radiology Department.

General Workload

The Department provides anaesthesia for approximately 18,000 procedures each year. As well as general and regional anaesthesia, the department is also involved with the care of patients in the ICU/HDU, the obstetric unit, acute and persistent pain management, trauma and resuscitation, pre-operative assessment and transfer of critically ill patients.

Day Surgery

This is a separate unit within the main hospital. It has one ward and two operating theatres. The present workload is about 10,000 procedures each year. Gynaecology, breast and ophthalmic surgery take place in a dedicated theatre complex within the Women's and Children's Unit.

Obstetrics

The Department provides a 24-hour epidural service to the Obstetric Unit with about 1500 deliveries per year. The epidural frequency is around 25% and the Caesarean section (LSCS) rate is 28%. There are four sessions for elective LSCS each week. Epidural pain relief during labour is given using patient controlled epidural analgesia (PCEA). There is a well-established, consultant-delivered obstetric anaesthesia clinic. There are regular skills training sessions in the management of obstetric emergencies in the Delivery Suite.

Pre-Operative Assessment

The Trust has a well-established, nurse-delivered pre-operative assessment service which is supported by a team of pre-operative assessment consultants providing five anaesthetic high-risk clinics per week.

ICU and HDU

The Intensive Care Unit has expanded from a six to an eight-bedded combined ICU/HDU and offers a full range of organ support.

Anaesthetists are closely involved in the management of head injuries and are responsible for the transport of critically ill patients by ambulance and helicopter to specialist facilities outside the District when time critical or the adult transfer service (Retrieve) is unavailable. The ICU also manages the initial resuscitation and stabilisation of children who require intensive care therapy under the direction of the paediatric retrieval service (WATCh). Regional services are provided by Plymouth (adult neurosurgery and cardiac surgery) and Bristol (paediatric neurosurgery and paediatric intensive care). There is a consultant-delivered ICU follow-up clinic.

In-Patient and Persistent Pain Services

The Trust has recently expanded its Persistent Pain Service to incorporate a broad-based multidisciplinary team located within a newly built office and outpatient's facility. The Inpatient Pain Service is consultant-led and is delivered by a team of dedicated Specialist Nurses with the support of the on-call anaesthesia team.

Emergency Surgery

There are theatre sessions available each day for emergency cases, including trauma. The emergency theatres are covered each day by a Duty Consultant Anaesthetist alongside an Associate Specialist, Specialty Doctor or Core Trainee.

Simulation

The Trust supports a growing simulation programme across all specialties. There is a high-fidelity simulation suite on-site, with access to a broad spectrum of manikins. Wireless audio visual equipment has recently been introduced to facilitate in-situ simulation sessions across the Trust.

The Department contributes a large proportion of the Trust simulation faculty and is currently involved in training Medical Students, Foundation Doctors, Anaesthetic Trainees and multidisciplinary staff across the hospital.

Special Interests and Skills

The department encourages the development of special interests and skills within the Anaesthetic Service. Similarly, specific training may be provided within the department to update the applicant's skills in particular areas. Please contact Dr Rob Conway, Lead Clinician, to discuss any particular interests or skills you have or wish to develop.

Main Conditions of Service

Appointment is to the NHS Specialty Doctor contract terms and conditions (April 2021). 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 Royal Devon University Healthcare NHS Foundation Trust. The appointee will be professionally accountable to the Medical Director and managerially accountable to the Chief Executive.

The post-holder 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 & Dental Terms and Conditions, in line with the Specialty Doctor contract 2021. The current scale (3/2022) is from £50,373 to £78,759. The 2021 contract includes 5 pay points with standard and higher progression standards.

Leave

Annual leave entitlement is as described in the Terms and Conditions of Service Specialty Grade Doctors (England) 2021. Study leave entitlement is 30 days over a fixed three year period.

Further details are available in the Senior Medical Staff Leave Policy.

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

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.

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 & 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, supervision of junior staff, departmental management, 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 practicing 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 & Audit

Audit is supported by the Clinical Audit & Effectiveness Department. The department participates in a number of national audits, including submission to the National Hip Fracture Database (NHFD), the HSRC National Audit Projects (NAPs) and the National Emergency Laparotomy Audit (NELA).

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. Involvement in projects coordinated via the South West Anaesthesia Research Matrix (SWARM) is actively encouraged.

Safeguarding Children & 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. Therefore, applicants are 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 police 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 & Safety

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

Infection Prevention & 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.





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 at **rduh.medicalstaffingteam@nhs.net** (Northern services) to let us know what reasonable adjustments you require.

Royal Devon University Healthcare NHS Foundation Trust

The Trust operates acute & community services across North Devon, including the urban areas of Barnstaple & Bideford and a more rural population throughout the region. We also care for patients from neighbouring areas in Cornwall and Somerset and there is a significant increase in activity in the summer months, as visitors to the area access emergency services.

The Trust's Vision

Delivering high quality and sustainable services that support your health and wellbeing.

Management Structure

The Trust Board is led by the Chair, Dame Shan Morgan, with a team of seven non-executive directors and seven executive directors. The executive team is led by the Chief Executive, Suzanne Tracey. There are three clinical divisions: Medicine, Surgery and 'Clinical Support and Specialist Services'. Anaesthetics and Critical Care sit within the Surgery Division, of which the Divisional Director is Karen Donaldson and the Associate Medical Director is Dr Gareth Moncaster.

The Acute Hospital

North Devon District Hospital serves the local population of around 160,000. It is estimated that the population will rise to 186,000 by 2030.

The hospital has approximately 275 inpatient beds, intensive care and cardiac care facilities.

We employ more than 70 consultants, in all major specialties. In addition, we work closely with other local Trusts to provide combined services in smaller specialties and robust clinical networks for cancer, vascular and neonatal services. There are nine operating theatres, an endoscopy suite and a new chemotherapy unit, with plans for further development.

Academic Facilities

The Medical Education Centre is independently funded by the Peninsula Institute and its primary purpose is the provision of 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. Recently a new simulation suite has opened, creating a facility for multi-professional training, including trauma team training.

Dual-flatscreen, 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, interlibrary 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.

Medical School Links

There have been recent changes to the Medical School provision in the South West. We currently take students from the University of Exeter Medical School (UEMS). Student numbers continue to rise year on year and there are many opportunities for involvement with teaching programmes.





Lynmouth on
the north coast
of Devon

North Devon

North Devon offers 50 miles of spectacular coastline from Lynton to Bude and, with most of the remaining 500,000 acres of land being rural, the area is arguable the most attractive and un-spoilt in Devon. There are many small market towns, villages and hamlets, including a number of coastal resorts.

The combination of spectacular Atlantic coastline, tidal estuaries and upland moors provides a wonderful environment in which to live and work.

Recreation facilities are excellent with a wide variety of sporting activities available, including superb surfing beaches, sailing, shore & salmon fishing, an indoor tennis centre and outstanding golf courses. There are stunning walking & cycling routes, with over 200 miles of cycle and coastal paths, including the South West Coastal Path and the Tarka Trail.

Lundy Island Marine Reserve and Dartmoor & Exmoor National Parks are on the doorstep. The local dune system has been awarded UNESCO World Biosphere Status and is a Site of Special Scientific Interest (SSSI). Several areas of the coast have been designated as Areas of Outstanding Natural Beauty (AONB) and are nationally protected to preserve the beauty of the landscape. Covering a total of 171km² from Marsland Mouth on the Cornish border to Combe Martin on the edge of Exmoor, these areas include the Hartland Heritage Coast, North Devon Heritage Coast and Braunton Burrows.

Local theatres attract national and international performances and the annual local festival of sports & arts is nationally acclaimed.

Educational facilities are good with many excellent schools in both public and private sectors.

Agriculture and tourism form the main areas of employment, along with local government, the military bases at Chivenor & Instow and the Trust itself. North Devon also remains a popular retirement area.

Despite the rurality of the area, commuter links are good, both by road and rail. There are regular trains to Exeter and direct services to London and across the country from Tiverton. There are easily-accessible airports at Exeter and Bristol.

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:

Dr Rob Conway

Department Lead Clinician
(01271) 322756
rob.conway@nhs.net

Postal address:

North Devon District Hospital
Raleigh Park
Barnstaple
EX31 4JB

Dr Kate Tipping

Department SAS staffing Lead
(01271) 322756

Mrs Gillian Taylor

Group Manager for Planned Care
(01271) 349551

Mrs Tina Squire

Senior HR Manager
(01271) 349111
tinasquire@nhs.net



Watermouth
Cove North
Devon

We're here if you need us!

For more information, please contact us:

rduh.medicalstaffingteam@nhs.net (Northern services)

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.