



Royal Devon
University Healthcare
NHS Foundation Trust

CONSULTANT RECRUITMENT PACK

SPECIAL CARE DENTISTRY

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 Special Care Dentistry department and are committed to the further development of this successful and cohesive team and recognise the importance of bringing the very best clinicians to Devon.

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

Suzanne Tracey

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

JOB TITLE

Consultant – Special Care Dentistry

DATE OF VACANCY

Immediate

BASE

The Royal Devon University
Healthcare NHS Foundation Trust
(Northern)

COVER IMAGE:
Clovelly on the
north coast of
Devon

Chief Executive
Officer
Suzanne Tracey





Application and Advisory Appointments Committee

We welcome enquiries for further information and encourage informal visits to the department to meet the Clinical Lead and Service Managers.

A list of contacts at the Trust is detailed in the final section of this information pack. However, please note that canvassing of any member of the Advisory Appointments Committee (AAC) will disqualify the applicant from appointment (Statutory Instrument 1982 No 276 paragraph 8.1.b).

The post is offered on a whole-time basis (10PA), 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 specialist training or equivalent in Special Care Dentistry prior to taking up this post.

The expected date of the award of the Certificate of Completion of Training must be no later than six months after the date of AAC interview for this post. The applicant must be entered on, or within six months of entry to, the GDC Specialist Register at the time of acceptance of an offer of employment

Applications should be made through the Career Gateway online service at the following link: vacancies.royaldevon.nhs.uk. Please apply using the standard medical online application form at this site, quoting vacancy reference 185-358-2517. 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.

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 the post of Consultant in Special Care Dentistry at Royal Devon University Healthcare NHS Foundation Trust (Royal Devon).

The successful applicant will join a dynamic team in the Salaried Dental Service (SDS), that has expanded over recent years; working alongside the Lead Dentist and supported by experienced Senior Dental Nurses, who lead a team of skilled dental nurses. This is an exciting opportunity to work alongside the recently appointed Clinical Lead to develop and grow the service in this post-pandemic period.

The successful applicant will be responsible for delivering comprehensive, advanced clinical care to patients with additional needs including patients with special dental requirements. This will include providing comprehensive dental care under Inhalation Sedation, General Anaesthesia and potentially Intravenous sedation.

The post holder will provide the leadership for the SDS General Anaesthetic care at North Devon District and Royal Devon University Heavitree Hospitals. The post-holder will also provide leadership and support in the planning and provision of complex care for patients in our two main Dental Access Centres (Exeter and Barnstaple) and satellite clinics across Royal Devon. Dental care may be provided in community, hospital or domiciliary settings, as a flexible approach will be required in responding to the clinical care needs of these patients.

The department supports dentists wishing to specialise in Special care Dentistry and has successfully supported a number of dental officers onto speciality training programs via national recruitment. The service works with the Peninsula Dental school and supports dentist trainees rotating within their respective Peninsula Training Programmes. There are ample opportunities for teaching and training throughout the Trust and the region. The Trust encourages involvement with research and national clinical audit.

The post is based across both Heavitree Hospital and Barnstaple Health Centre under the umbrella of Royal Devon. Royal Devon is a unique organisation with integrated acute and community services across North and East Devon. The acute hospitals provide a full complement of secondary care services for the local population, including emergency care, cancer services, maternity and paediatric services.

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.”

2. Job Description

2.1 Post Title

Consultant in Special Care Dentistry

2.2 Clinical Commitments

Clinical activity includes providing comprehensive, advanced clinical care to patients with additional needs including patients with special dental requirements. This will mainly be provided on week days and currently there is no on call requirement.

The post-holder will provide support and leadership in the treatment planning and provision of complex care for patients in our two main Dental Access Centres (Exeter and Barnstaple) and satellite clinics across Royal Devon. Dental care may be provided in community, hospital or domiciliary settings, as a flexible approach will be required in responding to the clinical care needs of these patients.

Clinical responsibility will include providing comprehensive dental care under IHS, General Anaesthesia and potentially IV sedation. The post holder will provide leadership for the SDS GA care at North Devon District and Royal Devon University Heavitree Hospitals, as well as support and supervision, alongside the Clinical Lead, for Dental Officers and Senior Dental Officers in our outpatient clinical settings.

The post holder will provide advice to clinicians in hospital and primary care, originating either from telephone calls, ward referrals or from other medical/dental specialties.

Treatment Clinics

Dental clinics currently run Monday to Friday in our two main Dental Access Centres (Exeter and Barnstaple) and satellite clinics across Royal Devon.

Operating Lists

Day case operating lists are scheduled at both Heavitree Day Case Unit in Exeter and North Devon District Hospital Day Case in Barnstaple on alternate weeks. See attached schedule.

On Call

There is currently no on call requirement for this post.

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 consultant has no scheduled duties.

Clinical Administration

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 & internet access, will be available.

2.3 Clinical responsibilities

Provide high quality specialist oral health care for adults and children whose special needs have prevented them from accessing dental care through the General Dental Service.

Provision of treatment under General Anaesthetic in a hospital Day Case Unit, and sedation at an Access Centre.

Lead on, and participate in, screening programmes and PHE led epidemiological surveys, including planning, analysing and reporting findings.

Assist in the development of oral health promotion activities involving children and other groups in partnership with the Lead in Oral Health Promotion.

Maintain professional knowledge and awareness of current dental issues, especially regarding their areas of special interest. This will include liaising with other special care services within the South West.

Liaise and develop close links with hospital consultants, other health colleagues and colleagues working with other agencies, in identifying and providing care for people with special needs.

Provision of professional advice and support to other health care professionals both within and outside the Salaried Dental Service.

Lead and take part in clinical audit, peer review and other clinical governance requirements

Administration associated with these duties including completion of appropriate NHS forms

2.4 Leadership Commitment

The Consultant in Special Care Dentistry will work in partnership with the SDS Lead Dentist to provide strong and effective clinical leadership for the service, supporting the provision and development of special care dental services in the SDS. This will include training and supervision of senior and junior dentists and allied health professionals. They will assist the Lead Dentist in forging strong links with the Managed Clinical Network, other dental services, Peninsula Dental School, Commissioning bodies, Public Health England (PHE), other health care professionals and carer support groups to develop and facilitate improved patient referral and treatment pathways.

In conjunction with the Lead Dentist, you will have responsibility for supporting and maintaining key strategies within the Trust, ensuring projects are implemented in a timely and robust manner, that corporate information is disseminated, and that the SDS participates in Trust wide performance and governance work.

2.5 Leadership Responsibilities

- Liaise with and develop multidisciplinary working as appropriate with hospital staff, GPs, social services, carers etc.
- Contribute to the development and monitoring of integrated care pathways and treatment policies for a wide range of patient groups
- Provide regular, accurate information in relation to activities undertaken
- Understand and be knowledgeable on the financial and legislative framework of the SDS and be able to advise and support other team members
- To act as a role model and provide leadership and training in clinical and Special Care Dentistry to SDS clinicians and DCP's as relevant
- Engage and empower SDS staff to promote quality, innovation, productivity, and prevention and ensure adherence with the 10 standards of customer service.
- To lead the effective implementation of clinical governance functions within Special Care Dentistry, ensuring compliance with policies, procedures and best practice guidelines, in line with the division's overarching governance framework
- Demonstrate a proactive and professional clinical approach, ensuring appropriate support, clinical appraisal, peer review, clinical supervision and clinical audits are undertaken.
- Develop clinical training programmes and deliver training and support to the dental team as required.
- To ensure representation at appropriate divisional and Trust meetings, e.g. Audit / Clinical Governance, and external MCN meetings including dissemination of information and feeding in relevant issues
- Assist, support and deputise for the SDS Lead Dentist when required.

2.6 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 consultants receive 1.5 SPA sessions for generic non-clinical work that is expected of most consultants. 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

New consultants receive a further 0.5 SPA sessions for up to one year to facilitate their induction to the organisation, with a reciprocal reduction in DCC. This will be reviewed after six months with the possibility of a six month extension, following which it will revert to 1.5 PAs.

The Trust may make up to one additional SPA session available by mutual agreement if the consultant takes on additional, non-generic SPA work. The expectation is that such work will be aligned across the whole team.

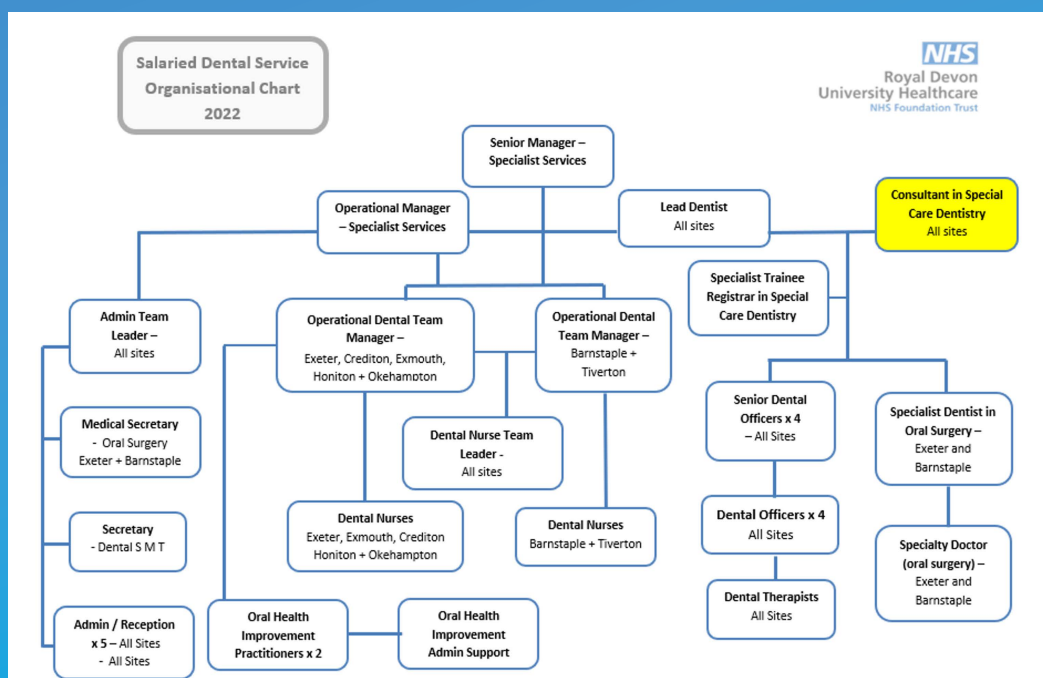
- Non-generic SPA work may include:
- Service development
- Clinical management
- Research
- Additional teaching & training activities, including educational supervision
- Additional governance activities such as acting as an appraiser or mentor
- National audit programme projects.

Further details are published in the job planning policy.

2.7 Relationships

You will work closely with other dental and medical staff, allied health professionals and non-clinical colleagues both within the department and in other specialties. In particular, you will be expected to develop working relationships with clinical colleagues within the Salaried Dental Service, Maxillofacial surgery, Oral Surgery, Orthodontics, theatres and anaesthetics.

We encourage development of regional networks with other providers and links with the Peninsula Dental School and managed clinical networks are already in place.



3. Outline Job Plan

A provisional outline job plan is below but is subject to modification. The individual job plan and detailed timetable will be discussed with the successful candidate. Special interests will be accommodated unless this is incompatible with service requirements. 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.

DCC	PAs
Predictable & unpredictable clinic work	5.00
Elective operating lists	1.00
Treatment planning support	1.00
Clinical Administration	1.00
SPA	
Generic	1.50
Non-generic	0.50
Total	10.00

3.1 Provisional Timetables

Clinical work will be split across Exeter and Barnstaple to support specialist treatment planning and provision of complex care

Exact timetables will be discussed and agreed with the successful job holder.

4. 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, police checks and a minimum of three satisfactory references, including one from your current Responsible Officer.

Requirement	Essential Attributes	Desirable Attributes
Qualifications & Training		
Professional Qualifications	Degree in dentistry	Distinctions, Prizes, Scholarships.
	Evidence of completion of a comprehensive special dental care training programme at Specialty Registrar level or equivalent.	Degree in leadership / business management or can demonstrate equivalent experience
	Holds a NHSE performer number	Post graduate dental qualification/degree
Professional Training & Memberships	Full GDC registration & licence to practice. Must be on the Specialist Register by the time of commencement in post.	
Clinical Experience		
Employment	Extensive experience in Special Care Dentistry and/or Paediatric Dentistry	Wide experience in primary dental care
	Experience of providing dental care to complex patients under sedation (GA/IV/IHS)	
	Career progression consistent with personal circumstances. Experience and skills in treating patients with special needs	
	Evidence of leading clinical audits	
Clinical Knowledge and Skills	Able to take full and independent responsibility for clinical care of patients and provide an expert clinical opinion on a range of problems. Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge. Able to prioritise clinical need. Portfolio of practical clinical experience Caring approach to patients.	Demonstrates awareness of breadth of clinical issues. Clinical feedback from colleagues and patients.

Continued on next page...



Requirement	Essential Attributes	Desirable Attributes
Non-Clinical Skills		
Teaching	Evidence of previous teaching & training experience. Willingness & ability to contribute to departmental & Trust teaching programmes. Commitment to Continuing Professional Development and supporting others in their professional development	Defined educational roles or qualifications. Evidence of teaching of undergraduates, junior dentists and multi-professional groups.
Management of Change & Quality Improvement	Demonstrates clear understanding of quality improvement and clinical governance within the NHS. Demonstrates willingness to implement evidence-based practice. Evidence of effective personal contributions to clinical audit, governance and risk reduction.	Evidence of innovative development & implementation of guidance. Evidence of involving patients in practice. Evidence of willingness and ability to develop services.
Innovation, Research, Publications & Presentations	Understanding of the principles of scientific method and interpretation of dental literature. Demonstrates a critical and enquiring approach to knowledge acquisition. Demonstrates understanding of the research governance framework.	Recent evidence of relevant publications / presentation of research in a relevant clinical or managerial field.
Management & Leadership Experience	Demonstrates familiarity with and understanding of NHS structures, management and current political issues, including an awareness of national strategic plans and constraints. Demonstrates willingness to lead clinical teams and develop an effective specialist clinical service.	Experience of formal leadership roles or training.
Communication & Personal Skills	Good spoken & written English language skills. Communicates effectively with patients, relatives, colleagues, GPs, GPs, nurses, AHPs and outside agencies. 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. Ability to remain calm and work under pressure Adaptable and flexible attitude and able to work on different sites as required Driving licence with access to a vehicle to travel throughout Devon and the wider South West Region Commitment to continuing dental education.	Demonstrates initiative in personal practice. Willingness to undertake additional professional responsibilities at local, regional or national levels.
Commitment to post	Demonstrates enthusiasm for Devon as a place to live and work.	

5. The Salaried Dental Service

5.1 Staffing

The Salaried Dental Service is currently staffed by:

- Lead Dentist
- Senior Dental Officers x 4 (including 1 specialist)
- Dental Officers x 5
- Primary Care Oral Surgeons x 2
- Dental Therapists x 3
- Senior Dental Nurses x 2
- Dental Nurse Team Leader
- Dental Nurses x 14
- Dental Nurse Apprentice
- Admin Reception Team leader
- Receptionists x 6
- SMT secretary

In addition, the SDS houses a small Oral Health Improvement team.

5.2 Management

Day to day managerial & operational links are with the Lead Clinician, Mr Matt Heming, the Operational Manager, Mr Richard Foley and Senior Manager, Mrs Sue Smith.

5.3 Departmental Workload

SDS activity for 2021-2022:

Special Care

New patient referrals	1,971
Contacts	5,427
Inhalation contacts	310
IV contacts	57
Day Cases / GA	382

Urgent Care

Urgent care contacts	2,503
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Primary Care Oral Surgery

OS new referrals	738
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5.3 Resources

Clinic Facilities

The Royal Devon Salaried Dental Service operates within 7 locations based across Exeter, East, Mid and North Devon. There are two dental access centres; Heavitree in Exeter with 6 surgeries, Barnstaple health Centre with 3 surgeries and 5 single surgery community clinics based in Exmouth, Honiton, Tiverton, Crediton and Okehampton.

Day Case

This is provided in Heavitree hospital, Exeter and NDDH in Barnstaple.

6. Main Conditions of Service

Appointment is to the NHS Consultant Contract (2003) under the current Terms & Conditions of Service for Hospital Medical & Dental Staff (England & 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 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 Dental 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 Consultant Contract 2003. The current scale is from £88,364 to £119,133, with eight thresholds.

Leave

Annual leave entitlement is as described in Schedule 18 of the Terms and Conditions of Service Consultant (England) 2003. Study leave entitlement is 33 days over a fixed three year period.

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

Prospective cover for emergency work is built into the job plans and locum cover for annual and study 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 & routine) is maintained.

Domicile

Consultants are expected to reside within a reasonable distance of North Devon District Hospital; normally within 10 miles or 30 minutes. Exceptions must be agreed with the Medical Director or Chief Executive. Relocation expenses up to a limit of £8,000 may be considered if relocation is necessary to meet these requirements.

The appointee must maintain a land telephone connection to the public telephone service at their private residence.

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, which is arranged by mutual agreement after discussion with the Medical Director.

Professional Performance

The Trust expects all surgeons to work within the guidelines of the GMC Guide to Good Medical Practice and the Royal College of Surgeons Good Surgical 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 your clinical team within the specialty as agreed in your job plan and will be accountable for the effective and efficient use of any resources under your control.

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

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 & Audit

Audit is supported by the Clinical Audit & Effectiveness Department. The colo-rectal department participates in a number of national audits, including National Bowel Cancer Audit and Lower Rectal Cancer National development Programme

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 & 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.

7. 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.

7.1 The Trust's Vision

We will deliver integrated health and social care to support people to live as healthily and independently as possible, recognising the differing needs of our local communities across Devon.

7.2 Management Structure

The Trust Board is led by the Chair with a team of five non-executive directors and five executive (voting) directors. The executive team is led by the Chief Executive, Ms Suzanne Tracey. There are three clinical divisions; Surgery, Medicine and Clinical & Support Services. Colorectal & general surgery services sit within the Surgical Division. Within the division, Divisional Director for Surgery is Mr Sam Wadham-Sharpe, the Associate Medical Director post is currently vacant and the Divisional Nurse is Ms Mel Hucker.

7.3 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 250 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, major trauma, vascular surgery and neonatal services. There are nine operating theatres, an accredited endoscopy suite and a new chemotherapy unit, with plans for further development.

7.4 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.

7.5 Dental School Links

We take students from the Peninsula Dental School. 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

8. 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 unspoilt 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 (two hours) and across the country from Tiverton (40-minute drive). 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:

Chief Executive

Ms Suzanne Tracey
(01271) 311349

Medical Director

Dr Adrian Harris
(01271) 314109

Associate Medical Director (Specialist Services)

Post currently vacant

Head of Medical Staffing (Northern Services)

Mrs Tina Squire
tinasquire@nhs.net
(01271) 349111

Lead Dentist

Matt Heming
matthew.heming@nhs.net

Postal address:

North Devon District Hospital
Raleigh Park
Barnstaple
EX31 4JB



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



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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.