

BETTER TOGETHER



Royal Devon  
University Healthcare  
NHS Foundation Trust



# Consultant Information Pack

---

Consultant Cellular Pathologist

## JOB TITLE

Consultant Cellular Pathologist

## DATE OF VACANCY

1 April 2024

## BASE

North Devon District 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.



*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](http://www.jobs.nhs.uk).**

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





## Introduction

The Royal Devon University Healthcare NHS Foundation Trust (Royal Devon) is seeking to appoint consultants to join the department of Cellular Pathology services. Royal Devon has five posts available, three at Royal Devon & Exeter Hospital (Wonford) and two at North Devon District Hospital.

This Information pack is specifically for the posts at our North Devon District Hospital laboratory. Candidates are invited to indicate which site they are applying for through the application process.

This offers an exciting opportunity to join well-established, respected and successful teams. The posts have been created to both accommodate the increasing case numbers and complexity of cases seen in the department.

It's an exciting time to join the Royal Devon team following the implementation of EPIC, as we continue our integration of our pathology services and work with partners across our network to implement digital pathology. Together we believe these changes will open up further opportunities for collaborative working and career development should that be of interest to candidates.

The aim of the department is to manage the workload effectively so that we report clinically urgent specimens in a timely way to meet the needs of the patient, A balanced workload and excellent work life balance is something we strive for.

The Royal Devon has high performing, UKAS accredited laboratories. The post will also attract other opportunities according to the interests of the successful applicant.

The majority of specimens received in the department are small biopsies and skins. Major resections received are small and large bowel, breast and testis (for benign and malignant disease), hysterectomy and oophorectomy (for benign disease and low grade endometrial tumours). More complex surgery such as head and neck, thoracic, upper GI, prostatectomy, cystectomy and nephrectomy, high grade endometrial tumours and malignant ovarian tumours are carried out at Royal Devon & Exeter Hospital laboratory.

Working as one service with Royal Devon & Exeter Hospital laboratory there could be opportunity to include specimens of subspecialty interest from complex surgery at the RDE or other subspecialty interests not previously possible in a North Devon job plan. Candidates are encouraged to discuss this with us further if it's of interest.

Applicants would be expected to be generalist but offer two or three subspecialties to work alongside other team members. An interest in urological pathology, breast pathology, head & neck and gastrointestinal pathology is highly desirable. There will be an opportunity to contribute to the autopsy service.

# 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](http://www.royaldevon.nhs.uk).





## About the Trust and Service Structure

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

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

Our Pathology services are based at the Royal Devon and Exeter Hospital (RD&E) and North Devon District Hospital (NDDH), and sit within the specialist divisions.

The medical directors are Ms Cheryl Baldwick and Dr Gareth Moncaster (Northern services including NDDH) and Dr Karen Davies (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](http://www.royaldevon.nhs.uk) ”**



## The Cellular Pathology Department

The Royal Devon Pathology Team comprises 26 consultants (including this post) with 21 based in Exeter and 5 based in Barnstaple

The department provides a comprehensive Pathology and Mortuary service. Its core service supports a population of approximately 615,000 and specialist pathology services are provided to a wider population across the South West Peninsula.

### Consultant Medical Staff

At present the Cellular Pathology department at North Devon District Hospital is staffed by:

**Dr Adetope (Femi) Adegbayibi** (North Devon) Consultant Cellular Pathologist, Clinical lead, generalist with specialty interests in Skin & Gynaecology

**Dr Jason Davies** (North Devon) Consultant Cellular Pathologist, generalist with a specialty interest in skin

**Dr Nicolas Ward** (North Devon) Consultant Cellular Pathologist, generalist with specialty interest in GI

At present the Cellular Pathology department at Royal Devon & Exeter is staffed by:

**Dr Rebecca Anaspure** (Exeter) Locum Specialty Doctor. Specialty interests: Renal

**Dr Raji Balagopal** (Exeter) Consultant Histo/Cytopathologist. Specialty interests: Gynae, Urology, cytology

**Dr Elizabeth Brown** (Exeter) Consultant Histopathologist. Specialty interests: Skin, Sarcoma, Liver

**Dr Ian Chandler** (Exeter) Consultant Histopathologist Specialty interests: Breast, GI, Liver

**Dr Nicola Cope (Exeter)** Consultant Histo/Cytopathologist Specialty interests: Gynae, Breast, Liver, Cytology

**Dr Jennifer King** (Exeter) Consultant Histo/Cytopathologist Specialty interests: Skin, Breast, Cytology, Liver

**Dr Rubia Khan** (Exeter) Consultant Histo/Cytopathologist Specialty interests: Skin, Breast, Sarcoma, Cytology.

**Dr Efstathia Kyrodinou** (Exeter) Consultant Histo/Cytopathologist. Specialty interests: Head & Neck, Endocrine, Cytology

**Dr Hoi Ki Leung** (Exeter) Consultant Histo/Cytopathologist. Specialty interests: Haematopathology, Head & Neck, Endocrine, Cytology

**Dr Trupti Mandalia** (Exeter) Consultant Histo/Cytopathologist. Specialty interests: GI, Gynae, Cytology

**Dr Paul McCullagh** (Exeter) Consultant Histo/Cytopathologist Specialty interests: Haematopathology, Urology, Lung, Cytology

**Dr Claire Murray** (Exeter) Consultant Histo/Cytopathologist, Clinical Lead. Specialty interests: Breast, Skin, Cytology

**Dr Emma O'Hare** (Exeter) Consultant Histo/Cytopathologist. Specialty interests: Breast, Haematopathology

**Dr Amita Patel** (Exeter) Consultant Histo/Cytopathologist. Specialty interests: Skin, Endocrine, Cytology

**Dr Manish Powari** (Exeter) Consultant Histo/Cytopathologist and Trainee Programme Director Specialty interests: Lung, Urology, Cytology.

**Dr Ramzi Rajab** (Exeter) Consultant Histo/Cytopathologist. Specialty interests: Renal, Skin, Urology

**Dr Patrick Sarsfield** (Exeter) Consultant  
Histo/Cytopathologist. Speciality interests: GI,  
Sarcoma, Haematopathology

**Dr Sarah Saunders** (Exeter) Consultant  
Histo/Cytopathologist and Hon. Clinical Senior  
Lecturer. Speciality interests: Head & Neck, GI,  
Cytology

**Dr Leonid Semkin** (Exeter) Consultant  
Histopathologist. Speciality interests: Breast, GI

**Dr Abigail Wheal** (Exeter) Consultant  
Histopathologist. Speciality interests: Breast, Gynae,  
Lung, Cytology

**Dr Tanwen Wright** (Exeter) Consultant  
Cytopathologist. Speciality interests: Breast, GI, Lung,  
Cytology

## Our Services

### CELLULAR PATHOLOGY - NORTH DEVON

The department of Cellular Pathology is UKAS (ISO15189) accredited and the laboratory participates in appropriate external quality assurance (EQA) schemes for histopathology and cytopathology. The current annual workload of the department is 12,500 histopathology requests and 800 non-gynaecological cytology requests. The department receives a wide range of biopsy and resections specimens consistent with a small DGH. Approximately 10 per cent of histopathology requests are received from primary care doctors.

### HISTOPATHOLOGY

Consultant Pathologists operate a system of flexible generalist reporting in a range of subspecialties but with a preference to pull work from their specialist interests. Work is distributed by the laboratory using a hybrid pull-push system, whereby specialist/urgent work is pushed to specified consultants while non-urgent work is pulled by consultants during periods of reporting.

A wide range of MDMs are held on a regular basis including Breast, Gynaecology, Urology, GI, Dermatopathology (including inflammatory skin) and Lung, MDMs are held in the purpose equipped MDT room in the Medical Education Centre. Recently however all MDMs have been held on MS Teams.

The department is adequately staffed with biomedical scientists experienced in routine work, immunohistochemistry and immunofluorescence. The equipment is modern and the space has been largely refurbished. Inflammatory Skin is undertaken using the a fluorescence microscope located in the Department.

There are facilities for digital specimen photography. There are plans for the slide and block archive to be relocated to a new offsite space. A departmental library includes a full range of current textbooks. Some specialty journals are available and are regularly updated.



## CYTOPATHOLOGY

The department reports a range of non-gynae cytology specimens. There is an active FNA service directly supported by BMS staff from RDE Cytology laboratory for Head and Neck and Thyroid clinics.

### Screening Programs

The Cellular Pathology Department participates in the following screening programs:

- NHS Breast Screening Programme.
- NHS Bowel Cancer Screening Programme.
- NHS Cervical Screening Programme.

Consultants contributing to the screening programmes are expected to participate in the National Quality Assurance Programmes and attend scheduled training days and meetings.

## 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

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 Pathologists, to ensure that all doctors have an annual appraisal with a trained appraiser, and supports doctors going through the revalidation process.

## Research

### Postgraduate Education and Training

The successful applicant will be expected to participate in teaching of the Specialty Trainees in Histopathology, with a trainee to be placed at NDDH from August 2024. There are formal training sessions in histopathology and cytopathology on a weekly basis for the junior medical staff. These training sessions occur on a multiheaded training microscope in the Department. In addition, each of the consultants uses a teaching arm/facility for joint sign-out sessions. A commitment to participate in the training of departmental scientific and technical staff is also required.

### University of Exeter Medical School & Undergraduate Training

The appointee will have an opportunity to participate in undergraduate teaching, which would be recognised within the consultant job plan, as additional programmed activity, of 0.5 – 1.0 APA.

### Clinical Audit and Research

The consultants carry-out local audits, mainly pertaining to their MDT specialities.

The department contributes to a number, of national research projects. Opportunities for research exist should the appointee wish to pursue them candidates are encouraged to discuss this with us further if it's of interest.

## Accreditation and EQA

The department is accredited by UKAS to ISO 15189 and takes part in all appropriate External Quality Assurance Schemes.

Consultants participate in the Wessex and South West General EQAs, Bowel Cancer Screening, Breast Cancer Screening and Skin EQAs. Consultants contributing to the screening programmes are expected to participate in the National Quality Assurance Programmes and attend scheduled training days and meetings.

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.

University of Exeter Medical School (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.



## 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

|                                                                                    |              |
|------------------------------------------------------------------------------------|--------------|
| <b>DCC</b>                                                                         |              |
| Surgical cutup, surgical and cytology reporting, MDT and associated administration | 8.5 PA       |
| Supporting activity                                                                | 1.5 PA       |
| <b>Total</b>                                                                       | <b>10 PA</b> |

## 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.

The Trust uses the Medirota to provide quick and easy access for doctors to their rosters and leave requests.

An important part of the Cellular Pathologists workload is to report the clinically urgent specimens in a timely way to meet the needs of the patient. The aim of the department is to manage the workload effectively so that this need is met and also to ensure our Pathologists have a day a week which they do not take 'new' clinical work they can use for SPA activity and to clear difficult cases.

|      |     |         |
|------|-----|---------|
| Mon  | 9-5 | DCC     |
| Tue  | 9-5 | SPA/DCC |
| Wed  | 9-5 | DCC     |
| Thur | 9-5 | DCC     |
| Fri  | 9-5 | DC      |



# Person Specification

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

| Requirement                           | Essential Attributes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Desirable Attributes                                                                                       |
|---------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|
| <b>Qualifications and Training</b>    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                            |
| Professional qualifications           | Primary medical qualification (MBBS or equivalent)<br>Postgraduate Qualification in pathology (FRCPath or equivalent)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Distinctions, prizes, scholarships<br>Additional postgraduate qualifications                               |
| Professional training and memberships | Full and specialist GMC registration and a current licence to practise or be eligible for registration within six months of interview.<br><br>Applicants that are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview. Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT                                                                                                                                                                                                                                                              |                                                                                                            |
| <b>Clinical Experience</b>            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                            |
| Employment                            | Evidence of completion of a comprehensive broad-based, Histopathology and cytopathology training programme at specialty registrar level (or equivalent)<br><br>or<br><br>Clear demonstration of equivalent experience, with a minimum of six years at a level comparable with or senior to specialty registrar<br><br>Evidence of training in Histopathology<br><br>Career progression consistent with personal circumstances                                                                                                                                                                                                                                                       |                                                                                                            |
| Clinical knowledge and skills         | Demonstrates breadth of awareness of current issues and developments in histopathology<br><br>Demonstrates ability to fulfil comprehensive general histopathology and cytopathology reporting duties at consultant level. Able to take full and independent responsibility for clinical care of patients and provide an expert clinical opinion on a range of problems<br><br>Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge<br><br>Able to prioritise clinical need<br><br>Portfolio of practical clinical experience, including evidence of ability to perform all common histopathology and cytopathology procedures | Demonstrates awareness of breadth of clinical issues<br><br>Clinical feedback from colleagues and patients |

| Requirement                                          | Essential Attributes                                                                                                                                                                                                                                                                                                   | Desirable Attributes                                                                                                                  |
|------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|
|                                                      | Caring approach to patients                                                                                                                                                                                                                                                                                            |                                                                                                                                       |
| <b>Non-clinical skills</b>                           |                                                                                                                                                                                                                                                                                                                        |                                                                                                                                       |
| Teaching                                             | Evidence of previous teaching and training experience.<br>Willingness and ability to contribute to departmental and Trust teaching programmes.                                                                                                                                                                         | Defined educational roles or qualifications.<br>Evidence of teaching of undergraduates, junior doctors and multi-professional groups. |
| Management of change and quality improvement         | Demonstrates clear understanding of quality improvement and clinical governance within the NHS.<br>Demonstrates willingness to implement evidence-based practice.<br>Evidence of effective personal contributions to clinical audit, governance, and risk reduction.                                                   | Evidence of innovative development and implementation of guidance.<br>Evidence of involving patients in practice development.         |
| Innovation, research, publications and presentations | Understanding of the principles of scientific method and interpretation of medical literature.<br>Demonstrates a critical and enquiring approach to knowledge acquisition.<br>Demonstrates understanding of the research governance framework.                                                                         | Recent evidence of relevant research, presentations or publications.                                                                  |
| Management and leadership experience                 | Demonstrates familiarity with and understanding of NHS structures, management and current political issues, including an awareness of national strategic plan and constraints.<br>Demonstrates willingness to lead clinical teams and develop an effective specialist clinical service.                                | Experience of formal leadership roles or training.                                                                                    |
| Communication and personal skills                    | Good spoken and written English language skills.<br>Communicates effectively with patients, relatives, colleagues, GPs, nurses, allied health professionals and outside agencies.<br>Evidence of ability to work with multi-professional teams and to establish good professional relationships.                       | Evidence of patient and colleague feedback.<br>Excellent presentation skills, engages audience.                                       |
| <b>Other requirements</b>                            |                                                                                                                                                                                                                                                                                                                        |                                                                                                                                       |
| Motivation and management of personal practice       | Punctual and reliable.<br>Good personal organizational and prioritization skills, achieve deadlines.<br>Takes responsibility for personal practice and is able to cope well with stressful situations.<br>Commitment to continuing medical education and professional development.<br>Flexible and adaptable attitude. | Demonstrates initiative in personal practice.<br>Willingness to undertake additional professional responsibilities at local level.    |
| 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 £93,666 to £126,281 with eight thresholds.

## Leave

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

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

## Domicile

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

### Duty to be contactable.

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

## Indemnity

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

## Mentoring

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

## Professional Performance

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



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

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

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

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

## Reporting Concerns

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

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

## Serious Untoward Incidents

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

## Research and audit

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

## Safeguarding Children and Vulnerable Adults

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

## Rehabilitation of Offenders

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

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

## Health and safety

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

## Infection Prevention and Control

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

## Our Approach to Inclusion and Diversity

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

It is one of our core values and we have an inclusion lead to provide strategic oversight to the inclusion agenda. Our inclusion steering group is chaired by our CEO, Sam Higginson, 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](http://www.royaldevon.nhs.uk/careers)



## Great for Families

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

## Living and travelling

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

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

From Exeter's main station, Exeter St David's, there are fast and frequent rail services to Bristol (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:

### **Chief Executive Officer**

Sam Higginson

Email: penny.manley@nhs.net (PA to Chief Executive  
and Deputy Chief Executive)

### **Deputy Chief Executive Officer**

Chris Tidman

Email: penny.manley@nhs.net (PA to Chief Executive  
and Deputy Chief Executive)

### **Chief Medical Officer**

Prof Adrian Harris

Email: rduh.cmooffice@nhs.net

### **Medical Director** (Eastern Services)

Dr Karen Davies

Email: rduh.cmooffice@nhs.net

### **Medical Director** (Northern Services)

Dr Ms Cheryl Baldwin and Dr Gareth Moncaster

Email: rduh.cmooffice@nhs.net

### **Lead Clinician** for Cellular Pathology (Exeter)

Dr Claire Murray

Tel: 01392 402941

### **Lead Clinician** for Cellular Pathology (North Devon)

Dr Adetope (Femi) Adegbayibi

Tel: 01271 349197

Email: adetope.adegbayibi1@nhs.net

### **Clinical Director for Pathology**

Prof Tim McDonald

Tel: 01392 403699

Email: timothy.mcdonald@nhs.net

### **Divisional Director for Specialist Services** (Eastern Services)

Natalie Wickins

Tel: 01392 406562

Email: natalie.wickins@nhs.net

### **Divisional Director for Clinical Support & Specialist Services** (Northern Services)

Tony Layton

Tel: 01271 337830

Email: a.layton@nhs.net

### **Pathology Service Manager**

Lee Luscombe

Tel: 01271311754

Email: lee.luscombe@nhs.net