

Job Description

Surgical Specialty Trust Doctor (Core Training Level)

Three posts are available in the general surgery department at core surgical training equivalent level 1/2. One post is a fixed-term post for an immediate start and finishing on 6/8/24, the two other posts are 12-months fixed-term depending on educational progress and availability of work, with a view to extend thereafter.

The posts are suitable for doctors who would like extra experience before applying to core or specialty training and for doctors who wish to create their own rotation at core surgical training level, to meet the requirements for application to specialty training in a surgical specialty. There may be scope to adjust specific rotations to accommodate the career aspirations of individual applicants

Post holders will be paid at the core trainee salary scale subject to their previous experience. In all surgical specialties, the post holder will be expected to:

- Participate in ward rounds, outpatient clinics & operating sessions as timetabled.
- Participate in the specialty on call rota as timetabled.
- Assess and manage perioperative inpatients, including emergency management of sick patients.
- Supervise & support foundation doctors.
- Discuss management & discharge plans with patients and relatives.
- Liaise with the multi-disciplinary teams associated with the specialty.
- Lead discharge planning and communicate with community teams (including electronic summaries).
- Attend specialty educational & multidisciplinary sessions.
- Maintain continued professional development, including study for postgraduate qualifications.
- Undertake clinical audit and research.
- Teach undergraduate medical students & foundation doctors.
- Attend Trust & specialty induction sessions.
- Participate in diary monitoring as requested.
- Comply with local policies, including annual leave, study leave, dress code etc.

Annual & study leave are flexible but subject to the service needs of the department. Leave may also be built into the rota.

Training & Study Leave

Training opportunities offered include clinical experience in each specialty, regular mandatory attendance at outpatient clinics & operating lists, audit & research and teaching of undergraduates & foundation doctors.

Successful applicants will be allocated an educational supervisor for the year and a clinical supervisor in each post with expectation for regular appraisal. They will be expected to subscribe to ISCP and to undertake workplace based assessments equivalent to a core surgical trainee. They will also be expected to keep a surgical logbook. They will have a formal, pan-surgical Annual Review of Competence Progression (ARCP) assessment to help prepare doctors for career progression.

Study leave and funding are available on the same basis as for training posts. Post holders will be encouraged to work towards the MRCS examination and attend suitable external courses, such as ATLS and CCrISP courses.

Medical library facilities are available within the hospital and there is an active postgraduate education programme.

On-call Duties

The post holders will, as part of their shift rota, participate in on-call duties at core trainee level and will be expected to take referrals from ED, GPs and other medical specialties. If working in Urology or General Surgery there will be cross-cover overnight and at weekends between the 2 specialties. The post holders whilst on call will assess & manage acutely ill patients and support the foundation doctor on call. Senior cover is provided by consultants, surgical trainees, staff grade doctors and associate specialists in each specialty. Post holders are expected to participate in the Hospital @ Night system.

Individual Specialties

General Surgery

The post holder will be attached to one of the surgical teams (colorectal, upper GI & emergency general surgery). The department consists of twelve consultants, one associate specialist, three specialty registrars, six specialty trust surgeons, one core trainee, four trust doctors and six FY1 doctors.

They will be responsible for the day to day care of patients with acute surgical conditions under the care of their team and will be expected to support the foundation doctors on the ward. They will participate in the general surgery daytime on call rota and the weekend & night duty rota, incorporating cover for Urology. The current on call commitments are 1:12 nights and 1:6 long days. They will be expected to assess & manage patients with acute surgical conditions, with support from the specialty trainees and specialty surgeons.

There are timetabled operating sessions, including elective and emergency lists and scope for attendance at outpatient clinics.

About the Trust

The Royal Devon University Healthcare NHS Foundation Trust is one of the top-performing Trusts in the country, with an enviable patient satisfaction record, innovative services and cutting-edge technology. Rated fourth in the country for staff satisfaction we were recently chosen as one of the Health Service Journal's best places to work.

We are a unique organisation delivering acute and community services coupled with integrated community health and social care that is organised around primary care.

As an integrated Trust, we employ over 3,000 staff and provide care that is judged as excellent by our patients. Responses to the national inpatient, outpatient, maternity and staff surveys regularly put us in the top 20% of Trusts in England.

We provide acute care based from North Devon District Hospital in Barnstaple. In our community hospitals across north Devon we provide community inpatient care and rehabilitation with a mix of GP and consultant-led beds.

Our community health and social care teams support people to live healthily and independently in their own homes. We do this by responding rapidly to avoid hospital admissions and providing support to enable patients to leave hospital as soon as is safe.

We also offer a range of pan-Devon specialist community services such as health promotion, sexual health and podiatry. This means that we are very different to other NHS Trusts and can offer a wide range of opportunities to staff.

But on top of all that, we're based in Devon – a county that's regularly voted as the best place in Britain to live. With world-class beaches, picture-postcard villages, excellent schools and dynamic cities alive with culture, Devon has it all. We are sure you'll love it here so make that move to a better life.

Conditions of Appointment

The post is subject to the NDHCT Terms and Conditions of Service for Trust Doctors and the Royal Devon University Healthcare NHS Foundation Trust's local agreements, as modified from time to time. Current copies may be requested from the Medical Staffing Officer. All offers of appointments are subject to satisfactory medical evidence being produced and to receipt of satisfactory references.

Person Specification

Surgical Specialty Trust Doctor Rotations (Core Training Level)

Attribute	Essential Criteria	Desirable Criteria	Evaluation
Qualifications	MBBS or equivalent medical qualification.	Additional related qualifications e.g. BSc.	Application form
Eligibility	<p>Eligible for full registration with, and hold a current licence to practise from the GMC at the time of the intended start date.</p> <p>Eligible to work in the UK.</p> <p>Evidence of achievement of foundation competences by the time of appointment, from a UKFPO affiliated Foundation Programme or equivalent. This should be in line with GMC standards of Good Medical Practice.</p>	Experience relevant to UK & NHS practice.	Application form & interview
Fitness to practice	<p>Applicant's knowledge is up to date & they are fit to practise safely.</p> <p>Aware of their training needs.</p>		Application form & references
Language Skills	<p>Demonstrable skills in written and spoken English sufficient to enable effective communication about medical topics with patients and colleagues, demonstrated by either:</p> <ul style="list-style-type: none"> <i>Undergraduate medical training undertaken in English or</i> <i>Achieved IELTS scores equivalent to those required for application to core surgical training.</i> 	If applicants believe they have adequate communication skills but do not fit into one of these groups they must provide alternative supporting evidence	Application form & interview

Health	Meets professional health requirements (in line with GMC standards/ Good Medical Practice)		Application form & pre-employment health screening
Career Progression	Ability to provide complete details of employment history. Evidence that career progression is consistent with personal circumstances.	Two to five years post-graduate clinical experience.	Application form & interview
Application Completion	All sections of application form fully completed		Application form
Clinical Skills	Recognition of and ability to undertake the initial management of an acutely ill patient. Clinical knowledge & skills relevant to surgical specialties including out of hours experience. Capacity to apply sound clinical knowledge and judgement; willingness to seek assistance from senior colleagues. Able to prioritise clinical need, maximise safety and minimise risk	Evidence of experience in at least one surgical specialty since qualification. Evidence of participation in surgical activities throughout career progression eg surgical logbook. In date ALS certificate. Attendance at relevant courses.	Application form, interview & references

Personal Attributes	<p>Demonstrates probity.</p> <p>Ability to take responsibility for own actions and to work without direct supervision.</p> <p>Reliability.</p> <p>Good time management.</p> <p>Enthusiasm & motivation.</p> <p>Ability to cope with stressful situations.</p> <p>Caring attitude to patients.</p> <p>Ability to communicate well with patients, relatives & staff members.</p> <p>Demonstrates ability to work effectively as part of a team.</p> <p>Good quality note keeping.</p>	<p>Shows aptitude for practical skills necessary in surgical specialties.</p> <p>Organisational & leadership skills.</p> <p>Achievements outside medicine.</p>	<p>Application form, interview & references</p>
Academic Skills	<p>Demonstrates understanding of the principles of audit and research.</p> <p>Demonstrates knowledge of evidence-informed practice.</p> <p>Demonstrates involvement in supervision of junior staff.</p> <p>Computer literacy.</p>	<p>Evidence of participation in audit and quality improvement projects.</p> <p>Evidence of interest and experience in teaching.</p> <p>Evidence of relevant academic & research achievements.</p>	<p>Application form & interview</p>

Contact Details

General Surgery

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