



Consultant Information Pack

Consultant in Obstetrics - Obstetric Lead

Job title

Consultant in Obstetrics - Obstetric Lead

Date of vacancy

ASAP

Base

North Devon District Hospital (NDDH),
Barnstaple and Royal Devon & Exeter
Hospital (Wonford), Exeter

A Warm Welcome

Hi, I'm Vanessa Purday, Chief Medical Officer at the Royal Devon University Healthcare NHS Foundation Trust. Thank you for your interest in joining us. Having recently returned to the Royal Devon, where I began my consultant career, I can confidently say this is a Trust shaped by outstanding people, a positive culture, and a clear vision for the future.

It's an exciting time to be part of our journey. We have ambitious plans to meet the needs of our communities through a clinically led, digital-first approach. Innovation and research sit at the heart of this, from being the first Trust in the country to implement EPIC in the community to pioneering robotic surgery, our record speaks for itself.

The Royal Devon is a special place to work. As one of the largest healthcare Trusts in the country, we combine scale with a family-like feel, fostering both creativity and personal care. This Consultant in Obstetrics – Obstetrics Lead, will play a critical role in the opportunity to bring that Trust-wide ambition to life for women, birthing people and families in North Devon. Our agility and forward-thinking approach ensure we can adapt to the evolving NHS landscape, deliver the best care for our patients and provide excellent career progression for colleagues.

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



Vanessa Purday

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 who are motivated by challenge and opportunity in equal measure. This role is ideally suited to a consultant who can bring vision, credibility and compassionate leadership to a complex service environment, developing sustainable workforce solutions, strengthening cross-site working, building clinical confidence and supporting the long-term ambition to restore local birth services for North Devon communities.

Applicants must have completed specialist training in Obstetrics & Gynaecology and have entered on the GMC Specialist Register prior to taking up the appointment.

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



Introduction

The Royal Devon University Healthcare NHS Foundation Trust is seeking to appoint a Consultant to lead our Obstetric service. Your primary base can be at North Devon District Hospital (NDDH) in Barnstaple or at Royal Devon & Exeter Hospital (Wonford) (RD&E) in Exeter. You will have cross-site working incorporated into your job plan to support the leadership aspect of the role.

The Royal Devon University Healthcare NHS Foundation Trust is committed to providing safe, high-quality maternity and gynaecology services for women, birthing people and families across North and East Devon. We are currently taking planned, temporary action in response to medical staffing pressures at North Devon District Hospital, including a temporary suspension of births from 11 August 2026, while we stabilise and strengthen our obstetric medical workforce.

Our priority is to ensure services are safe, sustainable and well supported. We are working closely with regional partners, NHS Devon Integrated Care Board and NHS England South West to maintain safe care pathways and the safe, timely reopening of local birth services.

For an incoming Consultant in Obstetrics – Obstetrics Lead, this is a career-defining appointment and opportunity to join a brilliant, professional and welcoming team and to play a meaningful role in the future of maternity care in North Devon: supporting service recovery, shaping resilient clinical models, contributing to workforce development and helping ensure that women and families can continue to access safe, personalised care as close to home as possible. We are looking for colleagues who share our commitment to clinical excellence, team working and continuous improvement, and who want to make a visible and lasting difference to a valued local service.

“Inclusion is one of our core values, and we take pride in having a diverse workforce and a culture that respects everybody.”

Highlights of the role

Career progression and development. This is a rare opportunity to take on a significant leadership role with the scope to shape, influence and deliver lasting change across maternity services. For the right individual, this is a career-defining appointment, to lead service transformation at scale, for a rural and remote population and will support the development of experience needed for future senior medical leadership roles.

Service development and transformation. Make a long-lasting difference to families and colleagues in North and East Devon by supporting the cross-site transformation and development of our service. Working closely with our Director of Midwifery, you'll ensure we are meeting or exceeding the standards set by the National Maternity and Neonatal Investigation Report. Alongside this, you'll be supported and encouraged to pursue and grow your own area of specialist interest.

Innovation and digital transformation. The Royal Devon is using technology to transform care, including Epic electronic patient record, AI-enabled Ambient Voice Technology and virtual wards. Epic is already helping teams share caseloads across Devon and provide care remotely, while ambient voice technology supports clinicians by turning consultations into medical notes and summaries in real time. These developments create exciting opportunities to shape how digital tools support obstetrics and gynaecology services in the future.

Research. Our Obstetrics & Gynaecology department has a long-standing research programme that is ready for new leadership to further develop our offering.

With a brand-new, state-of-the-art clinical research facility in North Devon, currently under construction (due to open in 2027) and our newly launched Research Academy to grow the skills of doctors, nurses, midwives, pharmacists and AHPs – you'll have the tools you need to increase the scale and scope of the studies we can deliver. This really is an exciting time for consultants who want to lead in research and grow their profile.

Teaching. The Royal Devon enjoys close ties with the University of Exeter Medical School. We offer funded time for teaching students and resident doctors. North Devon has a strong cohort of specialty grade and resident doctors on Specialty Training, GP and Foundation training programmes.

On-call rotas. The location for on-calls and the frequency will be determined dependent on the circumstances of the successful candidate. The on-call rota at both sites is a 1:8 frequency currently.

Love where you live and work. We are fortunate to be based in the beautiful South West of England, with the cultural city of Exeter, the rolling moors of Exmoor and Dartmoor, and a multitude of stunning beaches on our doorsteps. We have low rates of crime and excellent education - schools and further education colleges are good or outstanding, and Exeter boasts a top Russell group university.

Supporting your move to Devon. We are offering an enhanced recruitment package designed to support every stage of your journey to the Royal Devon. This includes accommodation, travel and expenses for you and your family to visit, meet the team and experience the organisation and area first-hand.

When you're ready to make the move, you'll benefit from bespoke relocation support and employment guidance for family members, alongside **a very significant financial recruitment and retention allowance** that reflects our commitment to helping you build a successful long-term future with the Royal Devon.

A more comprehensive explanation of all of these elements can be found within this job pack, but if you have any questions, please do get in touch or arrange a visit to come and see us. Contact details are at the back of this pack.

About Royal Devon University Healthcare NHS Foundation Trust

Our core services support a population of over 615,000 people and cover more than 2,000 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.

We have a strategy to embrace change, innovation and technology in our ambitions to be a digitally-enabled, clinically-led teaching organisation. We are developing new ways of working and focus our multi-million annual investment programme into new infrastructure, equipment and facilities to ensure we deliver the highest quality care and outcomes. 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 inflammatory bowel disease research team who were recognised with the national team award for their contribution to the NIHR portfolio, and our recent launch of a world-first national genetic testing service from our labs, which can rapidly test DNA samples of babies and children, so we can provide life-saving treatment.

You'll find more information about the role and the Trust in this pack. Further information is also available on our website www.royaldevon.nhs.uk.



About the Trust and service structure

Trust leadership

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

The executive team includes Chief Executive Officer Sam Higginson, Deputy Chief Executive Officer Chris Tidman, Chief Medical Officer Vanessa Purday, Chief Nursing Officer Carolyn Mills, Interim Chief Operating Officer Phil Luke, Chief Finance Officer Angela Hibbard and Chief People Officer Hannah Foster.

Obstetrics and Gynaecology services

Our Obstetrics and Gynaecology services are based at the Royal Devon and Exeter Hospital (Wonford) (RD&E) and North Devon District Hospital (NDDH) and sit within the Women's and Children's Health Care Group.

Operational structure

The Trust-wide operational service structure is divided into five care groups. Each care group has a care group director, deputy medical director and director of patient care. For Women's and Children's Health, the Care Group Director is Natalie Wickins, the Deputy Medical Director is Dr George Hands, and the Director of Midwifery and Director of Patient Care is Angela Bellamy. All permanent medical staff are members of the Medical Staff Committee, which has an elected Chair who represents the group at the Trust Management Committee.

The Department of Obstetrics and Gynaecology

We are a friendly, passionate and patient-centred Obstetrics and Gynaecology department, providing services across our Eastern service in Exeter and our Northern service in Barnstaple.

Our maternity services support approximately 3,500 births each year at the RD&E and around 1,250 births annually at NDDH. The obstetric service is supported by a strong consultant team offering maternal medicine, fetal medicine, preterm services and general antenatal clinics.

Our gynaecology service is supported by consultants with specialist expertise in early pregnancy, termination of pregnancy, ambulatory gynaecology, fertility and assisted conception, endometriosis, minimal access surgery and urogynaecology.

Northern facilities

In Barnstaple, Obstetrics and Gynaecology services are delivered on the main NDDH site, with immediate access to hospital laboratory facilities, ICU and all other hospital departments. The site provides inpatient and outpatient Obstetrics and Gynaecology services, alongside a Level 1 Neonatal Unit.

The Ladywell Unit includes a six-bed Labour Ward and Bassett Ward, a combined antenatal and postnatal ward.

The unit has recently benefited from two new birthing pools, funded through a successful appeal by the Royal Devon Hospitals Charity. The charity has also funded a new infant feeding room, providing a safe and quiet space for staff, patients and visitors to feed their infants.

There is a dedicated obstetric theatre and a timetabled gynaecology theatre. Petter Ward provides the gynaecology day case service.

Eastern facilities

In Exeter, Obstetrics and Gynaecology services are delivered at the Centre for Women's Health on the Wonford site, with immediate access to hospital laboratory facilities, ICU and all other hospital departments. The Centre provides inpatient and outpatient Obstetrics and Gynaecology services, alongside a Level 2 Neonatal Unit.

The Centre has three theatres, including one emergency obstetric theatre. Day surgery lists are also run at Heavitree and Tiverton Hospitals.

There is a midwifery-led birth unit in Tiverton. The gynaecology ward, Wynard, is a 10-bed inpatient ward with a 10-bed day case unit. Maternity services include triage, labour ward, antenatal and postnatal wards.



Consultant medical team

Northern Consultants

- Miss Sansan Aye, Fetal Medicine
- Mr Seumas Eckford, Urogynaecology, Termination of Pregnancy
- Mr Osama Eskander, Gynaecological Oncology, Urogynaecology, Colposcopy Lead
- Miss Jess Glanville, College Tutor
- Miss Eleni Lekoudis, General Gynaecology, Colposcopy
- Miss Ashley May, Lead Clinician for Obstetrics, Paediatric Gynaecology
- Miss Uzma Shaikh, Maternal Diabetes, Colposcopy

Eastern Consultants

- Mr Myles Taylor, Fetal Medicine
- Mr Jim Clark, Minimal Access Surgery, Early Pregnancy/Emergency Gynaecology
- Dr Tracey Kay, Lead Clinician for Obstetrics, Labour Ward Lead, Obstetric Governance Lead
- Mr Ben Peyton-Jones, Minimal Access Surgery, Endometriosis

- Mrs Iryna Roshko, Fertility Specialist, Gynaecology
- Mr Ed MacLaren, Ambulatory Gynaecology, Termination of Pregnancy, TPD ST5-7 O&G
- Miss Jen Blackman, Maternal Medicine, Medical Education
- Mr Simon Tarsha, Minimal Access Surgery
- Miss Lisa Knight Minimal Access Surgery, Gynaecology Governance, College Tutor
- Miss Louisa Manning Fertility Specialist, General Gynaecology and Obstetrics
- Miss Sophie Wienand Barnett, Urogynaecologist
- Dr Laura Reddin, Obstetrics and Gynaecology, Audit Lead
- Miss Caroline Evans, General Gynaecology and Obstetrics, Preterm Birth Lead, Fetal Medicine
- Miss Alex Bain, General Gynaecology and Obstetrics

Cross-site Consultants

- Miss Annabel Kemp, Lead Clinician for Gynaecology, Fertility Specialist, General Gynaecology and Obstetrics
- Miss Rachel Nicholson, Obstetrics and Gynaecology, Audit Lead



Gynaecological Oncology

- Mr Mike Hannemann, Trust Cancer Lead, Lead for Colposcopy
- Miss Katharine Edey
- Miss Sarah Coleridge, MDT Lead

Northern medical team

Our Tier 1 team consists of F2, GPST1/2 and Specialist Trainees, working to a 1:8 rota. In December 2026 we plan to expand this to a 1:9 with an expansion in Specialist Trainee placements within the team.

Our Tier 2 team consists of Trust Doctors and Specialty Doctors working to a 1:8 rota. There are two associate specialists who are not part of the on-call rota.

Eastern medical team

Our Tier 1 team consists of F2, GPST1/2, Specialist Trainees and an Academic doctor, working to a 1:9 rota.

Our Tier 2 team consists of ST3+ trainees and a Trust doctor working to a 1:8 rota.

Professions allied to medicine

As a department we work closely and collaboratively with our midwifery colleagues and a wide range of Allied Health Professionals. Consultants at the Trust have access to an amazing team of specialised support including nurse specialists in hysteroscopy and colposcopy, early pregnancy care, fertility and urogynaecology.

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.



Departmental meetings

[The consultant team meets regularly to discuss service developments, operational issues and upcoming priorities. Management colleagues attend when appropriate, supporting open communication and collaborative decision-making. This approach fosters a strong and constructive working relationship between clinicians and management. There are a number of regular meetings contained within areas of either generic SPA or DCC, including covering in times of planned absence by cooperative working with other members of the consultant team.

We have a strong clinical governance team with established cross-site meetings.

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 full-time consultants receive 1.5 core 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

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 Obstetricians & Gynaecologists (RCOG) 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 Obstetricians & Gynaecologists (RCOG), to ensure that all doctors have an annual appraisal with a trained appraiser, and supports doctors going through the revalidation process.

Research

Research culture and opportunities

Research is a prominent and valued part of clinical practice at the Royal Devon. Our patients are offered opportunities to participate in a wide range of investigator-led studies and clinical trials, supporting innovation and improvements in care.

Academic partnerships

The University of Exeter Medical School has an excellent research reputation, spanning biomedical science through to patient-centred research. The group is supported by the University of Exeter and the NIHR Biomedical Research Centre and currently provides research training for three PhD students and two visiting fellows.

North Devon research hub

The Royal Devon has recently been awarded £1.4m to build a state-of-the-art clinical research facility in North Devon. This dedicated hub will provide the space and equipment needed to deliver vital clinical research. As the first dedicated clinical research facility in North Devon, it will significantly increase the number and complexity of studies the Trust can offer.

Research facilities in Exeter

The Research, Innovation, Learning and Development (RILD) building on the RD&E Wonford site is a £27.5m development. It includes the Wellcome Wolfson Centre for Medical Research, the National Institute for Health and Care Research (NIHR) Exeter Clinical Research Facility, and a new Postgraduate Education Centre.

RILD is home to a number of the Medical School's laboratory-based research teams, with both clinical research areas and class two and three medical research laboratories, as well as offices, meeting rooms and write-up areas. Active support with 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 support research, development and teaching. Candidates who wish to pursue a research interest alongside their clinical work will be strongly encouraged by the department and may be eligible for support from the University of Exeter Medical School.

University of Exeter Medical School

About the University

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

Research focus

The Medical School's research is shaped by important clinical questions and focuses on translational and applied research in areas of significant health need and scientific opportunity. These include diabetes, cardiovascular risk and ageing; neurological disorders and mental health; environment and human health; and health services research. Its work spans basic and clinical science, clinical trials and health policy.

Education and programmes

The University of Exeter Medical School delivers two highly regarded and innovative undergraduate degrees: the BSc in Medical Sciences and the Bachelor of Medicine, Bachelor of Surgery (BMBS). It also offers a range of postgraduate programmes and courses. The curriculum reflects evolving models of care and the patient experience across acute, primary and community care settings.

BMBS approach

Building on the educational reputation of the Peninsula College of Medicine and Dentistry, the BMBS programme uses small-group, problem-based learning. It reflects the belief that doctors should take a socially accountable approach to their work and understand both the human and societal impact of disease, as well as the wider context of contemporary healthcare.

Student development

UEMS graduates are prepared to be capable, confident and committed to lifelong scholarship, whether they go on to work as clinicians, managers, educators or researchers. Years one and two of the BMBS programme are based at the St Luke's Campus in Exeter, where students build the scientific foundations for the later years of the course. Clinical contact begins in year one, helping students develop transferable skills and learn science within a clinical context.

Clinical learning across the region

UEMS students spend years three and four of the programme at the Royal Devon and Exeter Hospital (Wonford), North Devon District Hospital and Royal Cornwall Hospital in Truro, as well as in surrounding general practices and community health environments.

Teaching opportunities in Obstetrics and Gynaecology

Consultants in the Obstetrics and Gynaecology Department are all involved in teaching students. The postholder will be encouraged to develop interests in education and training, with opportunities to do so both locally and more widely.



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.

The postholder will be required to be able to provide Antenatal Outpatient and labour ward duties. There is an opportunity for the successful candidate to define their ideal job plan providing it meets the needs of the service.

All subspecialty interests will be considered and there is the opportunity to develop new service and extend into new areas.

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.

On-call rota

The postholder will take part in the on-call rota, likely to be at a frequency of 1:8 and prospectively covered, including weekends.

Currently, the on-call commitment attracts a 5% salary supplement for a 1:8 frequency. Arrangements for overnight on-call provision away from base will be made as part of the job plan. Further information can be discussed with the department.

Provisional timetable

An example job plan is below but this will be further developed with the successful candidate dependent on specialist interest.

SPA	1.5
Monthly Caesarean List (all day)	0.625
Weekly Clinics (ANC + Subspecialty)	2.25
Obstetrics and Gynaecology On-Call	1:8 – 3.37
Obstetric Leadership	2
Educational Supervision	0.125
Medical Student teaching	0.125
Total	10 PAs

Person specification

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

Requirement	Essential attributes	Desirable attributes
Qualifications and training		
Professional qualifications	Primary Medical Qualification (MBBS or equivalent). Applicants must have completed specialist training in [Obstetrics & Gynaecology prior to taking up the appointment.	An appropriate higher degree or qualification (MD, PhD or equivalent). Qualification in Teaching and Education.
Professional training and memberships	Full GMC registration and licence to practise. Entry on Specialist Register for Obstetrics & Gynaecology via: • CCT (proposed CCT date must be within 6 months of interview date) • CESR/Portfolio Pathway • European Community Rights Membership of Royal College of Obstetrics & Gynaecologists or equivalent qualification.	
Clinical experience		
Employment	Evidence of completion of a comprehensive broad-based training programme at specialty registrar level (or equivalent). or Clear demonstration of equivalent experience, with a minimum of six years at a level comparable with or senior to specialty registrar. Evidence of training in [Obstetrics & Gynaecology]. Career progression consistent with personal circumstances.	
Clinical knowledge and skills	Demonstrates ability to fulfil Obstetrics & Gynaecology duties at a 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. Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge. Able to prioritise clinical need. Caring approach to patients.	Demonstrates awareness of breadth of clinical issues. Clinical feedback from colleagues and patients.

Requirement	Essential attributes	Desirable attributes
Non-clinical skills		
Teaching	Evidence of previous teaching and training experience. Willingness and ability to contribute to departmental and Trust teaching programmes.	Defined educational roles or qualifications. 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. Demonstrates willingness to implement evidence-based practice. Evidence of effective personal contributions to clinical audit, governance, and risk reduction.	Evidence of innovative development and implementation of guidance. Evidence of involving patients in practice development.
Innovation, research, publications and presentations	Understanding of the principles of scientific method and interpretation of medical literature. Demonstrates a critical and enquiring approach to knowledge acquisition. 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. Experience leading clinical teams and developing an effective specialist clinical service. Experience of formal leadership roles or training.	Experience of managing a reopening of a service following temporary closure. Experience in workforce planning and development.
Communication and personal skills	Good spoken and written English language skills. Communicates effectively with patients, relatives, colleagues, GPs, nurses, allied health professionals and outside agencies. Evidence of ability to work with multi-professional teams and to establish good professional relationships.	Evidence of patient and colleague feedback. Excellent presentation skills, engages audience.
Other requirements		
Motivation and management of personal practice	Punctual and reliable. Good personal organizational and prioritization skills, achieve deadlines. Takes responsibility for personal practice and is able to cope well with stressful situations. Commitment to continuing medical education and professional development. Flexible and adaptable attitude.	Demonstrates initiative in personal practice. 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 Chief Medical Officer 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 £113,565 to £150,569 with eight thresholds. The on-call supplement is category A and attracts a supplement of 5% of basic salary.

We are offering a very significant financial recruitment and retention allowance that reflects our commitment to helping you build a successful long-term future with the Royal Devon.

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.

Supporting your move to Devon

We are offering an enhanced recruitment package designed to support every stage of your journey to the Royal Devon. This includes accommodation, travel and expenses for you and your family to visit, meet the team and experience the organisation and area first-hand.

When you're ready to make the move, you'll also benefit from bespoke relocation support and employment guidance for family members.

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
- Neurodiversity 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.

“Devon didn’t just top our rankings, it blew away the competition. Simply put, it has everything.”

The Telegraph:
England's 48 counties
ranked from best to worst

Vibrant cities

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.

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 (one hour), London (around two hours to Paddington) and Birmingham (under three 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 People 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

More information about the area and help with relocating can be found at
www.royaldevon.nhs.uk/careers



Contacts

The Trust welcomes informal enquiries.
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