

BETTER TOGETHER



Royal Devon  
University Healthcare  
NHS Foundation Trust

# Consultant Information Pack

Consultant in Perioperative Medicine

**JOB TITLE**

Consultant in Perioperative Medicine

**DATE OF VACANCY**

Immediate

**BASE**

Royal Devon University Healthcare Trust  
Eastern Services - Wonford Hospital,  
Exeter

# A Warm Welcome

Hi, I'm Adrian Harris, Chief Medical Officer at the Royal Devon University Healthcare NHS Foundation Trust. Thank you for the interest you have shown in working with us at what is an exciting time for our organisation. We are one of the largest healthcare Trusts in the country and we have ambitions to be a clinically-led, digitally-enabled teaching organisation.

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 Surgical department, which is nationally recognised for its multidisciplinary specialist clinical care and research activity. We are committed to further developing this successful and cohesive team and want to bring the very best clinicians to Devon.

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



Prof Adrian Harris

*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 six months of completion of specialist training at the time of the Advisory Appointments Committee.

Applicants must have completed specialist training in either: Care of the Elderly or Acute Medicine / Specialist Medicine or Anaesthetics or Intensive Care 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 in Perioperative Medicine to join the department of Acute Surgery for its Eastern services, based at Wonford Hospital, Exeter.

These roles form part of a wider integrated department that includes our Northern services based in Barnstaple, and which jointly provide telephone or video consultations for patients living across Northern, Eastern and Mid Devon.

Our combined Perioperative and Surgical department is friendly, successful and ambitious. The Royal Devon is a Trust which encourages and supports innovation, diversity, digital development and research.

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

# Highlights of the Role

**Research and innovation.** We would welcome candidates with research interest to forward our current projects which include: Perioperative impact on surgical outcomes, Chest Trauma management, the benefits of Comprehensive Geriatric Assessment on patient-centred surgical journeys, Perioperative Anaemia Management and the use of evidenced-based pathways in the delivery of Perioperative Medicine. Research active departments deliver better clinical outcomes for patients. We have a multimillion-pound research facility, dedicated research staff and collaborative links with researchers from across the University of Exeter. Funded time for the development of research proposals is available for interested consultants.

**Training and development.** We have strong links with our network colleagues in the Peninsula and are members of the Peninsula Frailty Network, Peninsula Trauma Network and Peninsula General Surgical Network. There are multiple opportunities to access the University of Exeter teams for training and further educational qualifications. We encourage a strong teaching programme and are supported by our postgraduate and undergraduate deanery departments to deliver high-quality education and training.

**Service development.** The Royal Devon's core services support a population of more than 615,000 people across more than 2,000 square miles across Devon. The scale of operation brings opportunities to establish and develop innovative new services to better meet the needs of our patients such as harnessing technology to deliver remote patient consultations and disease monitoring.

**Teaching.** The Royal Devon 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, which will bring the

Eastern and Northern teams together providing opportunities for your CPD.

**Career progression.** The size and structure of our team create opportunities for rapid progression to areas of increased responsibility.

**On-call rotas.** Currently the post has no out of hours on call commitment but we will retain flexibility to consider this and move to a 7-day working week as the number of senior members of our service increases. The successful candidate may also wish to join subspecialty departmental on call rotas to augment salary which would require further negotiation.

**Electronic patient record.** We went live with the EPIC electronic patient record system across our Eastern services in 2020 and our Northern services in 2022. We are optimising the way we use the system, but we are already seeing huge benefits for our patients. EPIC is transforming the way we deliver care across our Trust, allowing teams to share the caseload across Devon and provide care to patients remotely.

**Location and relocation.** 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. We can offer you 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. 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.

As a newly formed Foundation Trust in April 2022, We are 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 Perioperative Medicine Service is based at the Royal Devon and Exeter Hospital (Wonford) (RD&E) in collaboration with North Devon District Hospital (NDDH), and sits within the Surgical Services Care Group.

Our Trust wide operational service structure is divided into five care groups, each with a medical director, a care group director and a director of patient care. For Surgical Services, the medical director is Gareth Moncaster, the care group director is Nicola DuGay and the director of patient care is Lucy Bates. All permanent medical staff are members of the Medical Staff Committee which has an elected Chairperson 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 Perioperative Medicine Service

The Perioperative Medicine service, led by Dr Sheena Hubble, provides inpatient preoperative assessment and optimisation for high risk and elderly patients undergoing urgent and emergency surgery, and follows patients through surgical admission, coordinating and delivering medical care, rehabilitation and discharge planning. The RDUH Perioperative vision statement is in alignment with academic colleges and the centre for perioperative care (CPOC) where patient centred values and outcomes are pivotal to service delivery and development. It consists of multidisciplinary team comprising 4 consultants (1.0 WTE) with different medical speciality backgrounds, 1 care of the elderly senior registrar, and 2 further trainees at F2-F3 level. In addition, we have dedicated band 7 pharmacist sessions and we are currently recruiting for a band 8 Advanced Care Practitioner.

The service was established in 2017 as a pilot project, but having demonstrated multiple positive patient and trainee outcome benefits has since been awarded substantial and permanent annual funding. The team is now fully embedded at the RDUH, with established pathways of care, close collaboration with anaesthetic and surgical departments and has a growing national reputation (including a National patient Safety award in 2020) for providing quality care to complex, older surgical patients and patients with isolated chest trauma. The chest trauma component of the job is a highlight and has been recognised by national patient safety awards for our impact. The perioperative team sees at least 300 of these patients per year, under joint care with the general surgeons. We opened a chest trauma unit in 2020 to cohort this group, and facilitate good compliance with our evidence-based chest trauma pathway.

The team has expanded to cover all acute surgical subspecialties based at RDUH Eastern and to provide foundation year 2, anaesthetic, geriatric, and physician associate (PA) training, in perioperative medicine.

The perioperative team provides medical, anaesthetic and geriatric expertise to higher risk patients within Upper GI, Colorectal, Vascular, Urology and Plastic Surgery with expansion plans to cover ENT and Maxillofacial specialities. This is across 7 surgical wards, and 140 beds.

It is an exciting and challenging time to join this service to further lead, develop and deliver a seamless service across hospital surgical and community settings, integrating with high risk pre-operative clinics, primary care and social services. The trust also invested in the NHS Elect POPS strategic mentoring program to provide business analysis, share established guidelines, and seminar support, in order to help shape and expand the service further.

It is considered a popular and positive service from detailed nursing and trainee feedback surveys with a dynamic and enthusiastic senior team.

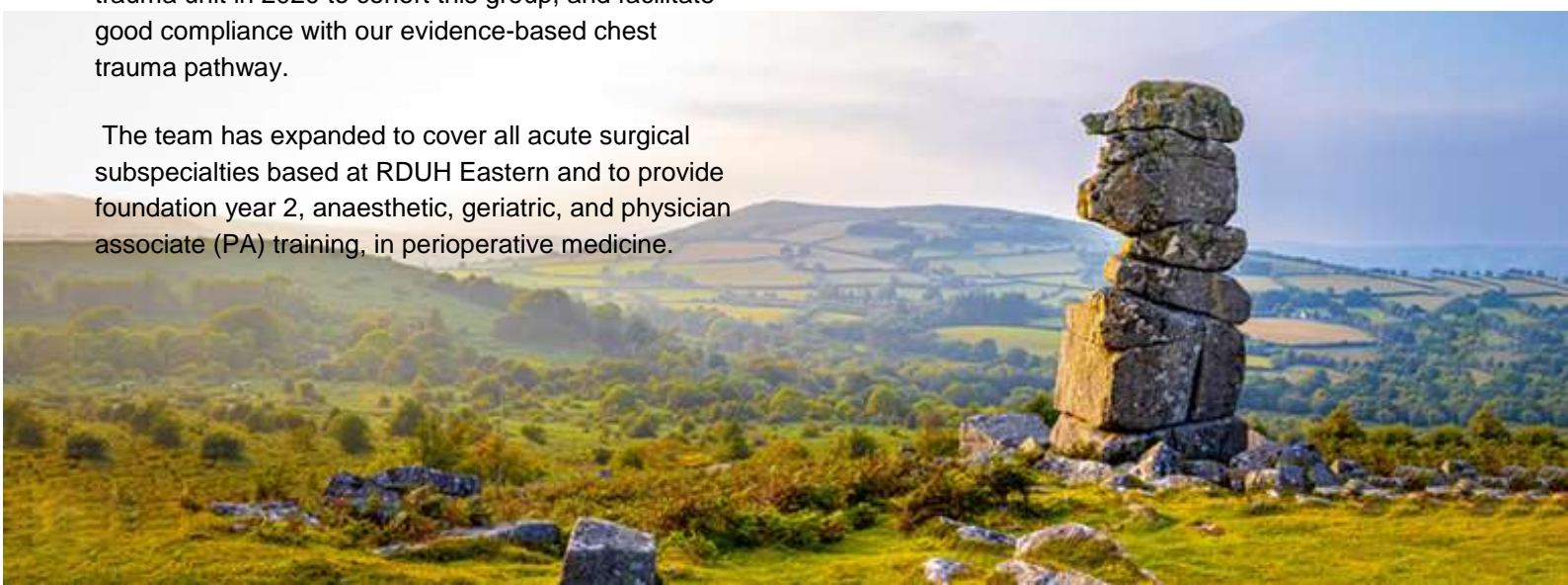
### CONSULTANT MEDICAL STAFF

Dr Sheena Hubble, Consultant in Intensive care and Perioperative Medicine

Dr Rebecca Matthews, Consultant in Acute and Emergency Medicine and joint Clinical lead Acute Medical unit.

Dr Katherine Haynes, Consultant Anaesthetist with special interest in perioperative and anaesthetic high-risk assessment

Dr Rebecca Appelboam, Consultant in Intensive Care Medicine





## PROFESSIONS ALLIED TO MEDICINE

Consultants at the Trust have access to an amazing team of specialised support including: large Occupational Therapy and Physiotherapy departments and 7-day a week Pain, Diabetes, Acute Kidney Injury, and Supportive Palliative Care teams.

## Departmental Meetings

There are multiple weekly meetings including: Perioperative Strategic Development Meeting, Scheduled Surgical Complications and High-Risk patient discussion meetings, team debrief and Perioperative MDT. We join anaesthetic, surgical,

critical care and medical governance meetings as required.

## 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

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 or the Royal College of Anaesthetists, depending on the successful applicant's base training, 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 Physicians or the Royal College of Anaesthetists, depending on the successful applicant's base training, to ensure that all doctors have an annual appraisal with a trained appraiser, and supports doctors going through the revalidation process.

## Research

Investigator-led and clinical trial research has a prominent place in the Royal Devon. Patients are given the opportunity to participate in a wide number of studies.

The University of Exeter Medical School has an excellent research reputation from basic biomedical research through to patient-centred research. The group is supported by the University of Exeter and NIHR biomedical research centre and currently provides research training to three PhD students and two visiting fellows.

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.

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.

UEMS 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.

There is a responsibility to teach junior medical staff attached to the team and medical students at the University of Exeter Medical School. The new appointee would be expected to provide clinical and educational supervision to junior doctors and will be trained by the Peninsula deanery, to do so in the same manner as other consultant colleagues.

The postholder is encouraged to develop interests in education and training and there are many opportunities to develop these interests 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.

All subspecialty interests in Geriatric Medicine, Acute Medicine or Sub-specialty Medicine or Anaesthesia will be considered and there is the opportunity to develop new techniques and extend into new areas such as Pre-operative Assessment, Community Rehab and Surgical Prehabilitation Programmes.

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.

The post holder will be expected to lead the daily perioperative ward rounds and manage the perioperative patient list. It is envisaged that the successful candidate would join at least two morning surgical rounds so that patients have simultaneous medical and surgical hands on care. This also helps to improve communication, embed the service, and facilitate reciprocal learning for all team members as well as avoid duplication of work. In the afternoons, the job plan provides time for more detailed patient reviews, complex shared decision making, case-based conferences as well as teaching and training.

The post will include opportunities to develop more subspecialty interest in pre-operative clinics, or post-operative rehabilitation depending on applicant preference and local negotiation.

For Further information about the Service development ambition and roll out, contact Dr Sheena Hubble, using contact details provided in this pack.

### ON-CALL ROTA

As above



## Provisional Timetable

Perioperative job plan		Number of programmed activities
Programmed activities for direct clinical care:	AM Joint consultant surgical ward rounds (including Upper Gi, Colorectal and/or vascular and urology) – board rounds, case-based discussion and complex MDT	3
	Outpatient activities including high risk anaesthetic (HRAS) / shared decision making clinic	tbc
	PM perioperative list ward round and reactive patient review	4
	Monday lunch acute GI surgical meeting	0.5
	SPA	1.5
Supporting programmed activities:	Job Planning, appraisal, continuing professional development, clinical governance, mandatory training, trainee supervision	0.5
	Quality improvement for the Perioperative service development/ NHS-Elect POPS	0.5
Total		10

The post-holder will work within and alongside multidisciplinary teams to develop and deliver patient centred services. In all parts of the role, the successful candidate will be expected to be intellectually flexible and able to look beyond existing structures, ways of working and traditional care boundaries in order to produce more effective and innovative service delivery.

This will be especially important in the roll out service development guided by our stakeholders and NHS POPS elect. The post-holder will need to adapt quickly to new situations and provide high level clinical care to complex patients both at home, within the RD&E Wonford hospital and in a variety of community settings. The post-holder will be expected to take an active role in either audit or research and development, and to participate in the teaching programmes of the department.

As an organisation, we are committed to developing our services in ways that best suit the needs of our patients. This includes asking certain groups of staff to work more flexibly so that we can offer services to patients in the evenings and at weekends. We regard this flexibility as essential if we are to continue to provide first class patient care in the future. As a result, any offer of employment to a consultant post will be subject to you agreeing to work a new more flexible pattern of working in the future if required and in accordance with the provisions of the Royal Devon University Healthcare Trust consultant contract.

# 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	Where Evaluated
<b>Qualifications and Training</b>			
Professional qualifications	Full GMC Registration with entry on the Specialist Register, or within 6 months of CCST  CCST in Geriatric, General Medicine or Anaesthesia or due within 6 months of interview.  MRCP	Postgraduate qualification (MD, PhD)	APP Form GDC/GMC CV
Professional standards and development	Evidence of commitment to personal and professional development  Knowledge and commitment to standards in specialty	Evidence of up to date knowledge and interest in Perioperative medicine  (CME, courses, memberships)	
<b>Clinical Experience</b>			
Employment	Recent experience of NHS UK work in environments with acute and rehabilitating older patients  Experience of managing all the problems of frail, complex patients with additional social and psychological problems using Comprehensive Geriatric assessment tools.  Experience in ward care or preoperative assessment of surgical patents  Experience in long term medical conditions	Experience in medical assessment of surgical and oncological patients Critical care experience Experience of rehabilitation, intermediate care and complex discharge planning  Evidence of interest and experience in geriatric-oncology medicine (CME in geriatric-oncology)  CME in perioperative medicine	APP Form Ref/ Int



<p>Clinical knowledge and skills</p>	<p>Management of acutely unwell patients, not excluding the younger non-frail adult.</p> <p>Ability to organise and lead complex patient board rounds and MDT meetings.</p> <p>Ability to manage patients with long term chronic medical diseases or multiple co-morbidity</p> <p>Ability to facilitate shared decision making, goal setting and individualised treatment plans.</p> <p>Skills in cross-speciality collaboration and/or liaison working</p>	<p>Evidence-based knowledge of medical assessment of cancer patients</p>	<p>APP Form Ref/ Int</p>
<p>Non-clinical skills</p>			
<p>Teaching</p>	<p>Experience of undergraduate teaching and post graduate training</p>	<p>Experience in leading and delivering an educational programme</p> <p>Teaching qualification</p>	<p>APP Form Ref/ Int</p>
<p>Management of change and quality improvement</p>	<p>Evidence of contribution to effective clinical audit and clinical risk management</p> <p>Understanding of Quality Improvement Programmes</p>	<p>Experience in clinical guideline development</p> <p>Experience in delivery of quality improvement programmes</p>	<p>APP Form Ref/ Int</p>
<p>Innovation, research, publications and presentations</p>	<p>Understanding of the principles and applications of clinical research</p>	<p>Evidence of original research</p>	<p>APP Form Ref/ Int</p>
<p>Management and leadership experience</p>	<p>Certificate of attendance at a relevant leadership or management course</p> <p>Communication;</p> <p>Ability to communicate with clarity and intelligently in written and spoken English; ability to build rapport, listen, persuade and negotiate</p> <p>Accountability:</p> <p>Ability to take responsibility, lead, make decisions and exert appropriate authority.</p> <p>Interpersonal Skills:</p> <p>Empathy, understanding, listening skills, patience and ability to work co-operatively with others</p>	<p>Demonstration of involvement in clinical management</p> <p>Evidence of leadership in delivery of change</p>	<p>Ref/Int</p>

<p>Able to change and adapt, respond to changing circumstances and to cope with setbacks or pressure</p> <p>Ability to work as part of a team</p> <p>Staff Management: Experience of performance management, developing and motivating staff</p> <p>Finance: Knowledge of finance and budgets.</p>		
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## 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 £99,532 to £131,964 with eight thresholds. The on-call supplement is category A/B\* and attracts a supplement of 3%/5%/8%\* of basic salary.

## 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.

## 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.

## 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.



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 interim 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.

**“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 (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 Teams 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](mailto:penny.manley@nhs.net) (PA to Chief Executive and Deputy Chief Executive)

### Deputy Chief Executive Officer

Chris Tidman

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

### Chief Medical Officer

Prof Adrian Harris

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### Medical Director

Dr Karen Davies

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### Executive and Specialist Recruitment Lead

Emily Simpson

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Dr Sheena Hubble, Consultant in Intensive care and Perioperative Medicine (Perioperative Lead)

Email: [sheena.hubble@nhs.net](mailto:sheena.hubble@nhs.net)

Dr Rebecca Matthews, Consultant in Acute and Emergency Medicine and joint Clinical lead Acute Medical unit.

Email: [matthews1@nhs.net](mailto:matthews1@nhs.net)

Dr Katherine Haynes, Consultant Anaesthetist with special interest in perioperative and anaesthetic high-risk assessment

Email: [kat.haynes@nhs.net](mailto:kat.haynes@nhs.net)

Dr Rebecca Appelboam, Consultant in Intensive Care Medicine

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