

BETTER TOGETHER



Royal Devon
University Healthcare
NHS Foundation Trust



Consultant Information Pack

Consultant in Acute Paediatrics



royaldevon.nhs.uk/careers



rduh.medicalstaffing@nhs.net

JOB TITLE

Consultant in Acute Paediatrics

DATE OF VACANCY

Immediate

BASE

North Devon District Hospital
with the opportunity to work cross-site at
the Royal Devon and Exeter Hospital

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 paediatrics 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 paediatrics and have entered on the GMC Specialist Register prior to taking up the appointment.

We are able to accept CVs for this post. Please contact Emily Simpson, Executive and Specialist Recruitment Lead for a confidential discussion about the role: emily.simpson21@nhs.net / 07958 931414.

“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 join the department of paediatrics for its northern service, based at North Devon District Hospital (NDDH) in Barnstaple. The opportunity to work across both our northern and eastern services, including at the Royal Devon and Exeter Hospital (Wonford, Exeter), is available.

The successful applicant will bring a complementary interest to those of the existing consultants. The department is committed to supporting the development of this interest through tailored job planning, including opportunities to attend specialist clinics and integrate this focus into their role.

Our combined paediatrics 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. Research active departments deliver better clinical outcomes for patients. We have a large programme of investigator-led and commercial research studies which have been internationally recognised for their programme of multi-site, award-winning research. Research interests are strongly encouraged and supported. 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

There is a long-standing and active research programme within the paediatric department. Our partnership with the University of Exeter Medical School brings opportunities for academic and teaching development to consultants in the department. Our consultant paediatrician colleague Professor Stuart Logan is Director of the Institute of Health and Research (NIHR) and is also Director of the NIHR Peninsula Collaboration for Leadership in Applied Health Research & Care in Exeter. Stuart has a specific interest in evidence-based child health, paediatric epidemiology and has experience of teaching postgraduate studies in community child health. He also has a weekly general paediatric clinic.

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. The postholder will take part in the on-call rota at a frequency of 1:8 if working full-time, or with a reduced frequency for if working less than full time. Further information is available in the job plan section of this pack.

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.



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 acute paediatric 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 healthcare 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 women's and children's health, the care group director is Natalie Wickins, deputy medical director is Dr George Hands, and the director of midwifery is Angela Bellamy. 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

The department of acute paediatrics

As a rural district general hospital, the paediatric department at North Devon District Hospital (NDDH) cares for a wide and diverse range of patient presentations. The department fosters a supportive and collaborative collegiate team, creating a positive and rewarding working environment.]

It is currently staffed by 9.6 substantive consultant paediatricians, who remain generalists while developing one or more special interests. Junior staffing comprises a tier one and tier two rota. We have GP trainees, F1 and staff grade doctors along with ST paediatric trainees from the deanery.

Our normal staffing per day on our main paediatric ward Caroline Thorpe, is one F1, one tier one and one tier two doctor. On the neonatal unit we have one tier one and one tier two doctor who will also cover the labour suite and baby checks on our post-natal ward.

The medical team benefits from exceptional support provided by a dedicated network of professionals, including the lead nurse for children, a clinical matron for children's services, a paediatric ward manager, special care baby unit manager and their skilled teams of nursing staff, clinical nurse specialists, and allied health professionals.

INPATIENT FACILITIES

Caroline Thorpe ward is a 12-bed paediatric ward with a four-bed children's assessment unit which is open 08:00 to 20:00 daily, and a two-bed paediatric high dependency unit staffed by dedicated nurses.

There is a special care baby unit including continuous positive airway pressure and short-term ventilation for stabilisation prior to transfer and is fully staffed for this function. The unit has a total of eight cots plus two intensive/high dependency cots.

OUTPATIENTS FACILITIES

The paediatric outpatient suite is within the main outpatient facility of the hospital and has a paediatric waiting area and play facilities. We have an excellent nurse-led investigation unit that operates from within the outpatient department that can undertake blood tests, pH studies and skin-prick testing. There are five clinic rooms with one treatment room for blood taking and diagnostic facilities.

General paediatric outpatient clinics are also held in peripheral clinics in Bideford, South Molton and Holsworthy in the community setting.

Children with concerns suggestive of an Autism Spectrum Disorder (ASD) are assessed by the ASD assessment team, provided by Children and Family Health Devon (CFHD). Paediatricians are integral to this pathway, providing opinion on differential diagnosis and assessment for medical co-morbidities. Children with suspected ADHD are seen by our community paediatricians.

Behavioural and psychiatry services are led by the Child and Adolescent Mental Health Service (CAMHS) which is provided by CFHD. Regular joint clinical meetings with CAMHS clinicians take place and joint clinics when necessary.

Multidisciplinary assessments for preschool children with developmental concerns take place at the specialist child assessment centre, currently run by CFHD. Paediatric input is provided by the community child health team under a service level agreement.

Therapeutic services including physiotherapy, speech and language, occupational, and music therapy are also provided for pre-school children.

COMMUNITY CHILDREN'S NURSING

We have paediatric specialist nurses in oncology, diabetes, and cystic fibrosis. We also have a team of six community children's nurses who provide an invaluable service facilitating early discharge from the ward, providing short and long-term nursing care in the community, and supporting those with palliative care needs including end of life care.

They work closely and cooperatively with the two nurses from the Integrated Children's Services responsible for special needs and palliative care. Each nurse is location based and can provide care at home for patients, for example those needing regular blood tests or subcutaneous injections. This helps reduce travel for families in our large geographical area. Community children's nurses are linked to individual GP surgeries and GPs are able to access their service directly to help reduce unplanned admissions. Community children's nurses can be asked by GPs to visit children at home when they will then assess, treat and if necessary, refer direct to in-patient services for an admission, or continue to follow-up the child or suggest that the GP refer to out-patients.

VISITING SPECIALIST CLINICS ALONGSIDE WELL-ESTABLISHED CLINICAL NETWORKS

Nephrology Bristol Dr C Inward; Urology Bristol Mr K Awad; Endocrinology Bristol Dr C Burren; Oncology Exeter Dr C Hayes; Genetics Exeter Dr C Shaw-Smith; Neurology Bristol Dr P Sharples; Haematology Bristol Dr O Tunstall; Cardiology Bristol Dr S Narayan.

Consultant medical staff

Dr Dermot Dalton, Lead Clinician, Cystic Fibrosis, Paediatric Respiratory

Dr Helen Sammons, Paediatric Epilepsy

Dr Helen Chaplin, Community Lead, ADHD/ASD

Dr Andy Arend, Cardiology, Named Doctor for Cardiology

Dr Rebecca Rub, Inherited Bleeding Disorders, Oncology liaison and Community Paediatrics

Dr Michael Selter, Audit Lead

Dr Mohammed Azar, Renal

Dr Sadiya Gumi, Allergy

Dr Christopher Poh, Named Doctor for Child Health (Safeguarding)

Dr Milly Sen, Rheumatology

Dr Tim Mason, Trust lead for simulation, coeliac lead and College Tutor

Dr Tiziana Fragapane, Neonatal lead

Dr Darshana Bhattacharjee, Endocrine - Locum

EXETER INPATIENT & OUTPATIENT FACILITIES

The child health department in Exeter comprises acute paediatrics and community child health. Nursing services are led by our lead nurse for children and clinical matron for paediatrics.

The principle of provision of paediatric care in Exeter has been that each of the 28 consultant paediatricians has remained a generalist while developing one or more special interests.

Bramble paediatric ward is staffed for 30 children's inpatient beds. Included in this is the paediatric high dependency unit, which consists of a three-bed bay and an isolation cubicle. In addition, Bramble has a six-bed bay for surgical day cases and a five-bed bay for ambulatory day cases. There is also a five-bed paediatric oncology day-case unit and a newly-built paediatric assessment unit (PAU) located beside the children's emergency department. This space includes, six PAU rooms, see-and-treat rooms, and a procedure room. Capacity is being reviewed with the aim to have capacity for 18 patients. Bramble is situated adjacent to the emergency medicine and X-ray departments with the intensive care unit and main theatres above. The paediatric outpatient suite adjoins Bramble ward and has seven large consulting rooms and its own paediatric waiting area with specially-designed play facilities. There are additional outpatient facilities at Heavitree Hospital where the department of clinical genetics is situated.

PROFESSIONS ALLIED TO MEDICINE

Consultants at the Trust have access to an amazing team of specialised support including clinical nurse specialists in allergy, mental health and community paediatrics.

Departmental meetings

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.

Educational meetings

- “Grand Round” and Friday lunchtime meeting (weekly)
- Safeguarding MDT meetings attended by paediatric department, social workers and the police to discuss learning points and inform policy (three monthly)

Paediatric team management meetings

- Consultant meeting, NDDH (approximately monthly)
- Paediatric business team meeting, NDDH – (bimonthly)
- Paediatric clinical governance, cross-site meetings (bimonthly)

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 Paediatrics and Child Health 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 Paediatrics and Child Health, 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 at the Royal Devon. Patients are given the opportunity to participate in a wide number of studies.

The University of Exeter Medical School (UEMS) 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 Hospital (Wonford) and North Devon District Hospital, as well as at the Royal Cornwall Hospital in Truro and in their surrounding general practices and community health environments.



Outline job plan

A provisional outline job plan is included but is subject to modification. The individual job plan and detailed timetable will be discussed with the successful candidate. Special interests will be accommodated where they are compatible with service requirements.

All subspecialty interests in acute paediatrics will be considered and there is the opportunity to develop new techniques 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.

The appointee will take part in a 1:8 (1:12 LTFT) attending consultant service week system, which is split as follows: Monday to Friday, 08:30 - 17:00; Saturday and Sunday, 08:30 - 14:30. Currently, the on-call commitment attracts a 5% salary supplement for a 1:8 frequency.

The appointee will also take part in 1:8 (1:12 LTFT) resident working, which is split covering weekday evenings Monday to Wednesday and then separate Thursday and Friday working with and supervising a tier one and tier two doctor. A second consultant is available on-call from home. The resident week does not involve weekend working.

Evenings are 14:30 to 22:00. The first 90 mins of the shift are for general administrative work, safeguarding and emergency department support.

Out-patient clinics are not scheduled during either the attending or resident weeks. Clinic weeks consist of around 3 PAs of clinic per week on average with approximately 2 PAs of DCC allocated for patient administration. Approximately one clinic per week can be allocated to the individual's chosen specialist interest(s) and two for general patients.

Depending upon sub specialism interests, there are opportunities to provide OP work and SPA at the Eastern site (RD&E).

The appointee will also attend visiting consultant clinics relevant to their interest to benefit both patients and themselves, and increase local expertise.

Within the clinic week there is a fixed weekday off per week (see indicative job plan).

Responsibility:

- To provide and develop local expertise in one or more areas of interest and provide a support to other consultants with the management of patients with such conditions.
- To provide clinical leadership in developing services for patients within the chosen area or areas of interest in line with NICE guidance and the Commissioner's service specifications
- To promote integrated working with those from other disciplines and agencies including other specialist consultants, specialist nurses, dietitians, psychologists, paediatric ward staff and the Integrated Children's Service of Devon CCG.
- To attend visiting clinics when appropriate and develop their expertise with those patients.
- To work collaboratively with other paediatric consultants in areas of overlapping expertise.
- To take part in any regional network activity relating to their area or areas of interest.
- To develop and maintain appropriate guidelines and protocols for the care of children and young people within their area or areas of interest, and to take part in governance activities relating to this including audit, clinical incidents and adverse events.
- To work with the adult service to jointly develop and improve on transition arrangements for children and young people with conditions relating to their area or areas of interest.
- To provide training in the management of children and young people with conditions relating to their area or areas of interest. Targeted training will be provided to other NDHT staff members including students, trainees, non-career grade doctors, nurses, dietitians and psychologists, and where appropriate, extending this to those outside of the department.

Example timetable (1:8 week full-time rota)

Week one	Monday		Resident 14:30 - 22:00
	Tuesday		Resident 14:30 - 22:00
	Wednesday		Resident 14:30 - 22:00
	Thursday	NWD	NWD
	Friday	SPA	Meetings
	Saturday		
	Sunday		
Week two	Monday		On-call 22:00 - 08:30
	Tuesday		
	Wednesday	Clinic	Clinic
	Thursday		
	Friday	Attending 08:30 - 17:00	On-call 22:00 - 08:30
	Saturday	Attending 08:30 - 14:30	On-call 14:30 - 08:30
	Sunday	Attending 08:30 - 14:30	On-call 14:30 - 08:30
Week three	Monday		
	Tuesday		
	Wednesday	Clinic	Clinic
	Thursday		
	Friday	SPA	Meetings
	Saturday		
	Sunday		

Week four	Monday		On-call 22:00 - 08:30
	Tuesday		
	Wednesday	Clinic	Clinic
	Thursday		
	Friday	SPA	Meetings
	Saturday		
	Sunday		
Week five	Monday		On-call 22:00 - 08:30
	Tuesday		
	Wednesday	Clinic	Clinic
	Thursday		
	Friday	SPA	Meetings
	Saturday		
	Sunday		
Week six	Monday	Attending 08:30 - 17:00	
	Tuesday	Attending 08:30 - 17:00	
	Wednesday	Attending 08:30 - 17:00	
	Thursday	Attending 08:30 - 17:00	
	Friday	SPA	Meetings
	Saturday		
	Sunday		
Week seven	Monday		On-call 22:00 - 08:30
	Tuesday		
	Wednesday	Clinic	Clinic
	Thursday		
	Friday	SPA	Meetings
	Saturday		
	Sunday		
Week eight	Monday		
	Tuesday		
	Wednesday	Clinic	Clinic
	Thursday		Resident 14:30 - 22:00
	Friday	SPA	Resident 14:30 - 22:00
	Saturday		
	Sunday		

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 paediatrics prior to taking up the appointment. NLS and APLS qualifications within the last 4 years.	An appropriate higher degree or qualification (MD, PhD or equivalent). Qualification in Teaching and Learning. Distinctions, prizes, scholarships. Additional postgraduate qualifications.
Professional training and memberships	Full GMC registration and licence to practice. Entry on Specialist Register for paediatrics via: • CCT (proposed CCT date must be within 6 months of interview date) • CESR • European Community Rights Membership of Royal College of Paediatrics and Child Health 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 paediatrics and safeguarding. Career progression consistent with personal circumstances.	

Requirement	Essential Attributes	Desirable Attributes
Clinical knowledge and skills	Demonstrates ability to fulfil comprehensive paediatrics 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
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. Demonstrates willingness to lead clinical teams and develop an effective specialist clinical service.	Experience of formal leadership roles or training.
Communication and personal skills	Good spoken and written English language skills. 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.

Requirement	Essential Attributes	Desirable Attributes
Other requirements		
Motivation and management of personal practice	Punctual and reliable. Good personal organisational and prioritisation 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 £109,725-£145,478 with eight thresholds. The on-call supplement is category A and attracts a supplement of 5% 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.

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.

“Never let it be said, it’s all work and no play. Not here in Devon.”

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.

More information about the area and help with relocating can be found at 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 (PA to Chief Executive and Deputy Chief Executive)

Deputy Chief Executive Officer

Chris Tidman

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

Chief Medical Officer

Prof Adrian Harris

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Medical Director

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Deputy Medical Director

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Lead Clinician for Paediatrics - NDDH

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Acting Clinical Director for Children's Services - RD&E

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