

INFORMATION PACK

Trust Service Post (ST3+) in General Surgery
(Upper and Lower GI Surgery)

Post Reference: 185-44869-6288

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A fixed term Trust Service Post in General Surgery - Upper and Lower GI based at North Devon District Hospital, is available.

Details of the post and descriptions of the department & Trust are included in this information pack as follows:

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APPLICATION & INTERVIEW

We welcome enquiries for further information and encourage informal visits to the hospital and department. A list of contacts at the Trust is detailed in the final section of this information pack.

The post is offered on a full shift rota but suitably-qualified applicants who are unable to work full-time for personal reasons will be considered. The Trust is committed to flexible working arrangements, including job sharing. Such arrangements will be discussed with any shortlisted candidates on a personal basis.

Applicants must have completed core training in Surgery (or equivalent) with a minimum of 12 months experience in either Upper or Lower GI prior to taking up this appointment. Attainment of MRCS (or equivalent) is required. The applicant must also be registered with the GMC and have completed CT2 competency (or equivalent)

Applications are through the NHS Jobs online service at www.jobs.nhs.net. Please apply using the standard online application form at this site, quoting vacancy reference 185-44869-6288. In the interests of equal opportunities, applications or supplementary information submitted by CV will not be accepted. A minimum of three recent references are required, including a satisfactory reference from your current employer or the Responsible Officer at your current Designated Body.

The provisional date for the interviews is TBC.

1. INTRODUCTION

Applications are invited for the post of Trust Service Post in General Surgery, with an interest in Upper and Lower GI Surgery, at North Devon District Hospital.

The Upper GI unit manages a range of elective and emergency benign UGI conditions and offer advanced laparoscopic skills, including laparoscopic bile duct exploration, laparoscopic anti-reflux and hiatal surgery and laparoscopic hernia repair.

We participated in the Royal College ColeQuic project (nationally run acute gallbladder study) where we were one of leading performers. This work continues and we currently operate on 80% of cholecystectomies during the index admission. Patient information DVDs have been developed for laparoscopic cholecystectomy and hernia repairs. The successful applicant would be expected to contribute to this ongoing quality improvement work.

In addition, the Comprehensive Hernia Centre at North Devon District Hospital offers advanced management of complex abdominal wall hernias and receives tertiary referrals from within the region and nationally. The service offers well defined patient pathways in the management of complex hernias and advanced techniques including anterior and posterior component separation. In addition, the hernia centre has an active research program. It is hoped that the successful applicant would participate in the service and help to develop this service further.

The Lower GI unit manages a range of elective and emergency LGI conditions for both benign and malignant disease. Enhanced recovery and laparoscopic interventions are performed wherever possible. The department provides a daily handover service for colorectal conditions from the on call team, meaning the majority of obstructing cancers are dealt with by the colorectal service. Inflammatory bowel disease is managed in partnership with the Gastroenterologists, with whom a weekly MDT is held.

The department has Deanery Registrars, Core Trainees and F1 Doctors, rotating within their respective Peninsula Training Programs. There are ample opportunities for teaching and training throughout the Trust and the region. The Trust encourages involvement with research and national clinical audit.

Outpatient clinics take place in a recently refurbished department at North Devon District Hospital and at several community hospitals in the area. There is excellent imaging support. Endoscopy is undertaken in the Gemini suite, with opportunity for the successful candidate to be developed as an independent endoscopist.

The post is based at North Devon District Hospital, part of Royal Devon University Healthcare NHS Foundation Trust, with some clinical sessions provided at peripheral community sites. NDDH is a unique organisation with integrated acute and community services across North Devon. The acute hospital provides a full complement of secondary care services for the local population, including emergency care, cancer services, maternity and paediatric services. It is a designated Trauma Unit and Cancer Unit.

North Devon provides a beautiful environment in which to live and work, with a wide variety of outdoor and cultural activities and excellent local schools. With National Parks and Areas of Outstanding Natural Beauty on the doorstep, the area offers an excellent quality of life.

2. JOB DESCRIPTION

2.1. Post Title

Trust Service Post in General Surgery – Upper and Lower GI

2.2. Clinical Commitments

Clinical activity includes outpatient and endoscopy clinics, inpatient and day surgery operating sessions, ward rounds and emergency on call.

Outpatients & Endoscopy

There are regular outpatient & endoscopy lists at North Devon District Hospital and peripheral clinics may also be scheduled. General outpatients are seen in the main outpatient department and direct to test and diagnostic scope lists run in our endoscopy unit.

Operating Lists

Half and full-day inpatient operating lists are scheduled and there are also a number of day surgery sessions. These include time to see patients pre- and post-operatively and appropriate time for ward rounds of inpatients.

Service Development and Research

The unit actively engages in research and quality improvement and the successful applicant would be encouraged as part of their job plan to help deliver this service.

On Call Rota

When on-call, the team will be staffed by four tiers during the daytime (Consultant, a Specialty Grade/Specialty Trainee, Core Trainee or F2 Doctor and a Foundation Year 1).

At night the team consists of three tiers (Consultant at home with on-site Specialty Grade/Specialty Trainee supported by either a Core Trainee/F2 Doctor/Foundation Year 1).

In practice this means that the TSP (ST3) will do a 1:10 on-call. Whilst on-call the team have no other routine commitments, allowing them to be able to focus on the emergency patients. The on call consultants are timetabled to provide a morning and evening ward round, a daytime surgical emergency clinic (Mon-Fri) and cover the CEPOD lists. The hospital has an Emergency clinic and Surgical Admissions Unit based on King George V ward, so most on call activity is based in this location.

Emergency Calls

In exceptional circumstances, the Trust may request emergency cover for colleagues.

Clinical Administration

You will undertake administrative work associated with your clinical and other professional work. Adequate time and facilities for clinical administration, access to a personal computer, software & internet access, will be available.

2.3. Supporting Professional Activities

You will be expected to participate in a variety of professional activities (SPA) to support your personal clinical practice and the overall work of the department and Trust. This includes, but is not limited to:

- ☐ Appraisal, job planning & revalidation
- ☐ Personal & 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 meetings and other clinical or managerial meetings

2.4. Relationships

You will work closely with other medical staff, allied health professionals and non-clinical colleagues both within the department and in other specialties. In particular, you will be expected to develop working relationships with clinical colleagues within surgery, radiology, theatres and anaesthetics.

4. 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, police checks and a minimum of three satisfactory references, including one from your current Responsible Officer.

Requirement	Essential Attributes	Desirable Attributes
Qualifications & Training		
Professional Qualifications	Primary Medical Qualification (MBBS or equivalent). Postgraduate Qualification in Surgery (MRCS or equivalent).	Distinctions, Prizes, Scholarships. Additional postgraduate qualifications.
Professional Training & Memberships	Full GMC registration & licence to practice. Successful completion of core surgical training. One year experience in Upper and/or Lower GI surgery	JAG or Bowel Screening endoscopy qualified
Clinical Experience		
Employment	Evidence of completion of a comprehensive broad-based core surgical training with at least one year Upper and/or Lower GI surgery. Career progression consistent with personal circumstances.	
Clinical Knowledge and Skills	Demonstrates ability to fulfil comprehensive Upper and Lower GI surgery duties at specialty grade level. Able to assist the team with the management and clinical care of patients and provide a 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 & training experience. Willingness & ability to contribute to departmental & Trust teaching programmes.	Defined educational roles or qualifications. Evidence of teaching of undergraduates, junior doctors and multi-professional groups.
Management of Change & 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 & implementation of guidance. Evidence of involving patients in practice.
Innovation, Research, Publications & 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 & Leadership Experience	Demonstrates familiarity with and understanding of NHS structures, management and current political issues, including an awareness of national strategic plans and constraints.	Experience of formal leadership roles or training.
Communication & Personal Skills	Good spoken & written English language skills. Communicates effectively with patients, relatives, colleagues, GPs, nurses, AHPs and outside agencies. Ability to work with multi-professional teams and to establish good professional relationships.	Evidence of patient & colleague feedback. Excellent presentation skills; engaging audience. Information technology skills.
Other Requirements		
Motivation & management of personal practice	Punctual & reliable. Good personal organisational & prioritisation skills. Achieves deadlines. Takes responsibility for personal practice and is able to cope well with stressful situations. Commitment to continuing medical education. Flexible & adaptable attitude.	Demonstrates initiative in personal practice. Willingness to undertake additional professional responsibilities at local, regional or national levels.
Commitment to post	Demonstrates enthusiasm for North Devon as a place to live and work.	

5. THE GENERAL SURGERY DEPARTMENT

5.1. Staffing

The General Surgery department at North Devon District Hospital is currently staffed by:

- ☐ 15 consultant surgeons
 - ☐ Mr David Sanders Upper GI Surgeon
 - ☐ Mr David Bunting Upper GI Surgeon
 - ☐ Mr John Findlay Upper GI Surgeon
 - ☐ Miss Ceri Beaton Colorectal Surgeon
 - ☐ Miss Katie Cross Colorectal Surgeon
 - ☐ Mr Iain Bain Colorectal Surgeon
 - ☐ Mr Mark Cartmell Colorectal Surgeon
 - ☐ Miss Karin Pansell Emergency General Surgeon
 - ☐ Mr Anjum Arain Emergency General Surgeon
 - ☐ Mr David Williams Emergency General Surgeon
 - ☐ Miss Kelly Willis Emergency General Surgeon
 - ☐ Mr Matt Wiggins Emergency General Surgeon
 - ☐ Mrs Anna Conway Breast Surgeon
 - ☐ Miss Anita Sharma Breast Surgeon
 - ☐ Miss Jenny Banks Breast Surgeon
- ☐ 10 SpR/SASG Doctors
- ☐ 12 junior doctors

5.2. Management

Day to day managerial & operational links are with the Lead Clinician Mr David Sanders, and the Group Manager Miss Keeley Cooper.

5.3. Departmental Workload

The Department of General Surgery at the North Devon District Hospital is currently staffed by eleven Consultant General Surgeons, with specialist interest in Colorectal, Breast, Upper GI and Vascular. General Surgery has a complement of ten Specialty Grade/Registrars, twelve Core Trainees/Trust Grades doctors/Foundation 1 & 2Y1 doctors.

North Devon is a designated Cancer Unit with visiting Oncologists from the Royal Devon & Exeter Foundation Trust (RD&E). There is a dedicated Chemotherapy unit in the Hospital. Radiotherapy services are sited at the Royal Devon & Exeter NHS Foundation Trust.

The Radiology Department has imaging facilities, which include CT and MRI. Nuclear medicine imaging is performed in Exeter. The Radiology Department here is equipped with MRI, CT, ultrasound, general radiology and interventional radiology. There is a full laboratory services and excellent histopathological services. The Accident and Emergency and Trauma units receive emergencies by road and air.

5.4. Resources

Inpatient Facilities

Most inpatients are accommodated on two surgical wards - Lundy and King George V (KGV). The department has a Surgical Admissions Unit on KGV, with an ambulatory assessment area, short stay facilities and a daytime emergency clinic. There is a six-bedded intensive care unit with a separate two – bedded step down high dependency unit. Caroline Thorpe ward is the children's ward, with day, inpatient and high dependency facilities.

Operating sessions take place in the main theatre suite (four theatres) and in the dedicated Day Surgery Unit (two theatres). Endoscopy is conducted in the Gemini Suite.

Outpatient Facilities

There are new outpatient clinic rooms at North Devon District Hospital and we also offer clinics at a number of community hospital sites, including:

- ☐ South Molton Hospital
- ☐ Bideford Hospital
- ☐ Ilfracombe Hospital
- ☐ Holsworthy Hospital

6. MAIN CONDITIONS OF SERVICE

Appointment is to the Trust Doctor Contract.

The employer is Royal Devon University Healthcare NHS Foundation Trust. The appointee will be professionally accountable to the Medical Director and managerially accountable to the Chief Executive.

The post-holder 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 Terms and Conditions of Service for NHS Trust Doctors.

The current scale is in line with national pay scales Nodal Point MT04 - £55,329.

Leave

Annual leave entitlement is as described in the Terms and Conditions of Service for NHS Doctors and Dentists in Training (England) 2018.

Study leave entitlement is 30 days over a fixed three-year period pro rata for fixed term contracts and subject to qualifying period.

Further details are available in the Medical & Dental Staff Annual Leave Policy.

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

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.

Professional Performance

The Trust expects all surgeons to work within the guidelines of the GMC Guide to Good Medical Practice and the Royal College of Surgeons Good Surgical Practice. You will work with clinical & 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 supervising and supporting junior doctors within the specialty 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, supervision of junior staff, departmental management, 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 & Audit

Audit is supported by the Clinical Audit & Effectiveness Department.

Both UGI and Colorectal departments participate in a number of national, international and local audits and researches including e.g. Sunflower Study - nationally run study to investigate the role of MRI in assessment of patients undergoing laparoscopic cholecystectomies.

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 & 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. Therefore, applicants are 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 police 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 & Safety

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

Infection Prevention & 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.

7. ROYAL DEVON UNIVERSITY HEALTHCARE NHS FOUNDATION TRUST

The Royal Devon University Healthcare NHS Foundation Trust was established in April 2022, bringing together the expertise of both the Royal Devon and Exeter NHS Foundation Trust and Royal Devon University Healthcare NHS Foundation Trust.

Stretching across Northern, Eastern and Mid Devon, we have a workforce of over 15,000 staff, making us the largest employer in Devon. Our core services, which we provide for more than 615,000 people, cover more than 2,000 square miles across Devon, while some of our specialist services cover the whole of the peninsula, extending our reach as far as Cornwall and the Isles of Scilly.

We deliver a wide range of emergency, specialist and general medical services through North Devon District Hospital (EX31 4JB) and the Royal Devon and Exeter Hospital (Wonford) (EX2 5DW). Alongside our two acute hospitals, we provide integrated health and social care services across a variety of settings including community inpatient hospitals, outpatient clinics, and within people's own homes. We also offer primary care services, a range of specialist community services, and Sexual Assault Referral Centres (SARC).

Our hospitals are both renowned for their research, innovation and links to universities.

7.1. Academic Facilities

The Medical Education Centre is independently funded by the Peninsula Institute and its primary purpose is the provision of facilities, equipment and financial support to enable a wide range of medical professionals to continue their education and training.

There is a 70-seat lecture theatre, a clinical skills centre and several classrooms. Recently a new simulation suite has opened, creating a facility for multi-professional training, including trauma team training.

Dual-flatscreen, video-conference facilities, linked to other units in the region are available for clinical meetings, including regional MDTs, as well as training events.

The comprehensive healthcare library is accessible to registered users 24 hours a day. The library is staffed between 8.30 and 17.30 Monday to Friday. Services include book and journal loan, interlibrary loans, PC access, literature searching, information skills training, printing and photocopying.

Local, regional and national electronic library resources are made available across the Trust and for staff to access from home.

7.2. Medical School Links

There have been recent changes to the Medical School provision in the South West. We currently take students from the Peninsula Medical School and as the changes are implemented over the next five years, we will take students from the newly created Exeter

Medical School. Student numbers continue to rise year on year and there are many opportunities for involvement with teaching programmes.

8. NORTH DEVON

North Devon offers 50 miles of spectacular coastline from Lynton to Bude and, with most of the remaining 500,000 acres of land being rural, the area is arguable the most attractive and unspoilt in Devon. There are many small market towns, villages and hamlets, including a number of coastal resorts.

The combination of spectacular Atlantic coastline, tidal estuaries and upland moors provides a wonderful environment in which to live and work.

Recreation facilities are excellent with a wide variety of sporting activities available, including superb surfing beaches, sailing, shore & salmon fishing, an indoor tennis centre and outstanding golf courses. There are stunning walking & cycling routes, with over 200 miles of cycle and coastal paths, including the South West Coastal Path and the Tarka Trail.

Lundy Island Marine Reserve and Dartmoor & Exmoor National Parks are on the doorstep. The local dune system has been awarded UNESCO World Biosphere Status and is a Site of Special Scientific Interest (SSSI). Several areas of the coast have been designated as Areas of Outstanding Natural Beauty (AONB) and are nationally protected to preserve the beauty of the landscape. Covering a total of 171km² from Marsland Mouth on the Cornish border to Combe Martin on the edge of Exmoor, these areas include the Hartland Heritage Coast, North Devon Heritage Coast and Braunton Burrows.

Local theatres attract national and international performances and the annual local festival of sports & arts is nationally acclaimed.

Educational facilities are good with many excellent schools in both public and private sectors.

Agriculture and tourism form the main areas of employment, along with local government, the military bases at Chivenor & Instow and the Trust itself. North Devon also remains a popular retirement area.

Despite the rurality of the area, commuter links are good, both by road and rail. There are regular trains to Exeter and direct services to London and across the country from Tiverton. There are easily-accessible airports at Exeter and Bristol.

9. CONTACTS

The Trust welcomes informal enquiries; contact names are detailed below:

Chief Executive Officer

Sam Higginson

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

Deputy Chief Executive Officer

Chris Tidman

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

Chief Medical Officer

Prof Adrian Harris

Email: rduh.cmooffice@nhs.net

Medical Director – Northern services

Ms Cheryl Baldwick and Dr Gareth Moncaster

Email: rduh.cmooffice@nhs.net

Medical Director – Eastern services

Dr Karen Davies

Email: rduh.cmooffice@nhs.net

General Surgical Lead

Professor David Sanders

Tel: 01271 370241

Divisional Director

Karen Donaldson

Email: karen.donaldson6@nhs.net

Group Manager

Keely Cooper

Email: k.cooper6@nhs.net

Medical Staffing Manager

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