

A Warm Welcome

Hi, I'm Chris Tidman Deputy Chief Executive Officer of Royal Devon University Healthcare NHS Foundation.

Thank you for the interest that you have shown in working with us, at what is an unprecedented time for healthcare across the UK.

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 department and are committed to the further development of this successful and cohesive team and recognise the importance of bringing the very best clinicians to Devon.

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

Chris Tidman

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.

JOB TITLE

Consultant in Diabetes & Endocrinology and General Medicine

DATE OF VACANCY

Immediate

BASE

Royal Devon & Exeter Hospital with sessions at North Devon District Hospital on-site or remote working

Cover image

Sidmouth, 40 minutes car journey from Exeter

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 diabetes and endocrinology prior to taking up the appointment.

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

Why choose the Royal Devon?

Research and innovation

We recognise that research active departments deliver better clinical outcomes for patients and as such we invest continuously in a large programme of profession led and commercial research studies, many of which are internationally recognised and award winning. We have a multi-million pound research facility, dedicated research staff and collaborative links with researchers from across the University. Funded time for the development of research proposals is available for interested consultants.

Service development

The Royal Devon is a newly formed Trust supporting a population of more than 615,000 across more than 2,000 square miles of North, East and West Devon. The scale of operation brings opportunities to establish and develop innovative new services to better meet the needs of our patients.

Teaching

The Royal Devon is a university trust that 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 to bring teams from both sites together. These meetings will also provide opportunities for your own CPD.

Career progression

The size and structure of our Eastern team creates a strong framework for progression, whilst the flatter structure within our Northern service means rapid progression to areas of increased responsibility.

Investment

The Royal Devon has received significant capital investment over the past 12 months which has allowed the implementation of a single electronic patient record (EPR) across the Trust. This investment has allowed expansion of the specialist nursing teams and improvements to the infrastructure at both base hospitals.

Location and relocation

We are fortunate to be based in the beautiful South West of England and you can choose between the hustle and bustle of the city of Exeter, the rolling moors of Exmoor or the stunning beaches of North Devon. Schools, further education colleges and the University of Exeter are good or outstanding, crime rates are low, and transport links and infrastructure investment are also excellent. We can offer you temporary 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.

About Royal Devon University Healthcare NHS Foundation Trust

We are a newly formed NHS Foundation Trust with a vast geographical footprint, serving a population of over 615,000 people and covering more than 2000 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 a workforce of over 15,000 staff.

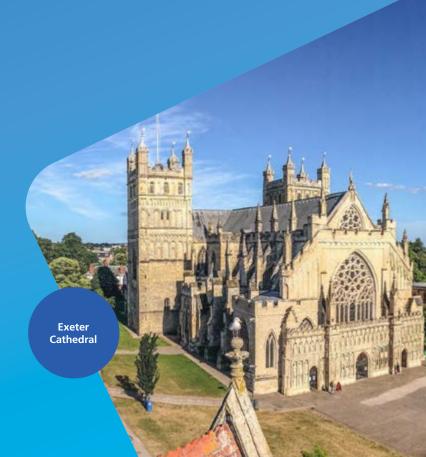
Our services include two acute hospitals, 17 community hospitals, outpatient clinics, and community teams who care for people within their own homes. We also provide primary care and a range of specialist services, stretching from coastline to coastline, extending our reach throughout the South West Peninsula as far as Cornwall and the Isles of Scilly.

Established in April 2022, the Royal Devon brings together the expertise of Northern Devon Healthcare NHS Trust and the Royal Devon and Exeter NHS Foundation Trust, embracing change and innovation to develop new medical models, new ways of working, ground-breaking research and huge levels of investment into 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 to improve the care offered to our patients. This might include developing or introducing innovative services and bringing these to rural patients, teaching the doctors of tomorrow or undertaking award winning clinical research.

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



Introduction

We are inviting applications for a consultant in Diabetes & Endocrinology and General (Internal) Medicine. The post as currently envisaged includes a mix of outpatient clinics within both diabetes and endocrinology subspecialties. Interest and experience in antenatal diabetes, diabetes foot care and diabetes technology are particularly welcome. There will also be opportunities for the successful applicant to develop their own interests.

The MacLeod Diabetes & Endocrine Centre at the Royal Devon & Exeter Hospital provides a wide range of secondary and tertiary level services. The Centre has an excellent team of diabetes specialist nurses, endocrine specialist nurses, dieticians and podiatrists. Notable services include transition/late effects clinic, Turner syndrome clinic, joint renal-diabetes clinic, neuroendocrine tumour service, radioactive iodine therapy, diabetes genetic clinic, endocrine genetic clinic. Dynamic endocrine testing is performed on site.

The centre benefits from close links with the internationally-renowned diabetes research team at the University of Exeter. The RD&E is also a local hub for vascular surgery, thyroid/parathyroid surgery, and adrenal surgery, and the diabetes/endocrine team enjoys a close MDT relationship with those specialties. We have a good relationship with the neurosurgical team at Derriford Hospital, Plymouth for pituitary cases, and we host the pituitary surgery MDT for patients from north, east and south Devon.

The Diabetes & Endocrinology department at NDDH has a strong team of diabetes specialist nurses, with plans to develop an endocrine specialist nurse post. Simple dynamic testing is also available through the day case unit. NDDH has a dietitian-led weight management service. Diabetes foot services in north Devon are provided by the community podiatry and vascular surgery teams.

The endocrine team at RD&E cover a 28-bed inpatient ward (Lowman ward). This ward typically has a mixture of general medical and diabetes/ endocrine patients, and is also the main location for inpatients who require acute treatment for eating disorders.

RDUH uses a state-of-the-art complete electronic patient record - the Epic system, implemented locally as My Care. My Care is integrated across RD&E and NDDH, and facilitates remote working - for example, the delivery of some NDDH clinics from RD&E if desired.

There are ample opportunities for teaching and training throughout the Trust and the region. The department has regular medical student attachments from the local medical school. We encourage involvement with research and national clinical audit.

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.

Highlights of the Role

Research and innovation

Research-active departments deliver better clinical outcomes for patients. We have an internationally recognised diabetes research programme. In addition, we have an active NIHR portfolio and recruitment into diabetes and endocrinology commercial trials. We have a multi-million pound research facility and close working links with the university of Exeter.

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 creates opportunities for rapid progression to areas of increased responsibility particularly within our Northern services.

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 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 (Suzanne Tracey), 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 services are based around our two acute hospitals. Our Eastern services are located at the Royal Devon and Exeter Hospital (RDE) and sit within the specialist medical directorate of the medicine division. Our Northern services are based at North Devon District Hospital (NDDH) where the department of diabetes and endocrinology sits within the medicine division.

The medical directors are Dr Karen Davis (Northern services including NDDH) and Dr Anthony Hemsley (Eastern services including RDE). All permanent medical staff are members of the Medical Staff Committee which has an elected Chairman who represents the group at the Trust Management Committee.

The Diabetes and Endocrine Department

Staffing

The diabetes and endocrine department at RD&E is currently staffed by:

NHS consultant team

- Dr Antonia Brooke (endocrinology, clinical lead)
- Dr Mark Daly (diabetic foot/acute medicine)
- Dr Tom Fox (diabetes/acute medicine/diabetic foot /weight management, deputy clinical programme manager for medical school)
- Dr Helen Lockett (diabetes/acute medicine, associate medical director for medicine)
- Dr Julia Prague (endocrinology)
- Prof Bijay Vaidya (endocrinology/thyroid/ diabetes/ antenatal diabetes)
- Dr Neil Walker (diabetes/endocrinology/acute medicine, foundation school tutor)
- Dr Roderick Warren (diabetes/endocrinology/ thyroid/ diabetic foot/weight management)

Academic consultant team

- Prof Andrew Hattersley (complex/genetic diabetes, antenatal diabetes)
- Dr Angus Jones (complex/genetic diabetes)
- Dr Katarina Kos (diabetes/weight management)
- Dr Kash Patel (complex/genetic diabetes, antenatal diabetes)

Diabetes specialist nurse team

Tina Sanders (lead nurse), Tracey Courtney, Eleisha Dennis, Marie Dougal, Mollie Gobey, Kim Knight, Emma Rawdon

Endocrine specialist nurse team

- Rhianne Mason, Claire Morton
- Diabetes specialist podiatry team
- Zoe Boulton (lead), Kara Thorne

Specialist dietitian team

 Fiona Thompson (lead), Vicky Creese, Esme Deakin, Josie Rodgers

Clinical psychology team

• Dr Nicola Begum, George Hutson

Departmental management

- Dr Antonia Brooke is the clinical lead
- Carla Sutton is the admin manager
- Ben Brierly is the clinical matron
- Jo Orchard is the cluster manager

Clinical commitments

- The successful applicant will provide specialist clinics in diabetes, endocrinology and thyroid disease. The roles will include antenatal diabetes, the diabetic foot clinic, and the diabetes pump/technology service.
- There are opportunities to develop other areas of interest. Examples include radioiodine treatment for thyroid disease (working towards ARSAC license) and endocrine genetics.
- The successful applicant will contribute to cover of the RD&E endocrine/general medicine inpatients on Lowman ward. The current rota is 2 weeks of ward duty per 10 weeks. Most routine outpatient clinics are cancelled during ward duty weeks - exceptions are the antenatal and diabetic foot clinics, which can be rostered to avoid clashes.
- The successful applicant will contribute to out of hours working. Evening shifts on AMU are 1800-2100 or 1900-2200 if preferred (current rota 3 shifts per 7 weeks). Overnight on-call is for acute and general medicine, with separate rotas for interventional specialties (current rota 3 nights on-call per 14 weeks). Weekends are 0800-1100 on AMU, 1100-1500 specialty inpatients (current rota 1 weekend in 8).
- The successful applicant will be expected to complete training with the Deanery to perform clinical and educational supervision duties for nominated trainees.

Resources

Outpatient facilities

The MacLeod Diabetes & Endocrine Centre is an up-to-date, standalone, dedicated building for the provision of diabetes, endocrine and weight management services. Almost all of our clinical staff are based in the building.

We have 6 main consulting rooms and further ancillary rooms, a clinical investigations unit, an education room and two podiatry rooms.

Information technology

The RDUH uses My Care across the RD&E and NDDH sites. My Care is our implementation of Epic, a state-of-the-art complete patient record. My Care facilitates home working where appropriate, and remote clinics by phone or using video technology (Attend Anywhere). Voice recognition technology is available for all settings, e.g. inpatient notes.

The MacLeod Endocrine Centre uses Glooko/ Diasend for conventional diabetes monitoring, and of course has access to the usual cloud-based platforms for diabetes technology.

Emergency calls

In exceptional circumstances, the Trust may request emergency cover for colleagues. However, the Trust recognises that there is no contractual expectation of availability when a consultant has no scheduled duties.

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



An additional SPA may be available for:

- Service development
- Clinical management
- Research
- Additional teaching and training activities, including educational supervision
- Additional governance activities such as acting as an appraiser or mentor
- National audit programme projects
- 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 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, 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 and is supported by NIHR nurses. Patients are given the opportunity to participate in a number of NIHR portfolio studies in diabetes and endocrinology.

The University of Exeter Medical School has an excellent research reputation from basic biomedical research through to patient-centred research. The Exeter diabetes, endocrine and genetics research group, led by Prof Hattersley, has an international reputation. The group is supported by the University of Exeter and NIHR biomedical research centre and there are a number of PhD students and academic trainees associated with the department.

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.

UEMB 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.

Outline Job Plan

A provisional outline job plan is included but is subject to modification depending on a candidate's interests and career aspirations. The individual job plan and detailed time table will be discussed with the successful candidate.

We are flexible about the career you want to develop with the Trust and can job plan around your specific interests. We consider the endocrine service to be one department on 2 sites.

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

Proposed programmed activities

DCC	PAs	Site
Outpatient face to face / virtual clinics	1.75	RDE
Outpatient face to face / virtual clinics including travel to NDDH	1.625	NDDH
Inpatient ward (Lowman)	1.86	RDE
MDT working, triage, advice & guidance	0.85	RDE
Administration	1.35	
Evening and weekend (acute/general medicine)	1.22	RDE
SPA	1.5	
Total	10.15	

Proposed job details

Inpatient (Lowman ward) weeks

- Target frequency 2 weeks in 10
- Outpatient clinics are normally cancelled for ward weeks
- Current job plan is 0830-1400 ward hours, 1400-1445 for advice & guidance, 1445-1700 admin/SPA

Outpatient (clinic) WEEKS

- RD&E diabetes clinic (general/pump) alternate weeks when not on ward duty
- RD&E thyroid clinic alternate weeks when not on ward duty
- RD&E general endocrine clinic alternate weeks when not on ward duty
- RD&E antenatal diabetes clinic weekly, cover shared between 3 consultants
- RD&E diabetes foot clinic 31 per year
- NDDH in-person diabetes/endocrine clinics 1 day on alternate weeks comprising 6 hours of clinic time and 3 hours of travel time from Exeter or home
- NDDH remote diabetes/endocrine clinic 1 session on alternate weeks

Out of hours

- Acute medical unit (Mon-Thu) currently 2 evenings per 7 weeks, 2 consultants on AMU each evening, 1 remains on-call overnight
- Acute medical unit (Fri) currently 1 evening per 14 weeks, 2 consultants each evening
- Acute/general medicine on-call nights (Mon-Fri)

 currently 3 nights per 14 weeks cardiology,
 gastroenterology and respiratory have specialty
 on-call rotas and typically take direct calls
- Acute/endocrine weekends currently 1 in 8 rota

 0800-1100 on acute medical unit (reviewing patients admitted overnight or unseen from the previous evening, and any diabetes/endocrine patients on AMU) 1100-1500 on Lowman ward plus weekend urgent cover for Wynard ward

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				
	Full GMC and licence to practise			
Professional training and memberships	Eligible for entry on Register or within 6 months of receipt of Certificate of Completion of Training (CCT) in Diabetes and Endocrine and General Internal Medicine (GIM)	Distinctions, Prizes, Scholarships Additional postgraduate qualifications		
	Success in Intercollegiate Specialty Examination or equivalent			
Clinical Experience				
Employment	Evidence of completion of a comprehensive broad-based Diabetes and Endocrine 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 Diabetes and Endocrine / General Internal			
	Medicine			
	Career progression consistent with personal circumstances			
Clinical knowledge and skills	Demonstrates ability to fulfil comprehensive general medicine and diabetes/endocrine duties at 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 (including insulin pumps, diabetes and endocrinology in pregnancy) Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge	Demonstrates awareness of breadth of clinical issues Clinical feedback from colleagues and patients Desirable - ARSAC licence		
	Able to prioritise clinical need	Desirable - ANSAC licence		
	Caring approach to 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.		



Requirement	Essential Attributes	Desirable Attributes
Non-clinical skills (continued)		
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 if patient and colleague feedback. Excellent presentation skills, engages audience.
Other requirements		
Motivation and management of personal practice	Punctual and reliable. Good personal organizational and prioritization skills, achieve deadlines. Takes responsibility for personal practice and is able to cope well with stressful situations. Commitment to continuing medical education and professional development. Flexible and adaptable attitude.	Demonstrates initiative in personal practice. Willingness to undertake additional professional responsibilities at local level.
Commitment to post	Demonstrates enthusiasm for Devon as a place to live and work.	



Main Conditions of Service

Appointment is to the NHS Consultant Contract (2003) under the current Terms and Conditions of Service for Hospital Medical and Dental Staff (England and Wales) and the Conditions of Service determined by the General Whitley Council for the Health Services (Great Britain).

These are nationally agreed and may be amended or modified from time to time by either national agreement or local negotiation with the BMA local negotiating committee.

The employer is the Royal Devon University Healthcare NHS Foundation Trust. The appointee will be professionally accountable to the medical director 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 £88,364 – £119,133 with eight thresholds. Should the on-call option be taken up, the on-call supplement is category A and attracts a supplement of 3% 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 hospitalacquired 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, Suzanne Tracey, 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

Once colleagues join us, we can share with them more information, including how to join any of these groups.



The Royal Devon University Healthcare NHS Foundation Trust is committed to recruiting and supporting a diverse workforce and so we welcome applications from all sections of the community, regardless of age, disability, gender, race, religion and belief or sexual orientation.

The Trust is one of 39 NHS Trusts recognised as a diversity and inclusion partner by NHS Employers for 2019/20. This will provide the opportunity to develop and continuously improve the Trust's equality and diversity performance as well as giving the opportunity to influence national policy direction.

The Trust expects all staff to behave in a way which recognises and respects this diversity, in line with the appropriate standards. The Trust is committed to fair and equitable recruitment processes for all applicants and will make any reasonable adjustments you require to our selection process.

Please contact the Medical Staffing Team to let us know what reasonable adjustments you require.

Further information

The Trust welcomes informal enquiries; the relevant people to speak to are as follows:

Mr Chris Tidman

Deputy Chief Executive Telephone (PA): 01392 402357

Mr A Harris

Medical Director Tel: 01392 402357

Medical Director:

Dr Anthony Hemsley Anthony.hemsley@nhs.net Tel: 01392 406215

Associate Medical Director for Medicine and Consultant in Acute Medicine/Diabetes

Dr Helen Lockett Tel: 01392 402895

Consultant in Diabetes and Endocrine

Dr Roderick Warren

Email: roderick.warren@nhs.net

Lead Diabetes Specialist Nurse

Tina Sanders

Email: t.sanders@nhs.net





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?

Living in

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 250 km 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.

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.

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.

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 (1 hour), London (around 2 hours to Paddington) and Birmingham (under 3 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.





Health and Wellbeing

At the Royal Devon, staff's health and wellbeing is hugely important to us. We are passionate about creating a happy and healthy work environment for our staff, and we have a range of benefits available to support staff's health and wellbeing.

We want to support staff to improve their physical and emotional wellbeing and help them to lead a healthy lifestyle. In order to be able to care for others, it's important that staff take the time to care for themselves.

The Trust has a Health and Wellbeing Improvement Practitioner, whose role is dedicated to improving the health and wellbeing of staff across the Trust. The Practitioner is also supported by a Health and Wellbeing group which includes a number of clinical and non-clinical members from across the Trust.

We also have trained a number of Health and Wellbeing Champions and Mental Health champions across the Trust to support in creating a positive and healthy working environment for all.

We have a range of benefits available to support staff's health and wellbeing, including:

Staff Physiotherapy Service

All staff can self-refer to our dedicated staff Physiotherapy service to get early help with any musculoskeletal problems.

Staff Support and Counselling Service

All staff can access dedicated face-to-face and telephone counselling support for work and personal problems.

Employee Assistance Programme

We have a 24/7 service available which provides emotional support and advice to staff. This service also provides support with a range of personal problems such as financial, legal or tax advice.

Wellbeing Activities

We have a range of activities on offer for staff to access including meditation sessions, mindfulness courses, sleep coaching courses, staff away days and health checks.

Onsite fitness activities

We run a variety of fitness classes onsite, including Yoga, Pilates, Qi gong, Circuits and running groups.

Smoking Cessation Support

Staff can access up to 6 face-to-face sessions of support from a dedicated Stop Smoking Advisor.

Staff Lottery

Staff can sign up to our Staff Lottery and win first prize of up to £2,500 in the monthly draw.

Cycle to Work Scheme

Through Cyclescheme, staff can obtain a Bike and accessories up to a maximum cost of £1,000 through a salary sacrifice scheme. Staff also benefit from a saving to the overall cost attained through reduced income tax, national insurance and pension deductions.

We're here if you need us!

For more information, please contact us: rduh.medicalhr@nhs.net (Eastern services)





Privacy Notice

During the course of this recruitment process, the Trust will be collecting your data and processing it in accordance with relevant Data Protection Legislation. Please see our website for more information with regards to the Trust's Privacy Notice (Royal Devon website – Information Governance page).

This Privacy Notice is designed to provide you with further information on how we will be using your data for this purpose and to comply with the relevant legislation.

