

## JOB DESCRIPTION

JOB DETAILS	
Job Title	Trust Service Doctor @ F3/CT1 Level
Reports to	Clinical Lead and Consultants
Salary Scale	£43,923
Department/Directorate	Emergency Medicine/General Medicine/Trauma & Orthopaedics/Paediatrics

**JOB PURPOSE**

Trust Service Doctor position with on-calls. There are a variety of roles available with a variety of hours available, in a choice of departments which will be discussed at interview. There will be a choice of Emergency Medicine, General Medicine, Trauma & Orthopaedics, Paediatrics and Enhance Generalism.

**KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES**

**Enhance Generalism:**  
North Devon is one of 7 UK pilot sites for Enhance Generalism, offering a mixed clinical and educational programme to develop a wide range of skills and knowledge for our staff. We aim to encourage our workforce to pursue best practice through ‘person centred’ care, regardless of specialty, as well as linking across departmental boundaries, primary care, secondary care and the voluntary sector.

This role is a 12-month position aimed at Post-Foundation training doctors and will contain a number of different elements including immersive explore and delivered enable approaches within the overall national Enhance Programme. Our clinical posts for this role will be split between Emergency Medicine, General Medicine, Trauma and Orthopedics, longitudinal Acute Frailty and individually agreed project components with faculty support and supervision to help focus on the Enhance domains. The exact split of this role can be discussed at interview. The projects will contain themes relating to Remote, Rural and Coastal Healthcare, aimed at specific demographics and challenges of the locality and with the goal of advancing healthcare provision, sustainability and resource stewardship by working across and breaking down barriers in the local area.

The Enhance Programme aims to support the next generation of clinicians to work effectively across health and care developing personalised approaches to multimorbidity and complexity, advocate for social justice, seeking new ways to reduce health inequalities; be community and population-orientated in their approach, taking responsibility for resource stewardship creating sustainable processes and practice’ and work and lead collaboratively, inclusively and compassionately within multi-disciplinary teams, and across organisations and systems. These future doctors will lead on overcoming processes that risk fragmented, duplicated and disjointed care resulting in error, waste and patient safety implications. This programme offers motivated fellows a unique opportunity to participate in a ground-breaking project to develop healthcare provision in a beautiful geographical area and develop their interests and professional skills.

**The Emergency Department:**  
The Royal Devon University Healthcare NHS Foundation Trust, North Devon District Hospital Emergency Department is a busy District General department, seeing approximately 55,000 patients per year, of which, approximately 25% are children.  
The successful applicant will join an enthusiastic team that supports and delivers a modern, comprehensive emergency service. We are a small, friendly department with big ideas and a commitment to improving our service by embracing change and innovation.

In the Emergency Department, there are 11 Consultants, 14 SASG doctors and 10 TSP doctors, who work alongside 13 doctors in training (F1, F2, ACCS & GPVTS). The Trust Service Doctors have the same level of educational supervision and programmes as the doctors in training. Consultants and SASG doctors currently provide senior support 24/7. The Junior Doctor Rota is compliant with all aspects of the new junior doctors contract. It is a fixed rota on an eighteen-week cycle and each cycle contains –

- Ten hour day shifts, the night shifts are ten and a half hours long to allow for morning handover,
- The longest run of shifts is five days
- Two week of nights, worked in runs of two and three shifts
- 1:3 weekends

We pride ourselves on support for all our staff and our junior doctors enjoy direct shop floor supervision and educational support. The department is rated highly on our junior doctor satisfaction survey.

The hospital is a designated Trauma Unit and Acute Stroke Unit and the department is responsible for the reception, resuscitation and hyper-acute treatment of all major trauma and stroke patients.

The Emergency Department is often involved in and have actively recruited to a number of national research projects. The department has recently undergone a significant refurbishment to include a large four bay (including one dedicated paediatric bay) resuscitation room, upgraded Majors (Hot) and Minors area. There is also a separate children's waiting area and a dedicated paediatric cubicle.

The ED has close links with the Radiology Department. X-Ray facilities are located in the department and the CT scanner is adjacent to the department. The hospital has a helipad within the grounds for both receptions of patients and to facilitate transfer to tertiary referral centers.

### **General Medicine:**

#### Learning Objectives

- Gain experience of common presentations of acute medical conditions, including subspecialty diseases.
- Refine clinical skills in history-taking & examination.
- Perform practical procedures.
- Develop management plans, including investigation & treatment.
- Expand decision making skills & understanding of treatment rationales.
- Improve communication skills with the wider team and with community services.
- Manage time & clinical priorities effectively.

#### Nature of Duties

- Assessment & management of patients with acute medical conditions.
- Practical procedures, including core procedures.
- Request appropriate investigations.
- Appropriate & safe prescribing
- Attend ward rounds with senior medical staff.
- Communication including maintaining clinical notes, referrals to other teams & producing discharge summaries.
- On call duties.

#### Formal Learning Opportunities

- Morning report & teaching ward rounds.
- Generic teaching programme, including simulation sessions.
- Departmental teaching sessions.
- Multi-disciplinary meetings.
- Quarterly clinical governance meetings.
- Participation in clinical audit.

#### Emergency Rota

All medical admissions are onto the Medical Admissions unit. This is staffed by 6-7 F1s, 2-3 CMT equivalents, 1-2 ST3 and 2 acute physicians, with other consultants contributing to the on call Rota. A hospital at night scheme is established. The average combined acute medical take is approximately 25 patients per day. The majority of these are admitted through the medical assessment unit that is open 24 hours per day.

#### Medical and Care of the Elderly Beds

We provide a comprehensive medical service both at the North Devon District Hospital and the local community hospitals. There are close links with Exeter, Plymouth and Bristol, which are likely to increase in the future with developments in services and the Peninsula Medical School project. The beds are distributed as follows:

Level 5 – Stroke Unit 24 beds  
Level 4 – Cardiology 28 beds  
Rehabilitation/HfOP 29 beds  
Level 3 – ITU, HDU 4&3 beds  
Gastroenterology/Acute HfOP 29 beds  
Respiratory 26 beds  
Level 1 – Medical Assessment Unit 28 beds  
General Medicine 22 beds

### **Trauma & Orthopaedics:**

The post holder will be part of a team of doctors including three FY1 doctors, four FY2 doctors and five trust doctors at core surgical level. We have two Physician's Associates and one ACP as permanent staff working alongside junior doctors to help facilitate their educational experience. There are also two specialty trainees, seven associate specialists and ten consultants. The post holder will work with all the Orthopaedic surgeons over the six month period. We provide a general Orthopaedics trauma service and have an elective practice that covers all the major subspecialties, including hip and knee primary and revision arthroplasty, spinal surgery, shoulder and elbow surgery, hand and wrist surgery, soft tissue knee surgery and foot & ankle surgery.

They will be expected to support the foundation doctors on the ward and to participate in the Orthopaedic on call rota for daytime, weekend & night duty rota. They will be expected to assess & manage patients with acute traumatic injuries and Orthopaedic emergencies, with support from the specialty trainees and associate specialists.

There are timetabled operating sessions, including elective and trauma lists where you will be expected to assist and operate. There are timetabled, mandatory supernumerary days in both Orthopaedic and fracture clinics for the doctor's educational purposes.

There are weekly teaching sessions on Wednesday lunchtimes and a formal teaching meeting every Friday morning with the whole department. All junior doctors are expected to attend and contribute.

### **Paediatrics:**

#### **GENERAL PAEDIATRICS**

Acute paediatric services are provided for children and young people through the Paediatric division of the Directorate of Medicine and Paediatrics. In-patient services are provided on Caroline Thorpe Ward (14 beds) which takes paediatric medical and surgical patients, ENT and orthopaedic/trauma patients. There are also separate 'Paediatric assessment' beds. Within the ward are a school and a playroom, an office for the junior doctors and offices for the consultants.

There are also two Paediatric High dependency beds on Caroline Thorpe Ward with Paediatric intensive care being provided jointly with the anaesthetists in the general ITU on a short term basis. There is close liaison with the PICU at Bristol Children's Hospital, who offer a 24 hour retrieval service.

Visiting specialists from Bristol Children's Hospital, and Exeter conduct regular clinics in cardiology, neurology, nephrology, urology, endocrinology, oncology and clinical genetics

#### **NEONATOLOGY**

The SCBU is a well-established Level 1 Neonatal unit with facilities for CPAP and short term ventilation. The unit has two intensive / high dependency cots and six special care cots.

The delivery rate is approximately 1500 a year. The unit electively transfers out babies in utero below 30 weeks gestation (32 weeks if twins). We also receive transfers into the unit from elsewhere in the Peninsula Network. Plymouth is the regional Level 3 unit taking all intensive care babies except those requiring surgery or cardiac care, these babies are referred to Bristol. The Plymouth neonatal transfer service moves babies around the region, and is in daily contact as local lead centre for the Southwest Neonatal Network.

We have a dedicated neonatal outreach nursing team who supports discharged babies at home for a transition period.

Paediatric specialist nurses in Diabetes, Oncology, Cystic Fibrosis and Special Needs provide a liaison with the community as well as support in clinics and on the wards. There is also a well established team of general paediatric community nurses who provide an invaluable service of short and long term care in the community.

#### **COMMUNITY PAEDIATRICS**

The team is based at the Barnstaple Health Centre, located within Barnstaple town and about a mile from the Hospital. This Health Centre is co-located with Highfield House (the local Child Development Centre), the Joint Agency Team, CAMHS services (Family Consultancy), physiotherapy, speech and language and occupational therapy.

**CHILD PROTECTION**

The Trust doctors will participate in child protection training appropriate to their level.

**Educational Fellow:**

The junior educational fellow role offers a funded 4 hours a week of dedicated teaching time for UEMS medical students in their 3rd-5th year of studies. Rostered around your existing work commitments, to meet yours and the student’s needs, you will be well supported by an experienced senior educational team and UEMS administrative team to provide a variety of educational opportunities for our medical students. Opportunities include;

- Small group tutorials
- Clinical examination skills teaching and assessment
- ‘Drop in’ sessions meeting individual students’ needs for DOPS and CEXs – in our fully equipped clinical skills lab in the Medical Education Centre, or with patients in the hospital site
- Developing OSCE type self directed learning sessions for students to practice their skills in the clinical skills lab (with or without educational fellow support)
- Support to simulation based training provided for final year medical students
- Potential for involvement in an educational research project the UEMS clinical tutor team are undertaking.

Feedback from last year’s educational fellows was strongly positive – the fellows really enjoyed the role, developed their skills as an educator and an educational portfolio, and gained experience that served them well at specialty training interviews.

**KEY WORKING RELATIONSHIPS**

<b>Internal to the Trust</b>	<b>External to the Trust</b>
<ul style="list-style-type: none"> <li>• Generalist Lead</li> <li>• Generalist Clinical Fellows</li> <li>• Director of Medical Education</li> <li>• Medical Education Manager</li> <li>• MEC administration team</li> <li>• Clinical and Non-Clinical staff in your assigned specialty/department.</li> </ul>	<ul style="list-style-type: none"> <li>• NHSE Generalist Programme Team;</li> <li>• Regional Dean</li> <li>• Associate Deans</li> <li>• Clinical Lead, Programme Lead</li> <li>• General Practitioners &amp; community healthcare organisations</li> </ul>

<b>ORGANISATIONAL CHART</b>
Different in each department. Available upon request.
<b>REGISTRATION</b>
<p>All Hospital Medical and Dental Staff are required to be appropriately registered with the General Medical Council to practice in this country. Such staff must ensure that registration is maintained for the duration of the appointment. Overseas graduates should note that full registration does not necessarily preclude the need for a period of Clinical Attachment and assessment.</p> <p>Qualified practitioners are responsible for ensuring that your professional registration is maintained. Failure to maintain registration will result in reassignment to a junior role which does not require professional registration, until evidence is provided. Where evidence is not forthcoming a disciplinary investigation will be undertaken which could result in your employment being terminated. You are required to produce evidence of your professional registration on request.</p> <p>You are responsible for ensuring that you abide by the Codes of Professional Practice relevant to your role. Failure to do so will result in formal investigation and action under the Trust's Disciplinary or Capability procedures.</p>
<b>MEDICAL EXAMINATION</b>
<p>All initial appointments to the NHS are made subject to satisfactory medical evidence being produced. The employing Trust reserves the right to make any offer of appointment subject to the receipt of such medical evidence including a medical examination where this is deemed necessary. In the interest of all staff and patients, it may be desirable and necessary for periodic medical checks to be undertaken in addition to those on initial appointment.</p> <p>The Trust is committed to providing safe and effective care for patients to ensure there is an agreed procedure for medical staff that enables them to report quickly and confidentially concerns about conduct, performance or health of medical colleagues (Chief Medical Officer, December 1996). All medical staff practicing in the Trust should ensure that they are familiar with the procedure and apply it.</p>
<b>FREEDOM TO ACT</b>
<ul style="list-style-type: none"> <li>• Work is managed rather than supervised.</li> </ul>
<b>COMMUNICATION/RELATIONSHIP SKILLS</b>
<ul style="list-style-type: none"> <li>• Well developed communication skills to create effective networks and productive working relationships.</li> </ul>
<b>PATIENT/CLIENT CARE</b>
<ul style="list-style-type: none"> <li>• The post holder is required to put the patient, as the first priority, at the centre of activities.</li> <li>• The post holder will have regular contact with patients/clients.</li> <li>• Excellent interpersonal skills including active listening skills.</li> <li>• Excellent communication skills and ability to be empathetic.</li> </ul>
<b>POLICY/SERVICE DEVELOPMENT</b>
<ul style="list-style-type: none"> <li>• Participate in policy and service development. Follows Trust policies, makes comments on proposals and implements administration policies and proposing changes to working practices for own area.</li> </ul>
<b>HUMAN RESOURCES</b>
<ul style="list-style-type: none"> <li>• Maintain and update own training relevant to post. Taking an active part in the development review of own work suggesting areas for learning and development in the coming year.</li> </ul>
<b>RESEARCH AND DEVELOPMENT</b>
<ul style="list-style-type: none"> <li>• Comply with Trust requirements and undertake surveys as necessary to own work.</li> </ul>
<b>PHYSICAL SKILLS</b>
<ul style="list-style-type: none"> <li>• Frequent</li> </ul>
<b>PHYSICAL EFFORT</b>
<ul style="list-style-type: none"> <li>• Frequent</li> </ul>
<b>MENTAL EFFORT</b>
<ul style="list-style-type: none"> <li>• Predictable work pattern</li> <li>• Cope with frequent interruptions and competing priorities.</li> <li>• Concentration required for medical examinations, data entry and note taking</li> </ul>
<b>EMOTIONAL EFFORT</b>
<ul style="list-style-type: none"> <li>• Frequent</li> </ul>

## **OTHER RESPONSIBILITIES**

Take part in regular performance appraisal.

Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling

Contribute to and work within a safe working environment

You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection

As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust's disciplinary policy) up to and including dismissal.

You must also take responsibility for your workplace health and wellbeing:

- When required, gain support from Occupational Health, Human Resources or other sources.
- Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health.
- Follow the Trust's health and wellbeing vision of healthy body, healthy mind, healthy you.
- Undertake a Display Screen Equipment assessment (DES) if appropriate to role.

## **GENERAL**

This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.

Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.

# PERSON SPECIFICATION

<b>Job Title</b>	Trust Service Doctor @ F3/CT1 Level
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Requirements	Essential	Desirable
<b>QUALIFICATION/ SPECIAL TRAINING</b> <ul style="list-style-type: none"> <li>• MBBS or equivalent</li> <li>• Evidence of achievement of Foundation competencies from a UKFPO affiliated Foundation Programme or equivalent by time of appointment</li> </ul>	E E	
<b>ELIGIBILITY</b> <ul style="list-style-type: none"> <li>• Eligible for full registration with, and hold a current licence to practise from the GMC at the time of the intended start date.</li> <li>• Eligible to work in the UK.</li> <li>• Evidence of achievement of foundation competences by the time of appointment, from a UKFPO affiliated Foundation Programme or equivalent. This should be in line with GMC standards of Good Medical Practice.</li> </ul>	E E E	
<b>FITNESS TO PRACTICE/EXPERIENCE</b> <ul style="list-style-type: none"> <li>• Applicant’s knowledge is up to date &amp; they are fit to practise safely.</li> <li>• Aware of their training needs.</li> <li>• Fitness to Practice – Eligible for full registration with at least two years postgraduate experience as above.</li> <li>• Experience of working in the NHS.</li> <li>• Further experience in any relevant specialty.</li> </ul>	E E E	D D
<b>KNOWLEDGE/SKILLS</b> <ul style="list-style-type: none"> <li>• Able to demonstrate good skills in written and spoken English.</li> <li>• Competent to deal with the initial management of all patients presenting on or in the departments.</li> <li>• Advanced Life Support provider in ALS, APLS/EPLS and/or ATLS</li> <li>• Demonstrable skills in written and spoken English sufficient to enable effective communication about medical topics with patients and colleagues, demonstrated by either: <ul style="list-style-type: none"> <li>- Undergraduate medical training undertaken in English or</li> <li>- Achieved ILETS scores equivalent to those required for application to core surgical training.</li> </ul> </li> </ul>	E E E	D
<b>PERSONAL ATTRIBUTES</b> <ul style="list-style-type: none"> <li>• Effective communicator – ability to work well with colleagues and relate to patients.</li> <li>• Good time management.</li> <li>• Ability to cope with stressful situations.</li> <li>• Demonstrates ability to work effectively as part of a team.</li> <li>• Caring attitude to patients.</li> <li>• Ability to communicate well with patients, relatives and staff members.</li> <li>• Enthusiasm and motivation</li> </ul>	E E E E E E	D

<ul style="list-style-type: none"> <li>• Honest and reliability</li> <li>• Caring attitude</li> <li>• Good team player</li> <li>• Good quality note keeping.</li> <li>• Evidence of commitment to specialty.</li> <li>• Evidence of commitment to South West region.</li> <li>• Meets professional health requirements (in line with GMC standards/Good Medical Practice)</li> </ul>	E E E E  E	D
<p><b>OTHER REQUIREMENTS</b></p> <p>The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.</p> <p>Ability to travel to other locations as required.</p>	E	D

