

BETTER TOGETHER



Royal Devon
University Healthcare
NHS Foundation Trust

Consultant Information Pack

Consultant in Critical Care



royaldevon.nhs.uk/careers



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JOB TITLE

Consultant in Critical Care

DATE OF VACANCY

February 2025

BASE

North Devon District Hospital

A Warm Welcome

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

Our Trust is a special place to work. We foster creativity, innovation and a personal approach to high-quality patient care. We are proud of our Anaesthetics department, which is nationally recognised for its multidisciplinary specialist clinical care and research activity. We are committed to further developing this successful and cohesive team and want to bring the very best clinicians to Devon.

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



Prof Adrian Harris

We welcome enquiries for further information and strongly encourage informal visits either in person or virtually so that you can get a feel for what it's like to work with us. A list of contacts is detailed in the final section of this pack.



Application and Advisory Appointments Committee

The posts are offered on a whole-time basis (10PA) but suitably qualified applicants who wish to work part-time or as a single specialty (intensive care medicine) consultant will be considered. We are committed to flexible working arrangements, from job sharing to mini-sabbaticals, and 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 Intensive Care Medicine and Anaesthetics, or other speciality, and have entered on the GMC Specialist Register prior to taking up the appointment.

We are able to accept CVs for this post. Please contact Michelle Treglown in our executive and specialist recruitment team for a confidential discussion about the role: 07720 168623 or email michelletreglown@nhs.net.

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

Introduction

The Royal Devon University Healthcare NHS Foundation Trust is seeking to appoint additional consultants in critical care for its Northern services based at North Devon District Hospital in Barnstaple.

The appointee will join a department lead by cross site Clinical Director Dr Fiona Martin and Deputy Clinical Director Dr Rob Conway. They are supported by Medical Dr Nicholas Love in Northern, alongside cross-site General Manager, Luke Huskison.

This post offers an opportunity to develop a fulfilling career whilst enjoying the enviable work-life balance that North Devon affords. It is ideally suited to someone who wishes to develop their specialist interests, whilst maintaining a breadth of skills. Our department fosters a culture of friendliness, support, and collaboration.

Alongside regular Critical Care commitments, this role will offer regular lists in your preferred specialties (or other speciality) and job plans that let you shape your role. With flexibility built into the schedule, you could structure your workweek with 2-3 clinical days, complemented by non-clinical responsibilities such as leadership, education, or research activities. This tailored approach helps you thrive professionally, while helping us achieve our ambitions.

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



Highlights of the role

Research and innovation. Excellent opportunities for research exist between hospital staff and the University of Exeter, particularly the Institute of Clinical Science. The department is also engaged in several NIHR portfolio studies and supports Academic Clinical Fellows. We have a large programme of investigator-led and commercial research studies which have been internationally recognised for their programme of multi-site, award-winning research. Research interests are strongly encouraged and supported. We have a multimillion-pound research facility, dedicated research staff and collaborative links with researchers from across the University of Exeter. Funded time for the development of research proposals is available for interested consultants.

Training and development. The appointee will be responsible for the leadership of their team as appropriate within the specialty. Specific leadership responsibilities for areas of the service will be agreed on an individual basis and will be detailed in the postholder's job plan. The appointee is responsible to the Lead Clinician for the effective and efficient use of resources and an important part of the role is to contribute to the planning and development of the service.

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

Teaching. The Royal Devon enjoys close ties with the University of Exeter Medical School. We offer funded time for teaching of medical students and junior

doctors. We are planning a regular programme of evening educational meetings, which will bring the Eastern and Northern teams together providing opportunities for your CPD.

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

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** including a relocation support service, should you choose to come to Devon. This role also includes a generous **attraction and retention award**.

A more comprehensive explanation of all of these elements can be found within this job pack, but if you have any questions then please do get in touch or arrange a visit to come and see us. Contact details are at the back of this pack.

About Royal Devon University Healthcare NHS Foundation Trust

Our core services support a population of over 615,000 people and cover more than 2,000 square miles across Devon. This makes us one of the largest providers of integrated health care in the UK, and the biggest employer in Devon, with more than 15,000 staff.

We have two acute hospitals, 20 community locations, outpatient clinics and community teams who care for people within their own homes. We also provide primary care and a range of specialist services which extends our reach throughout the South West Peninsula as far as Cornwall and the Isles of Scilly.

As a newly formed Foundation Trust in April 2022, we are embracing change, innovation and technology in our ambitions to be a digitally-enabled, clinically-led teaching organisation. We are developing new ways of working and investing in new infrastructure, equipment and facilities. There has never been a better time to join us.

The Royal Devon is committed to supporting the personal and professional development of our consultant staff and in turn improving the care offered to our patients. This might include developing or introducing innovative care models and bringing these to rural patients, teaching the doctors of tomorrow or undertaking award-winning clinical research. Examples include our specialist nurses, who were recognised in the British Journal of Nursing Awards for their innovations during the COVID pandemic, our inflammatory bowel disease research team who were recognised with the national team award for their contribution to the NIHR portfolio, and our recent launch of a world-first national genetic testing service from our labs, which can rapidly test DNA samples of babies and children, so we can provide life-saving treatment.

You'll find more information about the role and the Trust in this pack. Further information is also available on our website www.royaldevon.nhs.uk.



About the Trust and service structure

The Royal Devon's Board of Directors is chaired by Dame Shan Morgan and is comprised of both executive and non-executive directors. The executive directors manage the day to day operational and financial performance of the Trust.

These consist of the chief executive officer (Sam Higginson), deputy chief executive officer (Chris Tidman), chief medical officer (Adrian Harris), chief nursing officer (Carolyn Mills), chief operating officer (John Palmer), chief finance officer (Angela Hibbard), and chief people officer (Hannah Foster).

Our critical care services are based at North Devon District Hospital (NDDH), the Royal Devon and Exeter Hospital (RD&E) and cover services across North, Mid and East Devon.

Our Trust wide operational service structure is divided into five care groups, each with a medical director, a care group director and a director of patient care. For Surgery Care Group, the medical director is Dr Karen Davies, the care group director is Nicola DuGay and the director of patient care is Lucy Bates.

More information about our structure and services can be found on the Trust website at www.royaldevon.nhs.uk

The department of intensive care medicine

The post will add to our current group of nine intensivists lead by Dr Nicholas Love. Our intensivist posts are ideally suited to consultants who wish to develop their critical care specialist interests in a small District General Hospital, whilst maintaining a breadth of general skills in anaesthesia. The critical care on-call rota is separate to the general anaesthetic on-call rota.

The intensive care unit (ICU) has eight combined ICU/HDU beds and offers a full range of organ support modalities. Approximately 500 patients per annum are admitted through the unit, with a broad spectrum of emergency medical and surgical pathologies encountered, in addition to a growing elective surgical workload. There is a multi-disciplinary delivered ICU follow-up clinic.

The unit contributes to the ICNARC database and undertakes regular senior staff and clinical governance meetings, in addition to having active quality improvement and educational programmes.

OUT OF HOURS COVER

There is a resident junior on the unit out of hours and they are supported by anaesthetic residents, who have a wider responsibility to theatres and obstetrics.

REGIONAL SPECIALIST CENTRES

Critical Care manages the initial resuscitation and stabilisation of adults and children who require intensive care therapy under the direction of the SW Retrieve Service (adults) or WATCH (paediatrics).

Regional services are provided by Plymouth (adult neurosurgery and cardiac surgery) and Bristol (all paediatric services).

Department of anaesthesia

As a rural district general hospital, North Devon District Hospital cares for a wide and diverse range of patient presentations. Our anaesthetist colleagues cover most specialty areas seen in a district general hospital setting apart from neurosurgery, thoracic and cardiac surgery. Preoperative services are based in nearby Bideford Hospital.

The department is looking for colleagues with an excellent general grounding in anaesthesia. Although the posts on offer are broad-based and general, there will be opportunities to get involved in various sub-speciality areas if the candidate is suitable. These include robotic anaesthesia, regional analgesia, obstetric anaesthesia and perioperative medicine.

For those with other speciality training, we can support you to maintain your specialist interest either locally or in one of our sister sites. Single speciality critical care consultants will also be considered, please contact the team to discuss the role.



Consultant and specialist medical staff

We have 22 consultant anaesthetists, four associate specialists and 10 speciality doctors. Nine consultants work in the intensive care unit and there are two pain management specialists.

Resident doctors

There are between 32 and 40 anaesthesia/ICU trainees who rotate through the hospitals of the South West School of Anaesthesia (Exeter, Plymouth, Torbay, Taunton, Truro and North Devon).

Departmental meetings

Monthly business meetings, quarterly ICM governance, quarterly shared surgical and anaesthetic governance.

Administration and secretarial support

You will undertake administrative work associated with your clinical and other professional work. Adequate time and facilities for clinical administration, including appropriate office space, secretarial support and access to computers, software and internet access, will be available.

There are currently three secretaries/administrators for anaesthetics, ICM, pain clinic and theatres.



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

Additional departmental roles are available and will be discussed with the successful candidate as part of job planning discussions.

Continuing professional development

The Trust supports the requirements for continuing professional development (CPD) as laid down by the Royal College of Anaesthetists and Faculty of Intensive Care Medicine, 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 Anaesthetists, to ensure that all doctors have an annual appraisal with a trained appraiser, and supports doctors going through the revalidation process appraiser, and supports doctors going through the revalidation process.

Research

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

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

Recent study participation includes MARCH, UK-ROX, GenOMICC, Remap-CAP, as well as trainee research.

Our anaesthetic department embraces sustainability and was the national winner of the HSJ Towards Net Zero award in 2023. We are now in collaboration with Exeter University as one of 14 HealthTech research centres across the country, working to find technological solutions to revolutionise healthcare services.

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 hospital site. The Trust has an active academic strategy to facilitate research, development and teaching.

Candidates who wish to pursue a research interest alongside their clinical work will be strongly encouraged by the department and are eligible for support from the University of Exeter Medical School.

University of Exeter Medical School

The University of Exeter is high-ranking in both UK and global standings and is a member of the Russell Group of leading research-based institutions. It has ambitious plans for the future and has invested heavily in its facilities in recent years.

The Medical School's cutting-edge research is driven by important clinical questions. It focuses on translational and applied research in areas of greatest health burden and greatest opportunity for scientific advance, principally: diabetes, cardiovascular risk and ageing; neurological disorders and mental health; environment and human health; and health services research. It spans basic through clinical science to clinical trials and health policy.

UEMS delivers two highly-regarded and innovative undergraduate degrees: the BSc in Medical Sciences and Bachelor of Medicine, Bachelor of Surgery (BMBS). In addition, the Medical School offers a range of postgraduate programmes and courses. The curriculum reflects today's evolving models of care and patient experience in acute, primary and community care settings.

Building on the excellent educational reputation of the Peninsula College of Medicine and Dentistry and using problem-based learning in small groups, the BMBS programme reflects the belief that doctors need to adopt a socially accountable approach to their work and to understand the human and societal impact of disease as well as the community-wide context of contemporary healthcare provision.

UEMS graduates will be both capable and confident, whether they are clinicians, managers, educators or researchers and will be committed to life-long scholarship. Years one and two of the BMBS programme are based at the St Luke's Campus in Exeter and lay the scientific foundations for the future years of the course. There is clinical contact from year one and students begin acquisition of a range of transferable skills, learning science within a clinical context.

UEMS students spend years three and four of their programme at the Royal Devon and Exeter (Wonford) Hospital and North Devon District Hospital, as well as at the Royal Cornwall Hospital in Truro and in their surrounding general practices and community health environments.

The department has responsibilities for the teaching of intensive care medicine and anaesthesia trainees, anaesthesia associates, medical students from the University of Exeter, nurses, AHPs, Military, ODPs and paramedics.

The consultants in the intensive care unit are all involved in teaching students. The postholder is encouraged to develop interests in education and training and there are many opportunities to develop these interests both locally and more widely.



Outline job plan

A provisional outline job plan is included but is subject to modification. Special interests will be accommodated where possible with service requirements.

Our approach to flexible working includes flexible delivery of theatre sessions.

Candidates from specialities other than anaesthetics, will have individual discussions about how to accommodate a job plan around their own individual and specific needs. They are encouraged to contact the department to discuss how we can accommodate them and support them as a colleague.

On-call rota

Currently 1:10 (working at around 10 weekends split across the year). This commitment attracts a 3% salary supplement.

GENERAL MEDICINE

There is no requirement to join the on-call rota for the undifferentiated medical take.

PROVISIONAL TIMETABLE

DCC	8.5 PAs
Scheduled clinical sessions (theatre/non-theatre/clinic) including Predictable & unpredictable on-call work	8.5
SPA	1.5 PAs
Generic	1.5
Total	10 PAs

Illustrative job plan

CRITICAL CARE DUTIES

For intensive care, weekday direct clinical care sessions are from 08:00-18:00, 08:00-14:00 or 13:00-18:00. Within the job plan there is direct clinical care time for post on-call handover ward rounds, and weekend sessions (08:00-18:00). There is predictable on-call work for a ward round with the night staff.

	Mon	Tues	Wed	Thur	Fri	Sat	Sun
Week 1	ITU	ITU/SPA	ITU/SPA	ITU	ITU On-call	Handover	ITU On-call
Week 2	Handover	SPA					
Week 3		SPA	ITU On-call	Handover		ITU On-call	Handover
Week 4		SPA					
Week 5		SPA					
Week 6		SPA	ITU On-call	Handover			
Week 7		SPA					
Week 8		SPA					
Week 9		SPA	ITU On-call	Handover			
Week 10		SPA	ITU On-call	Handover			

ANAESTHETIC DUTIES

3.5 PAs of theatre sessions are delivered flexibly, subject to service needs and to be discussed as part of the initial job planning discussions.

Person specification

Applicants must demonstrate on the application form that they fulfil all essential criteria to be considered for shortlisting. Appointment is subject to pre-employment checks, including occupational health, DBS checks and a minimum of three satisfactory references, including one from your current Responsible Officer.

Requirement	Essential Attributes	Desirable Attributes
Qualifications and Training		
Professional qualifications	<p>Primary Medical Qualification (MBBS or equivalent).</p> <p>Applicants must have completed specialist training in Intensive Care prior to taking up the appointment.</p> <p>FFICM, EDIC or Diploma in Intensive Care Medicine, or equivalent</p> <p>Fellowship of the Royal College of Anaesthetists (FRCA) or equivalent for Anaesthetists</p> <p>Or Equivalent exams leading to CCT / CESR if other specialty.</p>	<p>Intercalated BSc or equivalent</p> <p>Additional postgraduate qualifications</p> <p>Distinctions, Prizes, Scholarships</p> <p>An appropriate higher degree or qualification (MD, PhD or equivalent).</p>
Professional training and memberships	<p>Full GMC registration & license to practice.</p> <p>Eligible to work in the UK</p> <p>Entry on UK GMC Specialist Register for Intensive Care and complimentary specialty via:</p> <ul style="list-style-type: none"> • CCT (proposed CCT date must be within 6 months of interview date) • CESR • European Community Rights <p>Membership of Royal College of Anaesthetists or equivalent in other specialty</p>	<p>Advanced Life Support</p> <p>Advanced Trauma Life Support (ATLS)</p> <p>Advanced or European Paediatric Life Support (APLS or EPLS)</p>
Clinical Experience		
Employment	<p>Be able to provide complete details of employment history.</p> <p>Career progression consistent with personal circumstances.</p>	<p>Further sub-specialty experience (e.g. Fellowship post)</p>
Clinical knowledge and skills	<p>Clinical knowledge and Skills appropriate for a District General Hospital consultant in Intensive Care Medicine</p> <p>Training and experience equivalent to Advanced Level in Intensive Care Medicine, as defined by Faculty of Intensive Care Medicine</p> <p>Anaesthesia / other specialty skills relevant to DGH. Single specialty ICM applicants are eligible to apply.</p> <p>Demonstrates a clear, logical approach to clinical problems and able to prioritise clinical need.</p>	<p>Familiarity with paediatric resuscitation and transfers and/or a plan to fulfill these criteria</p> <p>Additional skills relevant to Intensive Care Medicine (eg echocardiography, bronchoscopy, ultrasound)</p> <p>Advanced imaging qualifications and/or experience.</p>

Requirement	Essential Attributes	Desirable Attributes
Non-clinical skills		
Teaching	<p>Enthusiasm for teaching & training</p> <p>Evidence of contribution to Departmental / Trust / Regional teaching programmes</p>	<p>Defined educational roles or qualifications</p> <p>Higher qualification in medical education</p>
Management of change and quality improvement	<p>Demonstrates clear understanding of quality improvement and clinical governance within the NHS.</p> <p>Demonstrates willingness to implement evidence-based practice.</p> <p>Evidence of effective personal contributions to clinical audit, governance and risk reduction.</p> <p>Able to work collaboratively with other clinicians and managers to effect change.</p>	<p>Defined leadership or quality improvement qualifications</p> <p>Evidence of innovative development & implementation of guidance.</p> <p>Evidence of involving patients in practice development.</p>
Innovation, research, publications and presentations	<p>Understanding of the principles of scientific method and interpretation of medical literature.</p> <p>Demonstrates a critical and enquiring approach to knowledge acquisition.</p> <p>Demonstrates understanding of the research governance framework.</p>	<p>Evidence of relevant research, presentations or publications.</p>
Management and leadership experience	<p>Demonstrates familiarity with and understanding of NHS structures, management and current political issues, including an awareness of national strategic plan and constraints.</p> <p>Demonstrates willingness to lead clinical teams and develop an effective specialist clinical service.</p> <p>Experience in audit and clinical governance</p>	<p>Experience of formal leadership roles or training.</p>
Communication and personal skills	<p>Good spoken and written English language skills.</p> <p>Communicates effectively with patients, relatives, colleagues, nurses, and allied health professionals.</p> <p>Information technology skills.</p> <p>Ability to work with multi-professional teams and to establish good professional relationships.</p>	<p>Evidence of patient and colleague feedback.</p> <p>Excellent presentation skills, engages audience.</p> <p>Information technology skills</p>
Other requirements		
Motivation and management of personal practice	<p>Punctual and reliable.</p> <p>Ability and willingness to work hours of the job and provide out of hours cover on-call with any reasonable adjustment to take account of any local requirements.</p> <p>Good personal organizational and prioritization skills, achieve deadlines.</p> <p>Takes responsibility for personal practice and is able to cope well with stressful situations.</p>	<p>Demonstrates initiative in personal practice.</p> <p>Willingness to undertake additional professional responsibilities at local level.</p>

Requirement	Essential Attributes	Desirable Attributes
	<p>Commitment to continuing medical education and professional development.</p> <p>Flexible and adaptable attitude.</p> <p>Ability to undertake travel requirements of the post.</p>	
Commitment to post	Demonstrates enthusiasm for Devon as a place to live and work.	

Main conditions of service

Appointment is to the NHS Consultant Contract (2003) under the current Terms and Conditions of Service for Hospital Medical and Dental Staff (England and Wales) and the Conditions of Service determined by the General Whitley Council for the Health Services (Great Britain). These are nationally agreed and may be amended or modified from time to time by either national agreement or local negotiation with the BMA local negotiating committee.

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

The postholder is required to have full registration with a licence to practice with the General Medical Council and to ensure that such registration is maintained for the duration of the appointment.

Salary scale

This is as described in the Medical and Dental Terms and Conditions, in line with the Consultant Contract (2003). The current full-time salary scale ranges from £105,504 to £139,882 with eight thresholds. The on-call supplement is category A and attracts a supplement of 3% of basic salary.

This role also includes an **attraction and retention award** of £50,000 paid as follows: £20,000 on joining; £15,000 at the end of the first year; £15,000 at the end of the second year.

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 is available if necessary to meet these requirements.**

Duty to be contactable.

Subject to the provisions in Schedule 8, consultants must ensure that there are clear and effective arrangements so that the employing organisation can contact a post holder immediately at any time during a period when a post holder is on-call.

Indemnity

The post-holder is not contractually obliged to subscribe to a professional defence organisation but should ensure that they have adequate defence cover for non-NHS work.

Mentoring

New consultants will have access to mentoring and are encouraged to take advantage of this facility. This will be arranged following discussion and mutual agreement between the individual and the medical director.

Professional performance

The Trust expects all doctors to work within the guidelines of the GMC Guide to Good Medical Practice. You will work with clinical and managerial colleagues to deliver high quality clinical care, within the management structure of the Trust and are expected to follow Trust policies and procedures, both statutory and local, including participation in the WHO surgical checklist.

You will be expected to take part in personal clinical audit, training, quality assessment and other professional activities, including continuing medical education, annual appraisal, job planning and revalidation. It is expected that you will participate in multi-source feedback from both colleagues and patients. You will undertake administrative work associated with management of your clinical and professional practice.

You will be responsible for leadership of junior doctors within the specialty as agreed in your job plan and will be accountable for the effective and efficient use of any resources under your control.

You will also participate in activities that contribute to the performance of the department and the Trust as a whole, including clinical and academic meetings, service development and educational activities. Service developments that require additional resources must have prior agreement from the Trust.

Reporting concerns

The Trust is committed to providing safe and effective care for patients. There is an agreed procedure that enables staff to report “quickly and confidentially, concerns about the conduct, performance or health of medical colleagues”, as recommended by the chief medical officer (December 1996).

All medical staff practising in the Trust must ensure that they are familiar with the procedure and apply it if necessary.

Serious untoward incidents

It is expected that you will report all risks, incidents and near misses in accordance with the Trust governance structure. You will be required, on occasion, to lead or assist with investigation of incidents and implementation of risk-reducing measures to safeguard patients, visitors and staff. You must comply with the Duty of Candour legislation.

Research and audit

Audit is supported by the clinical audit and effectiveness department and we encourage all levels of staff to undertake quality improvement projects. Research within the Trust is managed in accordance with the requirements of the Research Governance Framework. You must observe all reporting requirement systems and duties of action put in place by the Trust to deliver research governance.

Safeguarding children and vulnerable adults

The Trust is committed to safeguarding children and vulnerable adults and you will be required to act at all times to protect patients. The appointees may have substantial access to children under the provisions of Joint Circular No HC (88) 9 HOC 8.88 WHC (88) 10. Please be advised that, in the event that your appointment is recommended, you will be asked to complete a form disclosing any convictions, bind-over orders or cautions and to give permission in writing for a DBS check to be carried out. Refusal to do so could prevent further consideration of the application.

Rehabilitation of offenders

Attention is drawn to the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended by the Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) Order 1986, which allow convictions that are spent to be disclosed for this purpose by the police and to be taken into account in deciding whether to engage an applicant.

This post is not protected by the Rehabilitation of Offenders Act, 1974. You must disclose all information about all convictions (if any) in a court of law, no matter when they occurred. This information will be treated in the strictest confidence.

Health and safety

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

Infection prevention and control

The Trust is committed to reducing hospital-acquired infections. All staff are expected to ensure that infection risks are minimised in line with national and Trust policies and best practice. They are supported in this by the infection prevention and control team.

Our approach to inclusion and diversity

Inclusion is fundamental to our approach to organisational development, culture, service improvement, and public and patient engagement.

It is one of our core values and we have an inclusion lead to provide strategic oversight to the inclusion agenda. Our inclusion steering group is chaired by our CEO, Sam Higginson, and reports its progress to the Board of Directors.

Our aim is to create a positive sense of belonging for everyone, regardless of their background or identity, and to value visible and invisible differences, so everybody is respected and valued, and everyone feels comfortable bringing their whole selves to work and able to reach their full potential.

We have staff inclusion champions who provide information to colleagues and promote inclusion opportunities. We also have a range of networks which colleagues can join, including:

- Disability network
- LGBTQ+ network
- Ethnic minority network
- Neurodiversity Network

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





Living in Devon

Devon offers a quality of life few other English counties can match. Where else will you find such a unique landscape that encompasses over 450 miles of dramatic coastline, rugged moorland and gently winding rivers?

Interspersed with vibrant market towns, chocolate-box villages and sleepy hamlets, it is easy to see why we are consistently voted as one of the top places to live in the country.

Devon's outdoor lifestyle is its biggest draw. This natural playground is unsurpassed with over a third of the county designated as Areas of Outstanding Natural Beauty. You'll have over 5,000 km of footpaths and 250km of off-road cycle paths to explore, not to mention endless opportunities to surf along the vast stretch of Atlantic coastline or paddleboard across tidal estuaries.

There are good transport links to the rest of Devon, including the M5 and regular trains to Exeter with its art galleries, museum and theatres. Your taste buds will find plenty to savour here too - Devon is rightly proud of the farmers and producers who make the South West one of the best regions in the UK to enjoy locally produced food and drink. North Devon also benefits from an excellent range of community, private schools and colleges for further education.

Whether you fancy surfing or fishing, cycling or climbing, fine dining or hearty pub fare, the county really does have it all.

“It’s the English county that comes closest to perfection.”

The Telegraph: England's 48 counties ranked. Oct 2024

A vibrant city

A thriving, forward-looking city, Exeter is home to the world-leading Met Office, boasts the UK's first leisure centre built to ultra-energy-efficient Passivhaus standard and has one of the top 20 universities in the country.

At the very heart of the city is Exeter Cathedral, an architectural gem surrounded by cobbled streets and beautiful old buildings, many of them shops and eateries. In the compact city centre, you can stroll alongside parts of the ancient Roman wall, visit the remains of Rougemont Castle or explore the depths of Exeter's historic Underground Passages. Exeter Phoenix Arts Centre and the Royal Albert Memorial Museum (RAMM), add to the cultural mix, plus you'll have performance venues such as the Northcott Theatre, the Barnfield Theatre and Corn Exchange close to the city centre.

The main shopping area provides a wide range of leading High Street brands alongside an eclectic mix of independent shops, many to be found in the narrow thoroughfares off Cathedral Close and the High Street. Nearby Fore Street is a haven for all things vintage and retro. Exeter also has a historic quayside, a great spot to sit and watch the world go by at one of the many cafes and restaurants with al fresco dining.

Friendly market towns

You'll find an array of historic towns across North Devon and Torridge such as Okehampton, famed for its easy access to stunning Dartmoor. Heading towards North Devon, you'll also have delights such as the charming harbour town of Ilfracombe and the riverside port of Bideford.

More information about the area and help with relocating can be found at
www.royaldevon.nhs.uk/careers



Great for families

Outstanding Ofsted-rated primary schools, high-ranking secondaries and proximity to two leading universities are some of the biggest draws to Devon, making this a desired destination for families. Whether you have young children or teenagers in tow, the sheer quality of education and extra-curricular activities available are guaranteed to impress.

Living and travelling

Housing wise, housing stock is diverse, with everything from thatched moorland cottages to Georgian townhouses and contemporary builds. Time and distance are different here, too. Many residents in this – the fourth largest county in the UK – are happy to travel up to an hour or more for work. This means there's a great deal of choice when it comes to finding somewhere to live.

Transport links are also good. The county has more than 8,000 miles of road – the largest road network anywhere in the country, although (it has to be said) many are narrow Devon lanes.

From Exeter's main station, Exeter St David's, there are fast and frequent rail services to Bristol (one hour), London (around two hours to Paddington) and Birmingham (under three hours to Birmingham New Street). Exeter itself has an impressive rail network with no fewer than nine stations serving different parts of the city. There are a number of branch lines providing services to Mid and North Devon, Dartmoor and the Exe Estuary. Exeter International Airport provides flights to numerous destinations throughout the UK, Europe and even North America.

Support with relocation

Our People Teams will help you get settled, providing financial relocation support, help with somewhere to live, registration for children at one of the excellent local schools and support for partners seeking employment.

Contacts

The Trust welcomes informal enquiries.
Contact names are detailed below:

Chief Executive Officer

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