



Royal Devon  
University Healthcare  
NHS Foundation Trust

**CONSULTANT  
RECRUITMENT PACK**

**CONSULTANT  
RHEUMATOLOGIST**

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



[royaldevon.nhs.uk/join-us](https://royaldevon.nhs.uk/join-us)

# A Warm Welcome

Hi, I'm Sam Higginson 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.

**Sam Higginson**

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 within this brochure.

## **JOB TITLE**

Consultant Rheumatologist

## **DATE OF VACANCY**

Immediate

## **BASE**

The Royal Devon University  
Healthcare NHS Foundation Trust

COVER IMAGE

**Exmouth**

30 minutes train  
ride from central  
Exeter

# Application and Advisory Appointments Committee

Applicants must have completed specialist training in this role prior to taking up the appointment. The expected date of the award of the Certificate of Completion of Training should be no later than six months after the date of AAC interview for this post.

The applicant should also be entered on, or within six months of entry to, the GMC Specialist Register at the time of acceptance of an offer of employment.

Applications are through the NHS Jobs online service at [www.jobs.nhs.net](http://www.jobs.nhs.net). This will take you to the Career Gateway. Please apply using the online application form at this site.

In the interests of equal opportunities, applications or supplementary information submitted by CV will not be accepted. A minimum of three recent references are required, including a satisfactory reference from your current employer or the responsible officer at your current designated body.

“  
**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 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 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](http://www.royaldevon.nhs.uk)



Exeter  
Cathedral

# 1. Introduction

We are seeking to appoint an enthusiastic Consultant Rheumatologist to join our well established department at Royal Devon University Healthcare NHS Foundation trust (RDUH).

This is an 8PA replacement post which has become vacant following one of our consultant colleagues leaving the department to work abroad.

The successful candidate would take responsibility for an existing cohort of patients previously under our colleague's care with an opportunity to develop subspecialist interests and participate in joint clinics in for example dermatology, vasculitis and CTD/ILD.

Experience in musculoskeletal and temporal artery ultrasound is desirable to help consolidate our growing Early Arthritis and Giant Cell Arteritis services.

## 2. HOSPITALS AND SERVICES

The RDUH is managed day to day by a Trust Executive which includes a Chief Executive, Medical Director, 3 Associate Medical Directors, Chief Nurse and Executive Director of Delivery, Directors of Finance, Director of Operations, and (ex officio) the chairman of the Medical Staff Committee. All consultants are members of the Medical Staff Committee which provides a forum for the discussion of any matters of interest to consultants. The Chairman is elected and provides advice to the Trust Executive which is independent of the Associate Medical Directors.

For a full description of the main hospitals and services of the Trust see the Trust website [royaldevon.nhs.uk](http://royaldevon.nhs.uk)

## 3. THE WORK OF THE DEPARTMENT AND DIRECTORATE

In February 2022 the rheumatology team in Exeter moved to the Nightingale Hospital which is situated 2.5 miles from the main site. The team work in a large dedicated space within the Nightingale hospital which comprises of 6 clinic rooms, 2 treatment rooms and an infusion unit. The site benefits from onsite same day X-ray facilities and phlebotomy services. Office space and parking are available at Osprey house which is a two minute walk from the Nightingale Hospital.

Day to day management for the Rheumatology service is undertaken by the Nightingale Management team. Their structure consists of a Divisional Director, Lead Nurse, Divisional Business Manager, Cluster Support Manager (with dedicated responsibilities for Rheumatology) and administrative managers.

The Rheumatology Team serves the population of 450,000 of Mid and East Devon with general outpatient clinics at the Nightingale Hospital and nearby community hospitals. In addition, there are specialist award winning Early Synovitis clinics as well as Osteoporosis and Musculoskeletal Ultrasound Clinics. Furthermore there are Combined Dermatology, Vasculitis (with Renal Physician), Pain Management, and Paediatric Clinics.

The previous post holder Dr Abusalameh established a fast-track GCA service in the department incorporating temporal artery ultrasound. Three rheumatology consultants perform temporal artery ultrasounds regularly and run dedicated MSK ultrasound clinics.

The appointed candidate would be encouraged to participate in the delivery of both services with opportunities to learn or improve temporal artery and MSK ultrasound scanning.

The Rheumatology Clinical Team consists of:

**Dr M Cates**

Consultant Rheumatologist & Clinical Lead

**Dr R Mascarenhas**

Consultant Rheumatologist

**Dr R Haigh**

Consultant Rheumatologist

**Dr R Rabbitts**

Consultant Rheumatologist

**Dr S Earl**

Consultant Rheumatologist

**Dr Daniel Murphy**

Staff Grade Rheumatologist

**Dr Daniel Bartram**

Staff Grade Rheumatologist

**Dr S Athurupana**

Staff Grade Rheumatologist

**Mrs J Moran**

Lead Clinical Nurse Specialist

**Mrs T Morey**

Clinical Nurse Specialist

**Mrs K Lewis**

Clinical Nurse Specialist

**Mrs S Wellington**

Clinical Nurse Specialist

A Specialist Registrar, as part of the South West Rheumatology Rotation (Taunton, Barnstaple, Exeter, Torbay, Plymouth & Truro), is attached to the team, working with all four consultants. There is currently a rheumatology F1 doctor and a Community facing F2 doctor.

The clinical team are supported by an administrative team, with shared responsibilities and administrative support available to consultants.

The Rheumatology multidisciplinary team work closely together and formal communication with nurse specialists, designated occupational and physiotherapists is maintained through weekly MDT meetings. Radiographers and 4 Musculoskeletal Radiologists provide an excellent diagnostic and interventional imaging service with CT, MRI and ultrasound. Rheumatology is well supported by various specialist orthopaedic teams who are able to provide hand, foot, hip, knee, shoulder, elbow and spinal surgery.

All members of the Rheumatology Team are involved in the delivery of the University of Exeter Medical School's Undergraduate Programme, mainly Years 3, 4 and 5. A significant contribution is also made to plenary lectures, small group teaching, and examining as well as curriculum development.

In addition to monthly postgraduate education & audit meetings within the Rheumatology Team, there are bi-monthly regional CPD meetings which form part of the Peninsula Specialist Training Programme.

## Research

The department is active from a research perspective participating in commercial and NIHR studies. In addition, The Musculoskeletal Disease and Inflammation Research Group (MDIRG) is a peninsula-wide collaboration focussing on 2 inter-related areas; inflammation and oxidative stress



**Exeter City Centre**

15 minutes walk  
from Royal Devon

## 4. POSITION OF CONSULTANTS UNABLE FOR PERSONAL REASONS TO WORK FULL-TIME

The Trust is committed to flexible working arrangements including job-sharing. Such arrangements will be discussed with any shortlisted candidate on a personal basis.

## 5. THE JOB ITSELF

TITLE:

Consultant Rheumatologist

RELATIONSHIPS:

The employer is the RDUH

The post is based on a part-time appointment 8 PAs.

## DUTIES OF THE POST

### Clinical Commitments

#### Rheumatology

The appointee will provide a comprehensive service for the investigation and management of the spectrum of rheumatological disease. There is also excellent opportunity to develop a subspecialty interest. Experience in Musculoskeletal and temporal artery ultrasound is desirable to help consolidate our Early Arthritis and Giant Cell Arteritis services. There is a responsibility to teach junior medical staff and Health Care Professionals in The Rheumatology Team.

#### Management

The appointee is expected to be responsible to the Clinical Lead and Associate Medical Director (AMD) for the effective and efficient use of resources under his/her control, to contribute to the planning and development of the service and to participate in directorate/departmental meetings.

### University of Exeter Medical School

The RDUH Trust is one of the NHS partners of the University of Exeter Medical School (UEMS) and the Department has responsibility for part of the clinical undergraduate teaching programme. Time for teaching and preparation is arranged by mutual agreement with the AMD within the Trust's annual job planning and appraisal process.



## Clinical Audit & Research

To contribute to the development of Clinical Quality Standards.

The successful candidate will be expected to participate in the design and completion of audit projects leading to improvements in practice. There are close links with the University of Exeter Medical School. Current opportunities for research and audit are likely to be significantly enhanced in the future.

## Administration

The appointee will undertake administrative duties associated with the running of his/her clinical work.

## Leadership and Management

The appointee will be responsible for the leadership of his/her 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 expected to be responsible to the Clinical Lead and AMD for the effective and efficient use of resources under his/her control, to contribute to the planning and development of the service and to participate in directorate/departmental meetings.

## Professional Performance

It is a requirement that if the employee has concerns about the professional performance of a member of the medical staff, they have a duty to speak to the person concerned. If the matter is potentially serious, or satisfaction is not obtained with the direct approach, such concerns should be discussed with the AMD, if satisfaction is again not obtained, concerns should be discussed with the Medical Director.

The appointee will be expected to take part in professional, audit, training and quality assessment activities.

The appointee will have continuing responsibility for the proper function of the service.

## Infection Control

All medical and dental staff have a duty to practice safe medicine in relation to infection control and other issues. Appointees will therefore be expected to attend infection control learning opportunities once per year as a minimum, and also to comply with Trust Infection Control policies and guidelines.

## Leave

Annual and study leave will be granted to the maximum extent allowable by the Medical & Dental Whitley Council regulations, but, in accordance with the Trust's leave policy.

## Emergency On-call and Cover for Colleagues

Locum cover will not normally be provided.

In addition to providing emergency cover for the absent consultant colleague it is expected that the consultant(s) providing cover will also provide clinical supervision to junior staff caring for inpatients and day cases.



# 6. TIMETABLE

## Rheumatology

The timetable below is illustrative of a typical week

	AM		PM	
<b>Monday</b>	Clinical Admin	1 PA	Peripheral Clinic	1.25 PA
<b>Tuesday</b>	MDT meeting, Radiology meeting	0.5 PA	Clinic	1 PA
	Core SpA	0.5 PA		
<b>Wednesday</b>	Clinic	1 PA	Teaching Admin/Management	0.25 PA 0.5 PA
<b>Thursday</b>				
<b>Friday</b>	Clinic	1 PA	Core SPA	1 PA

On-Call commitment for rheumatology: Consultants participate in a “consultant of the week” rota which involves holding an on-call mobile and answering urgent queries from GPs and secondary care colleagues. The consultant of the week will also generally do triage of incoming GP referrals and arrange review for GCA patients for which there are protected slots. Clinic templates are reduced for the on-call consultant and one clinic stood down completely to allow time for a ward round. Currently there is no regular on-call out of hours commitment but, by arrangement, consultants are available to offer specialist advice out of hours as necessary.

Nominal commitment (This will vary with the type of post)

Type of Work	No. of PAs
Out-patient clinics	4
Teaching	0.25
Administration/management	2
Core SPA	1.5
<b>Total</b>	<b>8</b>

The supporting professional activities (SPAs) allocation within the provisional job plan is an illustrative guide and will be finalised following individual agreement with successful candidate. A minimum of 1.5 SPAs will be provided within a full time contract, for a consultant’s personal development. Further discussion on supporting professional activities will depend on the Trust’s requirements and the individual’s particular expertise.



# 7. Conditions of Service

## Salary Scale

£93,666.00 - £126,281.00 (Pro rata)

## Annual Leave

6 weeks + 2 days per year (+ day off in lieu for each Public Holiday worked) rising to 6 weeks and 4 days after 7 years service pro rata. Five weeks of entitlement to be taken in full weeks. Part time staff may elect to take public holidays as they fall or a pro rata entitlement.

## Study leave

30 working days over period of three years.

## Date of Vacancy

Immediate.

## Cover Arrangements

Colleagues; locum cover will not normally be provided.

## Domicile

Consultants are expected to reside within a reasonable distance of Exeter, normally within 10 miles or 30 minutes. Exceptions to this rule will need to be discussed with the Medical Directors.

## 8. Academic Facilities

### The University of Exeter Medical School

The University of Exeter Medical School (formerly part of the Peninsula Medical School) is founded on a unique partnership between the University of Exeter and the NHS in Devon. All teaching is underpinned by a strong research base with research focused in the Institute of Biomedical and Clinical Science, Institute of Health and Social Care and the Institute of Clinical Education.

Years one and two of the Bachelor of Medicine, Bachelor of Surgery degree programme lay the scientific foundations for the future years of the course. Students are introduced to clinical methods and begin acquisition of a range of transferable skills, learning science within a clinical context. The 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 health care provision. The curriculum is structured around the human life cycle and the first year student studies human physical and psychological development from birth through to death. 70% is "core", providing the knowledge and abilities essential for entry into the Pre-registration House Officer year and 30% is comprised of Special Study Units, which allow students to select areas of interest to study in depth. In the second year students revisit the human life cycle, this time with an emphasis on disease and the pathological and psychological impact of illness. The Years 3 and 4 programme moves away from the traditional curriculum model to reflect today's evolving models of care. Known as 'Pathways of Care', Years 3 and 4 reflects the patient experience of care in acute, primary and community care settings. Learning is patient centred. In year five students learn the job of medicine and start to develop their understanding of principles of practice in the NHS. Students are involved in a series of apprenticeship attachments; to consultants across the South West and to Principal General Practitioners on a one-to-one basis throughout Devon.

There is great scope for staff in NHS Partner Organisations to become involved in all aspects of the University of Exeter medical school curriculum for undergraduate education; for example, clinicians may be engaged as Clinical Skills Tutors, SSU Providers, and Academic Mentors.

The Institute of Biomedical and Clinical Science has developed several core "platform" technologies, accessed by a range of clinician scientists. These include: molecular genetics; clinical micro vascular research; cell and molecular biology laboratories; the peninsula MRI facility on the St Luke's Campus. Research in the field of diabetes and micro vascular science is particularly strong with the University of Exeter being awarded a Queen's Anniversary Prize for Higher Education in 2005 for the work of Professor Andrew Hattersley and his team entitled "Using genetics to improve clinical care for diabetic patients". The Institute of Health and Social Care Research possesses core skills in epidemiology (including genetic epidemiology), health technology assessment, concordance, access to services and systematic reviews.

### The Research and Development Support Unit (RDSU)

The Trust holds a contract from the Department of Health to host a Peninsula wide Research and Development Support Unit to facilitate NHS R&D in the implementation of Evidence Based Practice in the research community of the Health Authority area. This new Peninsula Unit, which has been formed from three highly successful units, will involve networks throughout the Peninsula embracing both Primary and Secondary Care and will support all professional groups.

## 9. Research and Innovation

The appointee will be expected to participate in clinical research and service innovation. The Trust hosts the National Institute of Health Research Clinical Research Network (South West Peninsula) and the appointee will be expected to identify suitable patients for clinical trials. There are opportunities for candidates to act as a Principal Investigator for NIHR clinical trials with the support from R&D as well as develop their own portfolio of research as a Chief Investigator with support from the Research Design Service.

All research undertaken must comply with Trust policy on Research & Development. Trust policy and guidelines are available on the Trust's Intranet site and specify compliance with the Research Governance Framework for Health and Social Care.

The successful candidate will be expected participate, and in some cases lead on, improvement and innovation activity. Where such activity creates potential new intellectual property this must comply with Trust policy on Innovation and Intellectual Property.

## 10. Canvassing

Candidates are asked to note that canvassing of any member of the Advisory Appointments Committee will disqualify them from appointment {see Statutory Instrument 1982 No. 276 paragraph 8(1)(b)}. This should not deter candidates from seeking further information relevant to the post from those members of the Trust detailed below and, further, this should not deter candidates from making informal visits to the Trust which are encouraged.

## 11. Access to Children and Vulnerable Adults

The person appointed to this post may have substantial access to children and to vulnerable adults. Applicants are, therefore, advised that in the event that your appointment is recommended and in line with Trust policy, you will be asked to undertake an Enhanced disclosure check with the CRB prior to commencement of employment. Refusal to do so could prevent further consideration of the application. 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.

## 12. Rehabilitation of Offenders

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.

## 13. Data Protection Act 1988

Candidates are informed that the information given by them in application for the post will be used only for the recruitment and selection process. For successful candidates this will then form part of their personal file, and for unsuccessful candidates the information will be destroyed. The information is stored both in hard copy form and minimally on a database. This information is held and administered in line with the Data Protection Act and the Trust's confidentiality procedure.



# Equality, Diversity and Inclusion

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.

# Person Specification

REQUIREMENTS	E/D*	HOW TESTED? Application Form/ Interview/Test	MET	NOT MET
<b>QUALIFICATIONS/SPECIAL TRAINING:</b>				
Completion of higher specialist training in Rheumatology	E	APP		
Entry on Specialist Register for Rheumatology or interview within 6 months of CCST/CCT date	E			
Membership of Royal College of Physicians or equivalent qualification	E	Certificates		
Post Graduate Management Course	D			
<b>KNOWLEDGE/SKILLS:</b>				
Experience in Clinical Rheumatology	E	APP		
Experience in managing patients on biologic response modifying therapies	E	Interview		
Ability to take full and independent responsibility for clinical diagnosis and patient care	E			
Knowledge of Ionizing Radiation (Medical Exposure) Regulations	E	Interview		
Experience in musculoskeletal and temporal artery ultrasound	D			
Computer literacy	E			
<b>EXPERIENCE &amp; INTEREST:</b>				
Experience of teaching (undergraduate and postgraduate)	E	APP		
Experience in teaching clinical skills	E	Interview		
Experience of research and ability to apply outcomes to clinical practice	E			
Experience of audit				
Experience of leadership and development and successful implementation of service development initiatives	E E			
Interest and experience of management of Vasculitis	D			
<b>PERSONAL REQUIREMENTS:</b>				
Enthusiasm, motivation and commitment to the development of Rheumatology Services	E	Interview		
Ability to cope in stressful situations	E			
Ability to communicate effectively (verbally and in writing) with patients, carers, GP's, nurses etc	E E	Interview		
Caring attitude to patients				
<b>OTHER REQUIREMENTS:</b>				
Honesty and reliability	E	APP		
Commitment to continuing medical education and professional development	E	Interview		
Evidence of publication in peer-reviewed journals	E			
Ability to undertake travel requirements of the post	E			

## \* Essential/Desirable

<b>HAZARDS:</b>				
<b>NOTE: FAILURE TO COMPLETE THIS SECTION WILL DELAY THE INTERVIEW PROCESS</b>				
Laboratory Specimens	x	Clinical contact with Patients	x	Performing Exposure Prone Invasive Procedures
Blood / Body Fluids	x	Dusty Environment		VDU Use
Radiation	x	Challenging Behaviour		Manual Handling
Solvents		Driving		Noise (over 85 dB)
Respiratory Sensitisers		Food Handling		Working in isolation
Cytotoxic Drugs		Vibration or electrical work		Night Working
LABORATORY STAFF ONLY: Proteinacious dusts				

# Further information

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

**Clinical Lead Rheumatology:**

Rheumatology Dept  
Nightingale Hospital Exeter

**Chief Medical Officer:**

Dr Adrian Harris  
Royal Devon & Exeter NHS Foundation Trust  
Barrack Road  
Exeter EX2 5DW  
Tel: 01392 403919

**Associate Medical Director:**

Dr Patrick Gillespie  
Royal Devon & Exeter NHS Foundation Trust  
Barrack Road  
Exeter EX2 5DW



**The Quay**

20 minutes walk  
from Royal Devon





# 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 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.

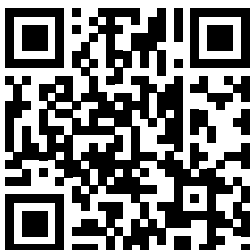
Transport links are also good. The county has more than 8,000 miles of road – the largest road network anywhere in the country, although (it has to be said) many are narrow Devon lanes.

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.

## Support with relocation

Our Medical Staffing Team 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.

More information about the area and help with relocating can be found at [royaldevon.nhs.uk/join-us](https://royaldevon.nhs.uk/join-us)



Budleigh  
Salterton

# 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 £2500 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](mailto:rduh.medicalhr@nhs.net) (Eastern services)

 NHSRoyalDevon  RoyalDevonNHS

## 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.