

# INFORMATION PACK

Advanced Abdominal Wall Fellowship  
(North Devon Comprehensive Hernia Centre)

Post Reference: 185-40260-9083

## CONTENTS

---

A 12m fixed term Abdominal Wall Fellowship (post-CCT) based at North Devon District Hospital, is available.

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

1. Introduction	3
2. Job Description	4
4. Person Specification	6
5. The Department	8
6. Main Conditions of Service	12
7. Royal Devon University Healthcare NHS Foundation Trust	13
8. North Devon	16
9. Contacts	17

## APPLICATION & INTERVIEW

---

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

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

Applicants must have completed specialist training in General Surgery (Colorectal, Upper GI, General Surgery or equivalent). Attainment of FRCS (or equivalent) is required. The applicant must also be registered with the GMC and have completed ST8 competency (or equivalent)

Applications are online Please apply using the standard online application form. In the interests of equal opportunities, applications or supplementary information submitted by CV will not be accepted. A minimum of three recent references are required, including a satisfactory reference from your current employer or the Responsible Officer at your current Designated Body.

The provisional date for the interviews is TBC.

# 1. INTRODUCTION

---

Applications are invited to this exciting fellowship in advanced abdominal wall (AWR) reconstruction, at North Devon District Hospital.

This senior fellowship is aimed at surgeons from the UK or internationally who have completed their higher surgical training (post-CCT or equivalent), who would like to undertake advanced training in complex hernia surgery and abdominal wall reconstruction at a national centre of excellence.

The Comprehensive Hernia Centre at North Devon District Hospital offers advanced management of complex abdominal wall hernias and receives over 100 tertiary referrals a year from across the South West of England and nationally. Our service provides a weekly abdominal wall MDT, bespoke patient pathways and pre-optimisation for complex hernias, and advanced techniques including robotic surgery, anterior and posterior component separation, peritoneal flap hernioplasty, and pre-operative chemical component separation with botulinum toxin therapy. We also provide a dedicated multidisciplinary chronic groin pain service, and an active research program. The abdominal wall service is provided by three consultant abdominal wall surgeons and two Advanced Clinical Practitioners in Abdominal Wall Surgery, who provide specialist nursing input and pre-optimisation pathways and rehabilitation for patients.

As a Senior Fellow in our program, you will gain extensive exposure and experience in hernia surgery including both robotic and open abdominal wall reconstruction and the opportunity to master reconstructive techniques. Our aim is to provide you with a fellowship opportunity that will prepare you for a life-long career in abdominal wall reconstruction.

The Department of General Surgery is divided into the Academic Department of Abdominal Wall and Upper GI Surgery, Colorectal Surgery and Emergency Surgery subdivisions. The department has Specialty Registrars, Core Surgical Trainees and Foundation Doctors, rotating within their respective Peninsula Training Programmes. There are also a number of experienced SAS surgeons and clinical fellows. Recently, we have trained a cadre of Physician's Associates who support the teams and the emergency take. We are allied to the University of Exeter Medical School and are actively involved in teaching medical students. There are ample opportunities for teaching and training throughout the Trust and the region.

Outpatient clinics take place in a recently refurbished department at North Devon District Hospital and at several community hospitals in the area. There is excellent imaging support. Endoscopy is undertaken in the Gemini suite.

The post is based at North Devon District Hospital, part of Royal Devon University Healthcare NHS Foundation Trust, with some clinical sessions provided at peripheral community sites. NDDH is a unique organisation with integrated acute and community services across North

Devon. The acute hospital provides a full complement of secondary care services for the local population, including emergency care, cancer services, maternity and paediatric services. It is a designated Trauma Unit and Cancer Unit.

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

## **2. JOB DESCRIPTION**

---

### **2.1. Post Title**

Post CCT Abdominal Wall Reconstruction Fellowship

### **2.2. Clinical Commitments**

Clinical activity includes specialist abdominal wall outpatient clinics, upper or lower GI outpatient clinics and endoscopy, depending on the applicant's subspecialty interest, inpatient and day surgery operating sessions, ward rounds and the opportunity to act up on the consultant emergency on call rota to gain invaluable experience.

#### **Operating Lists**

Half and full-day inpatient operating lists are scheduled and there are also a number of day surgery sessions. These include time to see patients pre- and post-operatively and appropriate time for ward rounds of inpatients. Operating will include a combination of open abdominal wall reconstruction and robotic abdominal wall cases.

#### **Teaching**

The fellow will have dedicated time allocated for teaching of medical students and surgical trainees.

#### **Service Development and Research**

The fellow would be expected to participate in departmental research and quality improvement.

#### **Outpatients & Endoscopy**

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

#### **On Call Rota**

There is potential for the fellows to act up on the Consultant rota, with senior top cover. This will be arranged by negotiation.

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

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

The on-call consultants are timetabled to provide a morning and evening ward round, a daytime surgical emergency clinic (Mon-Fri) and cover the CEPD lists. The hospital has an Emergency clinic and Surgical Admissions Unit based on King George V ward, so most on call activity is based in this location.

#### **Emergency Calls**

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

### **Clinical Administration**

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

### **2.3. Supporting Professional Activities**

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

- ☐ Appraisal & revalidation
- ☐ Personal & professional development, including service development
- ☐ Professional administration, including related correspondence
- ☐ Clinical supervision of junior staff and other educational activities
- ☐ Governance and quality improvement activities
- ☐ Departmental, divisional meetings and other clinical or managerial meetings

### **2.4. Relationships**

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

## 4. PERSON SPECIFICATION

Applicants must demonstrate on the application form that they fulfil all essential criteria to be considered for shortlisting.

Appointment is subject to pre-employment checks, including occupational health, police checks and a minimum of three satisfactory references, including one from your current Responsible Officer.

Requirement	Essential Attributes	Desirable Attributes
<b>Qualifications &amp; Training</b>		
<b>Professional Qualifications</b>	Primary Medical Qualification (MBBS or equivalent). Postgraduate Qualification in Surgery (FRCS or equivalent).	Distinctions, Prizes, Scholarships.  Additional postgraduate qualifications.
<b>Professional Training &amp; Memberships</b>	Full GMC registration & license to practice. Successful completion of higher surgical training (or equivalent).	JAG or Bowel Screening endoscopy qualified
<b>Clinical Experience</b>		
<b>Employment</b>	Evidence of completion of a comprehensive broad-based core surgical training in colorectal surgery/ upper GI surgery or General Surgery  Career progression consistent with personal circumstances.	
<b>Clinical Knowledge and Skills</b>	Demonstrates ability to fulfil comprehensive Upper and Lower GI surgery duties at specialty grade level.  Able to assist the team with the management and clinical care of patients and provide a clinical opinion on a range of problems.  Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge.  Able to prioritise clinical need.  Caring approach to patients.	Demonstrates awareness of breadth of clinical issues.  Clinical feedback from colleagues and patients.



Requirement	Essential Attributes	Desirable Attributes
<b>Non-Clinical Skills</b>		
<b>Teaching</b>	<p>Evidence of previous teaching &amp; training experience.</p> <p>Willingness &amp; ability to contribute to departmental &amp; Trust teaching programmes.</p>	<p>Defined educational roles or qualifications.</p> <p>Evidence of teaching of undergraduates, junior doctors and multi-professional groups.</p>
<b>Management of Change &amp; Quality Improvement</b>	<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>Evidence of innovative development &amp; implementation of guidance.</p> <p>Evidence of involving patients in practice.</p>
<b>Innovation, Research, Publications &amp; Presentations</b>	<p>Understanding of the principles of scientific method and interpretation of medical literature. Demonstrates a critical and enquiring approach to knowledge acquisition.</p> <p>Demonstrates understanding of the research governance framework.</p>	<p>Recent evidence of relevant research, presentations or publications.</p>
<b>Management &amp; Leadership Experience</b>	<p>Demonstrates familiarity with and understanding of NHS structures, management and current political issues, including an awareness of national strategic plans and constraints.</p>	<p>Experience of formal leadership roles or training.</p>
<b>Communication &amp; Personal Skills</b>	<p>Good spoken &amp; written English language skills.</p> <p>Communicates effectively with patients, relatives, colleagues, GPs, nurses, AHPs and outside agencies.</p> <p>Ability to work with multi-professional teams and to establish good professional relationships.</p>	<p>Evidence of patient &amp; colleague feedback.</p> <p>Excellent presentation skills; engaging audience.</p> <p>Information technology skills.</p>
<b>Other Requirements</b>		
<b>Motivation &amp; management of personal practice</b>	<p>Punctual &amp; reliable.</p> <p>Good personal organisational &amp; prioritisation skills. Achieves deadlines.</p> <p>Takes responsibility for personal practice and is able to cope well with stressful situations.</p> <p>Commitment to continuing medical education.</p> <p>Flexible &amp; adaptable attitude.</p>	<p>Demonstrates initiative in personal practice.</p> <p>Willingness to undertake additional professional responsibilities at local, regional or national levels.</p>
<b>Commitment to post</b>	<p>Demonstrates enthusiasm for North Devon as a place to live and work.</p>	



North Devon is a designated Cancer Unit with visiting Oncologists from the Royal Devon & Exeter Hospital. There is a dedicated Chemotherapy unit in the Hospital. Radiotherapy services are sited at the Royal Devon & Exeter Hospital.

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

## **5.4. [Resources](#)**

### **Inpatient Facilities**

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

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

### **Outpatient Facilities**

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

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

## 6. MAIN CONDITIONS OF SERVICE

---

Appointment is to the Trust Doctor Contract.

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

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

### **Salary Scale**

This is as described in the Terms and Conditions of Service for NHS Trust Doctors.

The current scale is in line with national pay scales Nodal Point MT05 (£70,425).

### **Leave**

Annual leave entitlement is as described in the Terms and Conditions of Service for NHS Doctors and Dentists in Training (England) 2006.

Study leave entitlement is 30 days per annum pro rata for fixed term contracts and subject to qualifying period.

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

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

### **Indemnity**

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

## **Professional Performance**

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

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

You will be responsible for supervising and supporting junior doctors within the specialty and will be accountable for the effective and efficient use of any resources under your control.

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

## **Reporting Concerns**

The Trust is committed to providing safe and effective care for patients. There is an agreed procedure that enables staff to report “quickly and confidentially, concerns about the conduct, performance or health of medical colleagues”, as recommended by the Chief Medical Officer (December 1996). All medical staff practising in the Trust must ensure that they are familiar with the procedure and apply it if necessary.

## **Serious Untoward Incidents**

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

## **Research & Audit**

Audit is supported by the Clinical Audit & Effectiveness Department.

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

Research within the Trust is managed in accordance with the requirements of the Research Governance Framework. You must observe all reporting requirement systems and duties of action put in place by the Trust to deliver research governance.

### **Safeguarding Children & Vulnerable Adults**

The Trust is committed to safeguarding children and vulnerable adults and you will be required to act at all times to protect patients.

The appointees may have substantial access to children under the provisions of Joint Circular No HC (88) 9 HOC 8.88 WHC (88) 10. Therefore, applicants are advised that, in the event that your appointment is recommended, you will be asked to complete a form disclosing any convictions, bind-over orders or cautions and to give permission in writing for a police check to be carried out. Refusal to do so could prevent further consideration of the application.

### **Rehabilitation of Offenders**

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

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

### **Health & Safety**

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

### **Infection Prevention & Control**

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

## **7. ROYAL DEVON UNIVERSITY HEALTHCARE NHS FOUNDATION TRUST**

---

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

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

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

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

### **7.1. Academic Facilities**

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

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

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

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

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

### **7.2. Medical School Links**

There have been recent changes to the Medical School provision in the South West. We currently take students from the Peninsula Medical School and as the changes are implemented over the next five years, we will take students from the newly created Exeter Medical School. Student numbers continue to rise year on year and there are many opportunities for involvement with teaching programmes.

## 8. NORTH DEVON

---

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

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

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

Lundy Island Marine Reserve and Dartmoor & Exmoor National Parks are on the doorstep. The local dune system has been awarded UNESCO World Biosphere Status and is a Site of Special Scientific Interest (SSSI). Several areas of the coast have been designated as Areas of Outstanding Natural Beauty (AONB) and are nationally protected to preserve the beauty of the landscape. Covering a total of 171km<sup>2</sup> from Marsland Mouth on the Cornish border to Combe Martin on the edge of Exmoor, these areas include the Hartland Heritage Coast, North Devon Heritage Coast and Braunton Burrows.

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

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

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

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



## 9. CONTACTS

---

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

Chief Executive Officer	Mr Sam Higginson Email: penny.manley@nhs.net (PA to Chief Executive and Deputy Chief Executive)
Medical Director	Dr Gareth Moncaster Email: rduh.cmooffice@nhs.net
Lead Clinician for Surgery	Prof. David Sanders (01271) 370241
Care Group Director for Surgery	Mrs Nicola Du'Gay Email: n.dugay@nhs.net or rduh.surgicaldivisionalsecretaries@nhs.net
Head of Service for Acute Surgery	Mrs Emily Rossiter (01271) 311786
Service Manager for Surgery	Miss Keeley Cooper (01271) 335771

Postal address:

North Devon District Hospital  
Raleigh Park  
Barnstaple  
EX31 4JB