

BETTER TOGETHER



Royal Devon
University Healthcare
NHS Foundation Trust

Consultant Information Pack

Consultant in Orthodontics

JOB TITLE

Consultant in Orthodontics

DATE OF VACANCY

1st November 2025]

BASE

[Royal Devon and Exeter Hospital
(Heavitree)

A Warm Welcome

Hi, I'm Vanessa Purday, Chief Medical Officer at the Royal Devon University Healthcare NHS Foundation Trust. Thank you for your interest in joining us. Having recently returned to the Royal Devon, where I began my consultant career, I can confidently say this is a Trust shaped by outstanding people, a positive culture, and a clear vision for the future.

It's an exciting time to be part of our journey. We have ambitious plans to meet the needs of our communities through a clinically led, digital-first approach. Innovation and research sit at the heart of this - from being the first Trust in the country to implement EPIC in the community to pioneering robotic surgery, our record speaks for itself.

The Royal Devon is a special place to work. As one of the largest healthcare Trusts in the country, we combine scale with a family-like feel, fostering both creativity and personal care. Our agility and forward-thinking approach ensure we can adapt to the evolving NHS landscape, deliver the best care for our patients and provide excellent career progression for colleagues.

We are especially proud of our Orthodontics department, nationally recognised for its multidisciplinary expertise and research. We are committed to building on this success and are seeking exceptional clinicians to join our dynamic and inclusive team here in Devon.

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



Vanessa Purday

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 will be considered. We are committed to flexible working arrangements, including job sharing, and we will discuss these arrangements with any shortlisted candidates.

We welcome applications from established consultants and senior trainees who will be within six months of completion of specialist training at the time of the Advisory Appointments Committee.

Applicants must have completed specialist training in Orthodontics and have entered on the GDC Specialist Register prior to taking up the appointment.

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



Introduction

The Royal Devon University Healthcare NHS Foundation Trust is seeking to appoint a Consultant Orthodontist.

The successful candidate will join an established team of two part-time and one full time Consultant Orthodontists, together with two specialty trainees and the successful development of orthodontic therapists integrated into the team.

You'll be based at our Royal Devon and Exeter Hospital (Heavitree) with a dedicated, open plan and air-conditioned clinic and provide a weekly clinic at North Devon District Hospital in Barnstaple.

This role offers the benefit of a really cohesive and dynamic team. You will enjoy a truly varied role with a diverse and complex caseload, the opportunity to shape the future of department through digital innovation, service development, research and the teaching of trainees. Plus, you'll be supported and encouraged to develop your own areas of special interest.

For those seeking accelerated career progression our size and agile approach provides the perfect setting to take on leadership roles.

So, whether you are just embarking on your consultant career or looking for your next challenge, you'll find a welcoming, ambitious, and collaborative department where you can thrive and make a real impact.

“Inclusion is one of our core values, and we take pride in having a diverse workforce and a culture that respects everybody.”

Highlights of the role

Research. you'll be joining a research-active organisation where you will be encouraged to recruit participants to health research, supported by our strong links to the Bristol Dental School and our own Commercial Research Centre. Our collaboration with the University of Exeter and the National Institute of Health and Care Research (NIHR) has enabled us to deliver even more cutting-edge research through the NIHR Exeter Clinical Research Facility, the NIHR HealthTech Research Centre in Sustainable Innovation, and the NIHR Exeter Biomedical Research Centre.

Training and development opportunities are in high supply here. Whether you are interested in clinical or leadership development, we'll support you in finding the best way to grow. It is encouraged that the successful candidate will be an active member of the orthodontic Devon and Cornwall MCN.

Teaching. The Royal Devon boasts a long and exemplary training record and enjoys close ties with the University of Plymouth Dental School Bristol Dental School and the University of Exeter Medical School. The department supports visits from undergraduates and all consultants partake in teaching on the regional orthodontic training programme including registrars from the South West and Thames Valley

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 including department leadership, complex cases, investigations and service development.

Our team. Unlike many other departments you'll be supported by a team of orthodontic consultants. They are forward-thinking and extremely experienced, with over 27 years' combined service at the Royal Devon.

The team meets weekly to provide the opportunity to discuss complex cases and share best practices.

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.

Innovation is embedded in the way we work. We're piloting the use of cutting-edge AI technology, turning the words spoken in consultations between patient and clinician into medical notes and summarises the consultation in real time. This is allowing clinicians to devote more time to their patients. For the successful candidate we're keen to explore how digital developments can enhance our working practices within orthodontics.

Electronic patient record (EPR). We have over five years' experience using the Epic EPR system. We continue to optimise Epic to transform the way we deliver care. We are excited to be supporting the roll out of Epic across the Devon system, which is due to be completed by summer 2026.

Location and relocation. We are fortunate to be based in the beautiful South West of England, with the cultural city of Exeter, the rolling moors of Exmoor and Dartmoor, and a multitude of stunning beaches on our doorsteps. We have low rates of crime and excellent education - schools and further education colleges are good or outstanding, and Exeter boasts a top Russell group university. We can offer you accommodation to support a visit and a relocation package should you choose to come to Devon.

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

About 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.

We have a strategy to embrace change, innovation and technology in our ambitions to be a digitally-enabled, clinically-led teaching organisation. We are developing new ways of working and focus our multi-million annual investment programme into new infrastructure, equipment and facilities to ensure we deliver the highest quality care and outcomes. 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 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 (Vanessa Purday), chief nursing officer (Carolyn Mills), interim chief operating officer (Phil Luke), chief finance officer (Angela Hibbard), and chief people officer (Hannah Foster)

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. Organisationally, Orthodontics sits as a specialty within the Surgery Care Group. The medical director is Dr Karen Davies, the care group director is Nicola Du'Gay and the director of patient care is Lucy Bates. All permanent medical staff are members of the Medical Staff Committee which has an elected Chairperson who represents the group at the Trust Management Committee.

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

The Orthodontics Department

Our main base is at the Royal Devon and Exeter Hospital (Heavitree) in Exeter. This is a satellite hospital approximately half a mile from the acute Wonford hospital site. We also provide a regular visiting consultant service two days per week at North Devon District Hospital, Barnstaple.

Our Orthodontic team

The orthodontic consultant team includes:

- Ms Louise Kneafsey (medical lead)
- Mrs Amelia Jerreat
- Dr Jenifer Jopson

In addition, two specialty registrars and two orthodontic therapists support the clinics in Exeter and Barnstaple.

Chairside support is provided by an extensive team of 18 experienced Specialist Dental Nurses, shared with colleagues in Oral and Maxillofacial Surgery.

All orthodontic laboratory work is undertaken in-house by a team of two experienced orthodontic technologists, who also travel to Barnstaple to support Consultant clinics there.

Our Oral and Maxillofacial Surgery medical team

The Oral and Maxillofacial consultant team includes, with a further two consultants joining the team:

- Mr Michael Esson
- Mr Andrew McLennan
- Mr John Stenhouse
- Mrs McLennan-Dalal (Acting, until January 2026)

The consultants are supported by a team of two OMFS trainees (one post vacant), two Oral Surgery trainees,

three associate specialists, three specialty doctors and six juniors.

Our service

The Orthodontic departments in Exeter and Barnstaple cover all aspects of Secondary Care Orthodontics and work closely to the NHS England Orthodontic Commissioning Guide. This includes the combined management of patients affected by cleft lip and palate, dental trauma and developmental dental abnormalities.

The department has a well-developed high-volume orthognathic surgery service for patients with significant dental skeletal anomalies. Orthognathic surgery is undertaken by Mr Michael Esson, Consultant and Clinical Lead for Oral and Maxillofacial Surgery. There is a weekly combined orthognathic planning clinic every Wednesday morning attended by Mr Esson and a rota of the Consultant Orthodontists. Mr Esson has an all-day operating list every week largely devoted to orthognathic surgery cases. 3D orthognathic surgical planning is carried out using Synthes/Materialise to construct the surgical splints for all orthognathic cases, with the support of the on-site maxillofacial laboratory.

The department enjoys a strong working relationship with the Southwest Regional Cleft Lip Palate team based at Bristol Dental Hospital. Multidisciplinary cleft lip and palate clinics are conducted by the regional team and hosted monthly in the Heavitree orthodontic department.

Currently access to specialist Restorative Dentistry services is via referral to colleagues in neighbouring hospitals in Taunton and Torbay. The Orthodontic Department at Heavitree is the base for a fortnightly visiting service by the Restorative team at Musgrove Park but the Royal Devon is working towards the appointment of an in-house Consultant in Restorative Dentistry. When this development is concluded it is likely that the Consultant in Restorative Dentistry will continue to be based in the Heavitree Orthodontic Department providing an opportunity for further development of multidisciplinary care pathways for hypodontia and other relevant conditions.

Teaching and trainees

We have gained an enviable reputation in respect of postgraduate training in orthodontics. Since 1997 we have had a fully funded ST1-3 post linked to the Bristol University Postgraduate Orthodontic (MRes) Programme.

An additional ST4-5 post was established in 2020 which is fully funded by Health Education England, support which recognises the high-quality training we deliver. We have an unbroken record of 100% success in passing college exams at first attempt and completion of specialist and higher speciality training.

Due to lack of applicants at a national level for ST4, both the ST1-3 and the S4-5 posts have been converted to fully funded ST1-5 run through posts.

We provide educational opportunities to undergraduates from Peninsula Dental School in the form of visits to the department. Feedback from the students has always been exceptionally positive.

Exeter clinic facilities

Our dedicated open plan, air-conditioned outpatient clinic comprises of seven fully equipped A-Dec dental chairs and support equipment. We provide a calm and welcoming environment for the delivery of orthodontic clinics whilst also facilitating oversight of trainees.

There is an additional single surgery which is primarily utilised by the Oral and Maxillofacial Surgery department to provide consultations and outpatient procedures under local anaesthesia with or without intravenous or inhalational sedation.

Within the open plan clinic area there is an additional screened recovery bay to allow for the postoperative recovery of sedated patients.

The Orthodontic department has an on-site OPG and intra oral x-ray facility, and most dental nurses are trained in dental radiography and can provide an efficient, on demand service for such radiographs. The Trust has shown commitment to this aspect of service through supporting many dental nurses through dental radiography training in recent years. Access to lateral cephalogram radiographs and cone beam CT is available on request from the main radiography department at the Wonford site.

There is an on-site orthodontics laboratory within the departmental template, with two fully trained orthodontic technologists. The lab constructs all departmental appliances, retainers and study models to a high specification.

Barnstaple clinic facilities

Our clinic is based in a bespoke outpatient facility, which offers, a waiting area, office space and reception. There is an orthodontic laboratory which provides same day retainers and the construction of appliances. We are supported by a local team of seven specialist dental nurses and a departmental medical secretary.

Access to OPG, intra-oral, lateral cephalogram radiographs and cone beam CT is available on request from the main radiography department at NDDH

We share the space with colleagues from Oral & Maxillofacial surgery who also visit on a weekly basis.



Administration and secretarial support

Administrative, secretarial and reception cover is provided by two medical secretaries and a rota of reception staff for all clinics.

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 a computer, software and internet.

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 full-time consultants receive 1.5 core 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

Further details are published in the job planning policy.

Continuing professional development

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

Research

Investigator-led and clinical trial research has a prominent place in the Royal Devon. Patients are given the opportunity to participate in a wide 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 Exeter Biomedical Research Centre and currently provides research training to three PhD students and two visiting fellows.

The Royal Devon is proud to be an innovative and research-active organisation. The appointee will be encouraged to participate in clinical research and service innovation. The Trust hosts the National Institute of Health and Care Research Clinical Research Network (South West Peninsula) and the appointee will be supported and encouraged to recruit participant to appropriate clinical trials.

The department provides educational opportunities to undergraduate students from Peninsula Dental School in the form of visits to the department by third- and fifth-year dental students.

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 and Care 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 Royal Devon & Exeter Hospital (Wonford) 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 Hospital (Wonford) 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 consultants in the Orthodontics Department 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 and is subject to discussion with the successful candidate.

Additional recognised responsibilities may be negotiated over time and would which come with their own PA allocation agreed through the job planning process and reflected within the appointee's job plan.

Clinical Governance is organised at Specialty, Care Group and Trust levels. Currently Orthodontic Specialty Governance Meetings occur quarterly. This group reports to the Surgery Care Group Governance Group. Our Clinical Governance is being re-launched under the "Patient Safety Improvement Forum". We expect the transition to this new arrangement will be under way by the time of appointment to this post.

Leadership and management 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 post-holder's job plan.

The appointee is responsible to the Medical Lead, Clinical Director and Associate Medical Director for the effective and efficient use of resources under their control.

KEY RESPONSIBILITIES AND DUTIES:

- Provision of a weekly Orthodontist service (on a Tuesday) at NDDH, Barnstaple clinic
- Management of orthodontic patients and problems appropriate to secondary care, including multidisciplinary complex cases
- Completion of administrative duties associated with the running of your clinical work
- Teaching of postgraduate trainees and supporting visiting dental undergraduates
- Clinical Supervisor to our trainees. Support to achieve accreditation available
- Participation in departmental audit (in-house) and bi-annual regional meetings
- Participate and lead improvement and innovation activity (complying with Trust policy)
- Contribute to the planning and development of the service and to participate in departmental and Care Group meetings
- Coordination of leave to ensure a continuity of service and to provide support unexpected short notice absence of colleagues

Provisional timetable

Day	Morning (clinic 4 hours)	Afternoon (clinic 3 hours)
Monday	SPA	SPA
Tuesday	Clinic NDDH (Travel time to clinic is categorised as Direct Clinical Care)	Clinic NDDH
Wednesday	Orthognathic Clinic 1x month or Clinic Heavitree	Core SPA
Thursday	Clinic Heavitree	Clinic Heavitree
Friday	Clinic Heavitree	Clinic Heavitree

The timetable has been drafted with the aim of meeting the current needs of the service, and coordinating the presence of the appointed Consultant with the schedules of the existing three Consultants.

We welcome and encourage innovation and the development of new ways of working. Support would be provided to allow service changes where such changes could lead to improvements in patient care.

WORKING HOURS

This post is available with a job plan attracting a 10 PA full time contract, but this could be reduced to a core part time job plan or flexible working for a suitable candidate.

SCHEDULING AND MANAGING JOB PLANS

Consultant job plans are clearly timetabled and are scheduled and managed through Trust-wide processes using “L2P” software.

SUPPORTING PROFESSIONAL ACTIVITIES

In accordance with the Trust Job Planning Policy all full-time consultants have 1.5 SPAs within their job plan. 2/3rds of this is expected to be delivered in a regular and timetabled way, on site. 1/3 can be job planned for flexible delivery. This will be reflected in the job planning process.

APPROVAL AND REVIEW

It is expected that the initial job plan will be agreed within three months of the start date and will be reviewed annually or earlier, if necessary.

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, Professional training and memberships	Full registration with the UK General Dental Council. Full registration on GDC Specialist Register in Orthodontics. BDS or equivalent. Successful completion of a SAC approved 3-year training registrar programme in Orthodontics obtaining CCST or equivalent for other European Economic Area Nationals. Successful completion of a SAC approved 2-year post CCST training (ST4/5) or equivalent (or within 6 months of completion) to Consultant level. Membership in Orthodontics awarded by one of the Royal Colleges or equivalent. Attainment of Intercollegiate Specialty Fellowship in Orthodontics (or within 6 months of achieving).	Further postgraduate qualifications (e.g. MSc, DDS or equivalent).
Clinical experience		
Employment	Experience of Clinical Audit / Clinical Governance.	Experience of research and ability to apply research outcomes to clinical practice. Evidence of teaching experience at undergraduate and postgraduate levels and ability to teach clinical skills. Diploma in Postgraduate education.
Clinical knowledge and skills	Wide experience in treatment of complex orthodontic cases appropriate to Secondary care. Ability to take full and independent responsibility for clinical diagnosis, management and care of complex orthodontic patients. Ability to organise and manage waiting lists and patient priorities.	Demonstrates awareness of breadth of clinical issues. Clinical feedback from colleagues and patients.

Requirement	Essential attributes	Desirable attributes
Non-clinical skills		
Teaching	Evidence of previous teaching and training experience. Willingness and ability to contribute to departmental and Trust teaching programmes.	Defined educational roles or qualifications. Evidence of teaching of undergraduates, junior doctors and multi-professional groups.
Management of change and quality improvement	Demonstrates clear understanding of quality improvement and clinical governance within the NHS. Demonstrates willingness to implement evidence-based practice. Evidence of effective personal contributions to clinical audit, governance, and risk reduction.	Evidence of innovative development and implementation of guidance. Evidence of involving patients in practice development.
Innovation, research, publications and presentations	Understanding of the principles of scientific method and interpretation of medical literature. Demonstrates a critical and enquiring approach to knowledge acquisition. Demonstrates understanding of the research governance framework.	Recent evidence of relevant research, presentations or publications.
Management and leadership experience	Demonstrates familiarity with and understanding of NHS structures, management and current political issues, including an awareness of national strategic plan and constraints. Demonstrates willingness to lead clinical teams and develop an effective specialist clinical service.	Experience of formal leadership roles or training.
Communication and personal skills	Good spoken and written English language skills. Communicates effectively with patients, relatives, colleagues, GPs, nurses, allied health professionals and outside agencies. Evidence of ability to work with multi-professional teams and to establish good professional relationships.	Evidence of patient and colleague feedback. Excellent presentation skills, engages audience.
Other requirements		
Motivation and management of personal practice	Punctual and reliable. Good personal organizational and prioritization skills, achieve deadlines. Takes responsibility for personal practice and is able to cope well with stressful situations. Commitment to continuing medical education and professional development. Flexible and adaptable attitude.	Demonstrates initiative in personal practice. Willingness to undertake additional professional responsibilities at local level.
Commitment to post	Demonstrates enthusiasm for Devon as a place to live and work.	

Main conditions of service

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

The employer is the Royal Devon University Healthcare NHS Foundation Trust. The appointee will be professionally accountable to the 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 £109,725 - £145,478.

Leave

Annual leave entitlement is as described in Schedule 18 of the Terms and Conditions of Service: Consultant (England) 2003. Further details are available in the Senior Medical Staff Leave Policy.

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

Domicile

Consultants are expected to reside within a reasonable distance of the main acute hospital to which they are affiliated, normally within 10 miles or 30 minutes. Exceptions must be agreed with the medical director or chief executive. **A relocation package will be considered if relocation is necessary to meet these requirements.**

Duty to be contactable

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

Indemnity

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

Mentoring

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

Professional performance

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

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

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

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

Reporting concerns

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

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

Serious untoward incidents

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

Research and audit

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

Safeguarding children and vulnerable adults

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

Rehabilitation of offenders

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

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

Health and safety

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

Infection prevention and control

The Trust is committed to reducing 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 interim 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. Northern 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.

“Devon didn’t just top our rankings, it blew away the competition. Simply put, it has everything.”

The Telegraph:
England's 48 counties
ranked from best to worst

Vibrant cities

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:

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