

A photograph of a suspension bridge with blue towers and cables, spanning a river. In the background, there are buildings and a clear blue sky with some clouds. The foreground on the right shows a grassy bank and a concrete path.

# *Consultant Information Pack*

Locum Consultant Ophthalmologist  
with an interest in Paediatric Ophthalmology  
and Strabismus

## JOB TITLE

Locum Consultant Ophthalmologist

## DATE OF VACANCY

## BASE

North Devon District Hospital -  
Barnstaple

# A Warm Welcome

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

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

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

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*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

Our people are our greatest asset and we are committed to their health and well-being. We are committed therefore to flexible working, 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 this role and have entered on the GMC Specialist Register prior to taking up the appointment.

**“We will work with you to develop a realistic and sustainable job plan.”**





## Introduction

The ophthalmology department at the Royal Devon is innovative and ambitious in its pursuit of continual advancement in the field of ophthalmology.

We are seeking to appoint a Locum Consultant Ophthalmologist with a special interest in Paediatric Ophthalmology and Strabismus, based at North Devon District Hospital (NDDH) Barnstaple, with some cross site working in Exeter. This is a fixed term period of 12 months initially.

The post holder will provide comprehensive paediatric ophthalmology expertise including paediatric cataract management and ROP screening. Additional expertise in managing adult. A commitment to general ophthalmology would also be expected through outpatient clinics and participation in the on-call rota.

Our ophthalmology department comprises a friendly and supportive multidisciplinary team working at the very top of their registration. The post holder will be supported by an outstanding team of Orthoptists and Optometrists.

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

## Highlights of the role

**Research and innovation.** Research active departments deliver better clinical outcomes for patients. We have a large programme of investigator led and commercial research studies which have been internationally recognised for their programme of multisite, award-winning research. We have a multi-million-pound research facility, dedicated research staff and collaborative links with researchers from across the University of Exeter. Funded time for the development of research proposals is available for interested consultants.

**Teaching and training.** The Ophthalmology service in North Devon is one of the teaching hospitals of the Peninsula Ophthalmology Rotation. There is an active educational programme both within the department and in the region as a whole. Informal teaching takes place in the outpatient clinic, operating theatres and on ward rounds.

Training our allied professionals to expand their scopes of practice provides great value to the department and is fundamental to developing the service.

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

**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.

The successful applicant will have the opportunity to further develop in the oculoplastic service and participate in a wider service redesign.

**Career progression.** The sheer scale of the Trust brings opportunities for career progression. This is a role that is well supported by the wider consultant team, with opportunities to work across multiple sites. Consultants from Exeter attend Barnstaple regularly and working across the Trust in Exeter will also be encouraged and supported. As well as progression with service development, there is also potential for this to be a managerial role, if desired.

**Job plans.** We would like to extend the invitation to you to develop a job plan with us that is balanced and sustainable. We welcome the opportunity to discuss different working options and diverse portfolios so that you can create a long and rewarding career with us.

If this sounds like a novel and innovative approach, then that's typical to the Royal Devon, and something that sets us apart from other Trusts.

**Electronic patient record.** We went live with the Epic electronic patient record system across our Eastern services in 2020 and our Northern services in 2022. We are optimising the way we use the system, but we are already seeing huge benefits for our patients. Epic is transforming the way we deliver care across our Trust, allowing teams to share the caseload across Devon and provide care to patients remotely.

**Location and relocation.** We are fortunate to be based in the stunning North Devon area of the South West of England, with the charming market towns of Barnstaple and Bideford, the dramatic

coastline of the North Devon AONB, and beautiful beaches such as Saunton Sands and Woolacombe on our doorsteps. The region offers a peaceful lifestyle with low rates of crime and good educational opportunities—local schools and colleges provide strong standards, and nearby cities like Exeter offer access to a top Russell Group university. We can offer you accommodation to support a visit and a relocation package should you choose to come to North 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.

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

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

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

[www.royaldevon.nhs.uk](http://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), chief operating officer (Phil Luke), chief finance officer (Angela Hibbard), and chief people officer (Hannah Foster).

Our ophthalmology department is based across two sites, at the West of England Eye Unit (WEEU) at Royal Devon & Exeter Hospital (Wonford) which also delivers services via our glaucoma unit at our Heavitree site, Axminster Hospital and the Centre for Excellence in Eyes at Nightingale Hospital Exeter. And at North Devon District Hospital, Barnstaple which also delivers services in Bideford and South Molton.

Our Trust wide operational service structure is divided into five care groups. Within the surgery care group, the care group director is Nicola Dugay, the care group deputy medical director is Gareth Moncaster and the care group associate medical director is Patrick Gillespie. All permanent medical staff are members of the Medical Staff Committee which has an elected Chairman who represents the group at the Trust Management Committee.

**More information about our structure and services can be found on our website at [www.royaldevon.nhs.uk](http://www.royaldevon.nhs.uk)**



## Department at The Ophthalmology Department

Consultants deliver face to face care predominantly at their base site with some cross site working in Exeter. They will provide telephone or video consultations for patients across the entire Trust catchment.

There are currently six consultants, with special interests including ocular motility, medical retina & uveitis, diabetic retinopathy, glaucoma, oculoplastic and vitreoretinal as well as this current post. The department also has two experienced associate specialists, several specialty doctors, GPs with a special interest and specialty trainees from the regional training programme. The unit is well-regarded within the region for training of ST3-level ophthalmology trainees and supporting SAS doctors.

We are looking to appoint a locum consultant who wishes to retain a broad-based portfolio, which could complement our department.

The Trust has a great track-record for developing all members of the team and you will be supported by a skilled team of nurses and allied health professionals, including orthoptists, optometrists, specialist nurses, HCAs, imagers. There is excellent administrative support.

The post is predominantly based at North Devon District Hospital, with some clinical sessions provided at peripheral sites within the Trust, including Bideford Hospital and South Molton Hospital, with further sessions being allocated at CEE Nightingale.

## Specialist Nurses & Allied Health Professionals

There is a very experienced team of nurses and AHPs.

Five optometrists and a team of skilled imagers

Seven orthoptists and a team of skilled assistants

Ophthalmic nurse specialists with a team of ophthalmic trained nurses and HCAs

RNIB eye care liaison officer (ECLO)

Ophthalmology failsafe officers and in-house administrative team

The Department also maintains strong links with other units in the South West, referring for the sub-specialty expertise of neighbouring colleagues as necessary.

## Departmental management

Day to day managerial and operational links are with the Lead Clinician, and the Operations Manager.

## Administration and Secretarial Support

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

## Workload

Ophthalmology has the highest referral volume in the Trust, with a total of approximately 7,500 new patient referrals each year across all disciplines. We operate on approximately 2,000 patients per year.

## Outpatient facilities

There is a dedicated ophthalmology outpatient department separated into two main areas, the Eye Clinic and the Exmoor Unit.

The Eye Clinic incorporates optometry and orthoptics with eleven consulting rooms, two vision testing lanes, three visual fields rooms and an imaging suite.

The Exmoor Unit has seven consulting rooms, two imaging rooms including OCTA, vision testing room, two laser rooms and an FFA/Optos Suite.

We also have a large treatment room where intravitreal injections are performed and we are currently exploring using the space for oculoplastic work and other minor procedures under LA.

## Day Surgery

All ophthalmic day surgery patients are accommodated in the dedicated Vanguard Unit which is linked to the main hospital site.

There is a comprehensive pre-operative assessment service.

## Inpatient facilities

Adult inpatients for ophthalmic surgery and medical ophthalmic problems are accommodated on the main surgical wards.

Paediatric inpatients are accommodated on Caroline Thorpe paediatric ward.

## Equipment

The department is well equipped with diagnostic and therapeutic devices, including:

532nm Retinal laser, Pascal 577 retinal laser, YAG laser, cyclodiode laser, and SLT laser machines,

## Department Structure

Sisse Olsen – Clinical Director

Robert Munneke – Clinical Lead (Interim joint)

Sam Flynn – Senior Operations Manager - Joint

Lauren Tyrer – Operations Manager – East

Anna-Marie Searle – Operations Manager - North

Jacqui Crump – Clinical Matron – East

Maureen ROTHERY – Clinical Matron - North

## Consultant team:

### North Devon - Barnstaple

Mr A Nestle – Medical Retina, Uveitis

Mr B Riley – Medical Retina

Mr W Badr – Corneal

Ms M Ashdown – Oculoplastics

Mr K Whittaker – Glaucoma

Mr M Razzaq - Glaucoma

### Practitioner Leads

N Milhinch – Head of Optometry Services

S **Thorpe** – Head of Orthoptics Service

### Exeter

Mr J Benzimra - Neuro-ophthalmology, Paediatric  
Ophthalmology, Strabismus, Dystonia

Miss A Quinn – Paediatric Ophthalmology, Strabismus,  
Dystonia

Mr D Byles - Glaucoma, Electrodiagnosis

Mr M Smith - Glaucoma

Mr A Cowdray – Glaucoma

Miss F Irvine - Oculoplastics

Miss I Pereni - Oculoplastics

Mr H Roberts - Cornea and External Disease

Mr N Knox-Cartwright - Cornea and External Disease

### Practitioner Leads

L Frost - Head of Optometry Services

L Doucas - Head of Orthoptic Services

N Blandini - Head of Glaucoma Services

J Tripp - Head of Retina Services

C Newitt – Head of Emergency Eye Services

M Tumambing – Head of Emergency Eye  
Services



Mr R Munneke - Primary Care Ophthalmology, Laser  
(Clinical Lead)

Mr N Bowley - Medical Retina, Uveitis

Mr R Ling - Medical and Surgical retina

Mr P Simcock - Medical and Surgical retina

Miss H Von Lany - Medical and Surgical Retina

Miss E Wilkinson - Medical Ophthalmologist

Mr C Ramsden - Medical and Surgical Retina

Ms A Goodluck - Medical Retina, General



## Supporting professional activities

You will participate in a variety of professional activities (SPA) to support your personal clinical practice and the overall work of the department and Trust. All consultants receive 1.5 SPA sessions for generic nonclinical work. This includes, but is not limited to:

- Appraisal, 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 as laid down by the Royal College of Physicians 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 Physicians, to ensure that all doctors have an annual appraisal with a trained appraiser, and supports doctors going through the revalidation process.

## Research

Research is actively encouraged throughout the Trust and a willingness to expand the clinical research activity of the department is highly desirable. The Trust hosts the National Institute of Health Research Clinical Research Network and the Research and Development Department offers excellent support with a Research Design Service.

The Research, Innovation, Learning and Development (RILD) building on the RD&E Wonford site is a £27.5 development which consists of the Wellcome Wolfson Centre for Medical Research, the National Institute for Health Research (NIHR), Exeter Clinical Research Facility and a new Post Graduate Education Centre. The RILD is now home to a number of the Medical School's laboratory-based research teams, comprising both clinical research areas and class two and three medical research laboratories, complete with offices, meeting rooms and write-up areas.

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 (UEMS)

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

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

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

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

UEMS graduates will be both capable and confident, whether they are clinicians, managers, educators or researchers and will be committed to life-long scholarship. Years one and two of the BMBS

programme are based at the St Luke's Campus in Exeter and lay the scientific foundations for the future years of the course. There is clinical contact from year one and students begin acquisition of a range of transferable skills, learning science within a clinical context.

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

The trust has a great relationship with the University of Exeter and the ophthalmology dept delivers parts of the clinical undergraduate teaching programme. Links to the university bring PA opportunities in every aspect of undergraduate support, clinical and managerial.

There are numerous opportunities locally to advance skills and credentials with educational roles in mind, so if teaching is your specialist skill, then we can personalise your job plan towards this.





will be expected to participate in training and supervision of trainees within the department. There is

## Outline job plan

A provisional outline job plan is included but is subject to modification. The individual job plan and detailed timetable will be discussed and developed with the successful candidate. Specialist interests and development opportunities such as hospital management, leadership, undergraduate and postgraduate education will be accommodated where they are compatible with service requirements. As will flexible or part-time working.

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.

### CLINICAL DUTIES

The post holder will be part of a team of 3 consultant ophthalmologist with a special interest in oculoplastic ophthalmology working across site. This post will include an on-call commitment. The successful candidate will offer outpatient clinics and surgery in Barnstaple and at community hospitals. Consultants within Ophthalmology are committed to working flexibly to maintain the service.

### EDUCATION AND TRAINING

North Devon is one of the teaching hospitals of the Peninsula Ophthalmology Rotation. The post holder

an active educational programme both within the department and in the region as a whole. Informal

teaching takes place in the outpatient clinic, operating theatres and on ward rounds. The eye unit library has recently been refurbished and provides excellent IT and meeting facilities. The hospital is associated with the University of Exeter Medical School and the department provides placements and teaching for undergraduate medical students.

### 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 in line with Trust policy.

The appointee is expected to be responsible to the clinical lead 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 departmental meetings.

## CLINICAL AUDIT

The successful candidate will be expected to participate in the design and completion of audit projects leading to improvements in practice

**ON-CALL ROTA** The on-call commitment rota is 1 in 6, is in category A and attracts a 5% supplement.

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 elective inpatients and day cases.

## EXAMPLE TIMETABLE

Your timetable will include 2/3 oculoplastic clinics, 2/3 surgical lists and some general/ cataract activity.

| <b>DCC</b>                             | <b>PAS</b>   |  |
|--|--------------|--|
| Outpatient clinics / theatre           | 6.5          |  |
| CCR/MDT/Teaching                       | 0.5          |  |
| DCC Administration / electronic triage | 1.5          |  |
| Generic SPA*                           | 1.5          |  |
| <b>Total</b>                           | <b>10.00</b> |  |

On Call activity replaces the usual clinical time table during the 1:6 consultant on call week.

## 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  |
|--|--|---|
| <b>Qualifications and Training</b><br><a href="#">Royal Devon University Healthcare NHS Foundation Trust</a> |  |   |
| Professional qualifications  | Primary Medical Qualification (MBBS or equivalent).<br><br>Applicants must have completed specialist training in Paediatrics/ Strabismus.  | An appropriate higher degree or qualification (MD, PhD or equivalent).<br><br>Qualification in Teaching and Learning. |
| Professional training and memberships  | Full GMC registration and license to practice.<br><br>Entry on Specialist Register for Ophthalmology via: <ul style="list-style-type: none"> <li>• CCT/ CESR or equivalent experience</li> <li>• European Community Rights</li> </ul> Membership of Royal College of physicians or equivalent qualification. |   |

|                               |  |                               |
|-------------------------------|--|-------------------------------|
| <b>Clinical Experience</b>    |  |                               |
| Employment                    | Evidence of completion of a comprehensive broad-based training Ophthalmology training programme at specialty registrar level (or equivalent).<br><br>or<br><br>Clear demonstration of equivalent experience, with a minimum of six years at a level comparable with or senior to specialty registrar.<br><br>Evidence of training in Ophthalmology<br><br>Career progression consistent with personal circumstances.   |                               |
| Clinical knowledge and skills | Demonstrates ability to fulfil comprehensive ophthalmology duties at a consultant level. Able to take full and independent responsibility for clinical care of patients and provide an expert clinical opinion on a range of problems.<br><br>Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge.<br><br>Able to prioritise clinical need.<br><br>Caring approach to patients.<br><br>Experienced in working within a multidisciplinary team (MDT) setting, including participation in the weekly paediatric MDT | Clinical knowledge and skills |

| Requirement  | Essential Attributes   | Desirable Attributes  |
|--|--|---|
| <b>Non-clinical skills</b>                           |  |   |
| Teaching   | Evidence of previous teaching and training experience.<br><br>Willingness and ability to contribute to departmental and Trust teaching programmes.   | Defined educational roles or qualifications.<br><br>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.<br><br>Demonstrates willingness to implement evidence-based practice.<br><br>Evidence of effective personal contributions to clinical audit, governance, and risk reduction. | Evidence of innovative development and implementation of guidance.<br><br>Evidence of involving patients in practice development.         |
| Innovation, research, publications and presentations | Understanding of the principles of scientific method and interpretation of medical literature.<br><br>Demonstrates a critical and enquiring approach to knowledge acquisition.<br><br>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.   | Experience of formal leadership roles or training.  |



## 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 medical director 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 to £145,478 with eight thresholds.

## 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.

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 considered in deciding whether to engage an applicant.

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

## Health and safety

Employees are required to take reasonable care to avoid injury or accident while carrying out their duties, in compliance with the Health and Safety at Work Act 1974, various statutory regulations, Trust and departmental guidelines, policies and procedures. This

will be supported by provision of appropriate training and specialist advice.

## Infection prevention and control

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

## Our approach to inclusion and diversity

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

It is one of our core values and we have an inclusion lead to provide strategic oversight to the inclusion agenda. Our inclusion steering group is chaired by our CEO, Suzanne Tracey, 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 North Devon

**North Devon offers a quality of life few other parts of the UK can match.** Where else will you find such a unique landscape that combines dramatic Atlantic coastline, rolling farmland, and the wild beauty of nearby Exmoor National Park?

Dotted with characterful market towns like Barnstaple and Bideford, picturesque villages, and tranquil rural hamlets, it's easy to see why North Devon is consistently ranked as one of the best places to live in the country.

The outdoor lifestyle here is one of North Devon's biggest draws. With large parts of the region designated as Areas of Outstanding Natural Beauty, it's a natural playground offering over 5,000 km of walking trails and 250 km of off-road cycling routes. Whether you're surfing world-class waves at Croyde and Woolacombe, paddle boarding on the Taw and Torridge estuaries, or hiking across the moors, the options are endless.

While more rural, North Devon remains well connected. You'll find good transport links to Exeter and the rest of the South West, and Barnstaple has a rail connection via the Tarka Line. The area also boasts a growing food scene, with farm shops, local markets, and independent restaurants championing Devon's excellent produce.

Families are well served too, with a strong choice of community and independent schools, as well as further education options locally.

Whether it's beach days or countryside walks, adventurous sports or peaceful retreats, fine dining or traditional pub fare—**North Devon really does have it all!**

**“Never let it be said, it's all work and no play. Not here in Devon.”**

Royal Devon University  
Healthcare NHS Foundation  
Trust



## 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](http://www.royaldevon.nhs.uk/careers)



## Great for families

**Barnstaple offers families access to high-quality education across all age groups.** The town is home to several *Ofsted-rated Good and Outstanding* primary schools, along with well-regarded secondary schools that perform strongly in the region. For those pursuing further education, Petroc College in Barnstaple provides a wide range of academic and vocational courses, and the town is within reach of two leading universities—Exeter and Plymouth—offering excellent progression opportunities.

Whether you have young children or teenagers, the quality of education and the variety of extra-curricular activities available in and around Barnstaple are sure to impress, making it a desirable location for families looking to settle in North Devon.

## Living and travelling

**Barnstaple and the wider North Devon area offer a diverse range of housing options**—from charming countryside cottages and period townhouses to modern developments and family homes in well-established residential areas. Whether you're looking for a coastal retreat, a rural idyll, or a home within easy reach of town amenities, there's a wealth of choice to suit different lifestyles and budgets.

In this spacious and scenic part of the country, **travel times are measured more by scenery than stress.**

Many residents are happy to commute up to an hour for work, which significantly broadens the area for potential homebuyers or renters across North Devon and beyond.

**Transport links to and from Barnstaple are good.** The town is served by the **Tarka Line**, offering regular rail connections to Exeter, where you can then access direct services to Bristol, London Paddington (around two hours), and Birmingham. Exeter also provides access to **Exeter International Airport**, with flights to UK, European, and some long-haul destinations.

Devon's extensive road network—though known for its characterful narrow country lanes—means that **Barnstaple is well connected** by road to the rest of the county via the A361 North Devon Link Road, and further afield to the M5 motorway.

## Support with relocation

Our 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.

## Contacts

The Trust welcomes informal enquiries.

Contact names are detailed below:

### **Chief Medical Officer**

Vanessa Purday

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### **Medical Director**

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### **Ophthalmology Clinical Lead**

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### **Senior Operations Manager**

Sam Flynn

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### **Associate Medical Director**

Dr Liz Adams

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### **Care Group Director**

Nicola Dugay

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### **Executive and Specialist Recruitment Lead**

Emily Simpson

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