


BETTER TOGETHER



Royal Devon  
University Healthcare  
NHS Foundation Trust

# Trust Doctor / Fellow Information Pack

Trust Doctor IMT3  
Fixed Term (until August 2026 changeover)

 [royaldevon.nhs.uk/careers](https://royaldevon.nhs.uk/careers)

 [rduh.medicalstaffing@nhs.net](mailto:rduh.medicalstaffing@nhs.net)

## JOB TITLE

Trust Doctor

## DATE OF VACANCY

August 2026

## BASE

North Devon District Hospital  
Raleigh Heights  
Barnstaple EX31 4JB

# A Warm Welcome

Hi, I'm Adrian Harris Chief Medical Officer of Royal Devon University Healthcare NHS Foundation. Thank you for the interest that you have shown in working with us, at what is an unprecedented time for healthcare across the UK but also an exciting time for our organisation, now one of the largest healthcare Trusts in the country.

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 teams many of which are nationally recognised for their specialist clinical care and research activity. We are committed to the further development of this successful and cohesive team and recognise the importance of bringing the very best clinicians to Devon.

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



Prof Adrian Harris

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



## Introduction

To provide high quality care to medical patients in a busy teaching hospital. The appointee will have the opportunity to undertake a diverse range of clinical work on a variety of medical wards at the Royal Devon University Healthcare NHS Foundation Trust [Northern site].

You will gain valuable clinical experience caring for patients with a wide range of conditions, delivering high quality care and working as part of a dynamic multi-disciplinary team.

The clinical role will work apart of the 1:20 GIM on-call rota. This will be working within our General Medical wards. This will be discussed at interview.

This will be a fixed term contract (August 2026-August 2027) |

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

# Highlights of the role

There are many training and development opportunities that you are encouraged to seek out and participate in. These include structured teaching sessions, participation in clinics, Audits and QIPs. You will have a £500 study budget per annum to support professional development

**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.

**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.

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. Contact details are at the back of this pack.

**Rota Detail.** The post is apart of the on-call 1:20 on-call rota

Week	Mon	Tue	Wed	Thu	Fri	Sat	Sun
1	9:00 - 17:00	9:00 - 17:00	8:00 - 20:45	8:00 - 20:45	9:00 - 17:00		
2	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00		
3	9:00 - 17:00	9:00 - 17:00		9:00 - 17:00	21:00 - 24:00	00:00 - 9:30, 21:00 - 24:00	00:00 - 9:30, 21:00 - 24:00
4	00:00 - 9:30		9:00 - 17:00	9:00 - 17:00	9:00 - 17:00		
5	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00		
6	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00		9:00 - 17:00	9:00 - 17:00	9:00 - 17:00
7	9:00 - 17:00	9:00 - 17:00		9:00 - 17:00	9:00 - 17:00		
8	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00		
9	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 21:15	9:00 - 21:15	9:00 - 21:15
10			9:00 - 17:00	9:00 - 17:00	9:00 - 17:00		
11	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00		
12	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00		
13	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00		9:00 - 17:00	8:00 - 18:00	8:00 - 18:00
14	9:00 - 17:00	9:00 - 17:00		9:00 - 17:00	9:00 - 17:00		
15	8:00 - 20:45	8:00 - 20:45	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00		
16	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 18:00	
17	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00		
18	20:30 - 24:00	00:00 - 9:00, 20:30 - 24:00	00:00 - 9:00, 20:30 - 24:00	00:00 - 9:00, 20:30 - 24:00	00:00 - 9:00		
19	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00		
20	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00	9:00 - 17:00		

# 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 Medical 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 (Adrian Harris), chief nursing officer (Carolyn Mills), chief operating officer (John Palmer), chief finance officer (Angela Hibbard), and chief people officer (Hannah Foster).

[This post will be based at the Northern Devon District Hospital ]

Our Trust-wide operational service structure is divided into five care groups, each with a medical director, a care group director and a director of patient care. [For the Medicine Care Group, the Deputy Medical Director is Dr Helen Lockett, the Care Group Director is Karen Donaldson and the Director of Patient Care is Nolwenn Luke.

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

## Department of Medicine

The appointee will have the opportunity to undertake a diverse range of clinical work on a our medical wards. ]

### Clinical work

- With the support of more senior doctors, assess and manage patients assigned to your team.
- Review new referrals to the general medical take and present cases to the duty consultant.
- Develop skills in common medical procedures, with the aim of performing these independently.
- Request specialist opinions and investigations as guided by your consultant and registrar.
- Ensure that patients' care is handed over to other teams as appropriate.
- Work seamlessly with the MDT caring for your patients.

### Core Teaching

- Teach medical students and junior medical colleagues
- Present at departmental and divisional meetings
- Attend internal teaching programmes

### Initiative, problem-solving and decision-making

- Contribute to discussions regarding patient care and develop and deliver appropriate medical management plans
- Identify the need for developing services and work with your colleagues to develop a robust quality improvement project or audit.
- Where the opportunity arises work with colleague to develop or deliver research projects



## **Administration and Rota coordinator support**

The General Medicine Rota is supported by a team of two team members who are always happy to support

### **Senior Administration Manager**

Sian Beasant

### **Medicine Services Rota Manager**

Nikki Skinner

# 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>		
Professional qualifications	Primary Medical Qualification (MBBS or equivalent). Full MRCP (UK) at the time of application Participation in Audit / QI projects	Distinctions, Prizes, Scholarships. Additional postgraduate qualifications MRCP Part 1
Professional training and memberships	Full GMC registration & license to practice. Eligible to work in the UK. Advanced Life Support	
<b>Clinical Experience</b>		
Clinical knowledge and skills	Demonstrates awareness of the basics of managing acute medical conditions, including emergencies, inpatients and outpatients  Evidence of experience in a range of acute medical specialties, with experience of managing patients on unselected medical take during core training or equivalent  Experience at CT/ST 1/2 level of managing patients with severe acute medical disease by the time of commencement of ST3 post.  Able to prioritise clinical need. Caring approach to patients. Able to work without direct supervision where appropriate Able to maximise safety and minimise risk Experience of working in the NHS Demonstrates awareness of breadth of clinical issues. Clinical feedback from colleagues & patients.	
<b>Non-clinical skills</b>		
Teaching	Evidence of teaching experience and/or training in teaching	
Management of change and quality improvement	Demonstrates willingness to implement evidence-based practice.	

Requirement	Essential Attributes	Desirable Attributes
	<p>Evidence of effective personal contributions to clinical audit, governance and risk reduction.</p> <p>Demonstrates understanding of quality improvement and clinical governance within the NHS.</p> <p>Evidence of involving patients in practice.</p>	
<p>Innovation, research, publications and presentations</p>	<p>Demonstrates a critical and enquiring approach to knowledge acquisition.</p>	<p>Evidence of relevant research, presentations or publications.</p>
<p>Management and leadership experience</p>	<p>Ability to take responsibility for clinical care of patients and lead junior staff members</p>	<p>Experience of formal leadership roles or training.</p>
<p>Communication and personal skills</p>	<p>Good spoken and written English language skills.</p> <p>Communicates effectively with patients, relatives, colleagues, nurses, and allied health professionals.</p> <p>Evidence of patient and colleague feedback.</p> <p>Information technology skills.</p> <p>Ability to work with multi-professional teams and to establish good professional relationships.</p>	<p>Excellent presentation skills, engages audience.</p>
<p><b>Other requirements</b></p>		
<p>Motivation and management of personal practice</p>	<p>Punctual and reliable.</p> <p>Good personal organizational and prioritization skills, achieve deadlines.</p> <p>Takes responsibility for personal practice and is able to cope well with stressful situations.</p> <p>Commitment to continuing medical education and professional development.</p> <p>Flexible and adaptable attitude.</p> <p>Demonstrates initiative in personal practice.</p>	
<p>Commitment to post</p>	<p>Demonstrates enthusiasm for RDUH as a place to work.</p>	

## Main conditions of service

Appointment is to the RDUH Local Trust Doctor terms and conditions. These are locally agreed and may be amended or modified from time to time by 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, and in line with the National Resident Doctor Contract. The current scale is [£67,325 (ST3).]

## Leave

Annual leave entitlement is as described in the Terms and Conditions of Service. Study leave entitlement is 30 days per year

Further details are available in the Medical Staff Leave

## Duty to be contactable

Subject to the provisions in Schedule 8, specialty doctors 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.

## Clinical supervision

Trust doctors will have access to clinical supervision.

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

## Reporting concerns

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

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

## Serious untoward incidents

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

## Research and audit

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

## Safeguarding children and vulnerable adults

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

## Rehabilitation of offenders

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

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

## Health and safety

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

## Infection prevention and control

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

## Our approach to inclusion and diversity

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

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

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

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

- Disability network
- LGBTQ+ network
- Ethnic minority network

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.

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

## 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](http://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 (1 hour), London (around 2 hours to Paddington) and Birmingham (under 3 hours to Birmingham New Street). Exeter itself has an impressive rail network with no fewer than nine stations serving different parts of the city. There are a number of branch lines providing services to Mid and North Devon, Dartmoor and the Exe Estuary. Exeter International Airport provides flights to numerous destinations throughout the UK, Europe and even North America.

## Contacts

The Trust welcomes informal enquiries.

Contact names are detailed below:

**Title: Operational Manager (Medicine Care Group)**

Name: Heather Wills

Email: heatherwills1@nhs.net

**Title Senior Administration Manager**

Name: Sian Beasant

Email: sian.beasant@nhs.net

*Queries regarding roles will be sent through to clinical leads if required*

