



Royal Devon
University Healthcare
NHS Foundation Trust

CONSULTANT RECRUITMENT PACK

CONSULTANT PHYSICIAN IN STROKE MEDICINE AND HEALTHCARE FOR OLDER PEOPLE

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



royaldevon.nhs.uk/join-us

A Warm Welcome

Hi, I'm Chris Tidman Deputy Chief Executive Officer of Royal Devon University Healthcare NHS Foundation.

Thank you for the interest that you have shown in working with us, at what is an unprecedented time for healthcare across the UK.

Our Trust is a special place to work. We foster creativity, innovation and a personal approach to high quality patient care.

We are proud of our department and are committed to the further development of this successful and cohesive team and recognise the importance of bringing the very best clinicians to Devon.

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

Chris Tidman

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

JOB TITLE

Consultant Physician in Stroke Medicine and Healthcare for Older People Full-time (FT) or Less Than Full Time (LTFT) Appointment

DATE OF VACANCY

Immediate

BASE

Royal Devon University Healthcare NHS Trust Eastern

Cover image

Budleigh Salterton,
40 minutes car
journey from Exeter

Application and Advisory Appointments Committee

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

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

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

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

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

Why choose the Royal Devon?

Research and innovation

We recognise that research active departments deliver better clinical outcomes for patients and as such we invest continuously in a large programme of profession led and commercial research studies, many of which are internationally recognised and award winning. We have a multi-million pound research facility, dedicated research staff and collaborative links with researchers from across the University. Funded time for the development of research proposals is available for interested consultants.

Service development

The Royal Devon is a newly formed Trust supporting a population of more than 615,000 across more than 2,000 square miles of North, East and West Devon. The scale of operation brings opportunities to establish and develop innovative new services to better meet the needs of our patients.

Teaching

The Royal Devon is a university trust that enjoys close ties with the University of Exeter Medical School. We offer funded time for teaching of medical students and junior doctors. We are planning a regular programme of evening educational meetings to bring teams from both sites together. These meetings will also provide opportunities for your own CPD.

Career progression

The size and structure of our Eastern team creates a strong framework for progression, whilst the flatter structure within our Northern service means rapid progression to areas of increased responsibility.

Investment

The Royal Devon has received significant capital investment over the past 12 months which has allowed the implementation of a single electronic patient record (EPR) across the Trust. This investment has allowed expansion of the specialist nursing teams and improvements to the infrastructure at both base hospitals.

Location and relocation

We are fortunate to be based in the beautiful South West of England and you can choose between the hustle and bustle of the city of Exeter, the rolling moors of Exmoor or the stunning beaches of North Devon. Schools, further education colleges and the University of Exeter are good or outstanding, crime rates are low, and transport links and infrastructure investment are also excellent. We can offer you temporary accommodation to support a visit and a relocation package should you choose to come to Devon. A more comprehensive explanation of all of these elements can be found within this job pack, but if you have any questions then please do get in touch or arrange a visit to come and see us.

About Royal Devon University Healthcare NHS Foundation Trust

We are a newly formed NHS Foundation Trust with a vast geographical footprint, serving a population of over 615,000 people and covering more than 2,000 square miles across Devon.

This makes us one of the largest providers of integrated health care in the UK, and the biggest employer in Devon with a workforce of over 15,000 staff.


Our services include two acute hospitals, 17 community hospitals, outpatient clinics, and community teams who care for people within their own homes. We also provide primary care and a range of specialist services, stretching from coastline to coastline, extending our reach throughout the South West Peninsula as far as Cornwall and the Isles of Scilly.

Established in April 2022, the Royal Devon brings together the expertise of Northern Devon Healthcare NHS Trust and the Royal Devon and Exeter NHS Foundation Trust, embracing change and innovation to develop new medical models, new ways of working, ground-breaking research and huge levels of investment into new infrastructure, equipment and facilities. There has never been a better time to join us.

The Royal Devon is committed to supporting the personal and professional development of our consultant staff and in turn to improve the care offered to our patients. This might include developing or introducing innovative services and bringing these to rural patients, teaching the doctors of tomorrow or undertaking award winning clinical research.

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

www.royaldevon.nhs.uk



Exeter
Cathedral

INTRODUCTION

The Department of Healthcare for Older People (HfOP) at the newly formed Royal Devon University Hospitals NHS Foundation Trust (RDUH) is appointing a Consultant with an interest in Stroke Medicine for its Eastern Services based at the Royal Devon and Exeter (RD&E) Hospital. The Stroke team is embedded within the Healthcare for Older People (HfOP) Department, a friendly and supportive department of 20 Consultant Physicians with a wide range of specialist interests. Seven of the team have a sub-speciality interest in Stroke Medicine.

The post is a substantive, full-time NHS post, and applicants wishing to work less than full time are welcome to apply (minimum 7 PA). The post will be of interest to those who hold, or are within 6 months (at the date of interview) of being awarded, Certificates of Completion of Training (CCT) in General (Internal) Medicine and Geriatric Medicine, and who may also have a subspecialty CCT in Stroke Medicine, or have appropriate previous training and experience in these specialities.

THE WORK OF THE DEPARTMENT AND DIRECTORATE

- Stroke Medicine Team, Healthcare for Older People Department
- The Stroke Team sits within the Department of HfOP. The Department is part of the Medical Services Division and is based at the Royal Devon and Exeter Hospital (Wonford). The HfOP Department comprises:
 - 3 wards for the acute assessment and early rehabilitation of elderly patients (Ashburn, Kenn and Bovey wards);
 - 1 acute HfOP/movement disorders ward shared with Neurology (Bolham ward)
 - 1 direct admission Acute Care of the Elderly (ACE) Frailty Unit
- 1 acute general medical/ infection control ward (Torrige Ward);
- Orthogeriatric care on the Trauma Unit (Durbin ward), in partnership with the Trauma and Orthopaedic teams;
- The Acute Stroke Unit (ASU; based on Clyst Ward) (28 beds plus 2 direct stroke admission trolleys). This provides integrated and interdisciplinary acute and rehabilitation care for people with stroke of all ages, including the early phase of rehabilitation;
- Allied Health Professional (AHP) consultant-led 11-bedded Stroke Rehabilitation Unit (Yealm 'SRU');
- A stroke specialist Early Supported Discharge and rehabilitation team (Stroke Support Team) serving the whole RDUH Eastern Services catchment area providing Stroke-specific rehabilitation, operating as part of an integrated service with the Community Rehabilitation teams and also with a daily presence on the Acute and Rehab Stroke inpatient wards

The Department has over 2000 admissions annually to its acute geriatric assessment beds. In addition, there are over 1300 admissions per year to the ASU with suspected acute stroke, including over 800 cases of confirmed stroke per year.

The Acute Stroke Unit is a 28-bedded acute and rehabilitation ward which also has 2 hyperacute spaces to administer the first hour of treatment in acute ischaemic stroke and primary intracerebral bleeds. The service is supported by a dedicated ward team including Advanced Care Practitioner and also the Stroke Practitioner Team who coordinate the hyperacute management of patients. We operate a drip and ship model of care for Mechanical Thrombectomy working closely with our partners in Derriford who provide a 7-day interventional neuroradiology service. There is a weekly acute stroke MDT involving all of the Trusts in the region focussing on mechanical thrombectomy. There is also a monthly MDT with cardiology colleagues to review and plan the care of patients with PFO and other structural lesions.

The Acute Stroke Unit has its own dedicated therapy gym, kitchen, day room and garden and operates as an interdisciplinary unit with weekly MDT and daily board rounds. ASU is an admission ward with twice daily consultant ward rounds and weekly neuroradiology meetings. Patients are actively pulled to the community by the Stroke Support Team who provide an Early Supported Discharge Service for both ASU and the Stroke Rehabilitation Ward.

Yealm SRU is therapy-led with Consultant support from the stroke physicians, it is located close to ASU but has its own distinct geographical space and therapy space although the therapy and medical teams are integrated. There is dedicated stroke-specific teaching for the whole department including ward-based SIM sessions. We work closely with our colleagues in the Northern site of RDUH, sharing learning from governance and providing clinical support for hyperacute decision-making. We are keen to continue to work together to provide a unified and equitable service.

The Department of HfOP provides the acute frailty service, based on the 'Acute Care of the Elderly (ACE) Unit' (Capener Ward) which provides input to AMU and ED. The ACE team comprises a Consultant Geriatrician (morning and afternoon shifts), specialist nurses, therapists, psychiatric liaison nurses and voluntary sector representatives from Age UK. The ACE Unit is responsible for providing Comprehensive Geriatric Assessments (CGAs) of patients with identified frailty admitted to the ACE Unit, AMU and within the Emergency Department. The objective of the ACE unit is admission avoidance and expediting discharge, while delivering the earliest possible CGA for the frail elderly.

The Community Services Division of the RDUH Foundation Trust also runs community hospitals in Honiton, Okehampton, Tiverton, Axminster, Ottery St Mary, Seaton, Exmouth, Crediton, Sidmouth and Budleigh Salterton with a range of facilities, three of which (Tiverton, Sidmouth and Exmouth) also have inpatients under the responsibility of the RDUH.

The Department provides a consultation and out-patients service to these hospitals. We are currently working with our primary care colleagues to enhance the interface between community and acute teams, via the patch geriatrician model. Patch geriatricians develop a relationship with GP practices in their area and act as a focus for advice and guidance.

Outpatient Clinics

This post involves a commitment to the Daily Rapid-Access Stroke Clinic, which is held in purpose-built accommodation adjacent to the Acute Stroke Unit. This clinic assesses over 1000 new referrals per year with suspected minor stroke or TIA in twice daily clinics that has dedicated administrative support. There is access to same day imaging (CT, CTA, MRI and carotid duplex scanning), urgent cardiology investigation and urgent (same day) vascular surgery review.

6 week and 6 month follow up clinics are provided by the Stroke Practitioner Team and the Stroke Support Team with additional medical follow up in Consultant-led clinics if required.

At present the HfOP Department has five general medical/HfOP clinics at the Royal Devon & Exeter Hospital. In addition there are regular clinics held at Axminster, Seaton, Sidmouth, Exmouth, Budleigh Salterton, Cullompton, Ottery St Mary, Honiton, Crediton, Tiverton and Okehampton.

Other specialist clinics run by the department include a memory clinic (jointly with the Devon Partnership Trust) and a movement disorders clinic.

A photograph of Exeter Cathedral at night, illuminated by warm lights. The cathedral's intricate Gothic architecture, including its spires and flying buttresses, is clearly visible against a dark sky. A flag flies from a tall pole in front of the building. The image is partially obscured by a blue circular graphic on the left and a blue diagonal shape at the bottom.

Exeter City Centre

15 minutes walk
from Royal Devon

Community Rehabilitation

Stroke Rehabilitation in the community is provided by the Stroke Support Team (SST) which covers the whole of the RDUH Eastern area (served by the Royal Devon and Exeter Hospital). The team has an office base at Heavitree Hospital but has a daily presence on both the Acute and Rehabilitation Stroke Units on the board rounds, ward rounds and patient meetings to aid the discharge process to facilitate early supportive discharge. There is an active pull to the community and the presence of nurses within the team ensure that there can be a safe early discharge of patients who still have acute problems with issues such as continence.

The team consists of nursing staff, health care support workers, physiotherapists, occupational therapists and speech and language therapists providing up to 6 visits a day either in person or virtually. There is a dedicated medical lead for SST and the use of electronic notes ensures that instant support can be obtained. The weekly MDT is well attended with the Community Rehabilitation Teams also joining in to provide a seamless transition of care once stroke-specific therapy is no longer necessary.

The aim of the outpatient Community Rehabilitation service is to provide a pro-active role in interventions for the prevention of admission to hospital, and the rapid rehabilitation and achievement of optimal function and early discharge from hospital for elderly disabled and sick people.

Community rehabilitation units are established within the local Devon CCG area, and these are also run by RDUH Community Services division. These units are based at Exmouth, Sidmouth and Tiverton.

Teaching

As a department we are enthusiastic in the delivery of high-quality teaching and training. All our consultants are committed to undergraduate and postgraduate medical education. The Department has a substantial commitment to the teaching and training of undergraduate medical students in the University of Exeter Medical School (UEMS) through the provision of ward-based teaching, Special Study Units, lectures and other attachments. There are rotational responsibilities to undergraduate teaching with this post. During term-time year 3 and year 5 UEMS students are attached to the Stroke Unit and the HfOP wards.

The appointee will be expected to contribute to an active program of teaching to Doctors in Training (DiT) and shared responsibility for training specialist registrars in general/ acute medicine, stroke medicine and geriatric medicine. All consultants in the department are involved with undergraduate and postgraduate medical education as clinical and educational supervisors.

There is an active program of regular postgraduate education including a weekly Medical Department meeting, monthly 'Schwartz Centre' psychosocial grand round, weekly neuroradiology meeting and weekly HfOP departmental meetings.

Research

The department has a strong reputation for engagement in research and consistently high recruitment for many studies in the fields of Stroke, Parkinson's disease and Dementia. The clinical research base of the Stroke Department is expected to see continued growth. Five members of the HfOP department (two in Stroke) hold honorary research contracts with the College of Medicine and Health of the University of Exeter Medical School (UEMS) and there are also colleagues within the department who hold both joint University and NHS contracts. The Department has an Honorary Clinical Professor (Prof Martin James) and a Professor in Cardiometabolic Health /Honorary Consultant in Stroke and General Medicine (Professor David Strain) with broad research portfolio.

The department has just successfully renewed its academic status with the Joint RDUH, University of Exeter Research Office. Over the last 5 years, the department has hosted ~£5.2M as Lead applicants and a further ~£20M as co-applicants and has produced 169 unique publications. Many of these publications have led to direct change in practice, including the publication of the National Clinical Guideline for Stroke and the guidelines for the management of frail older adults with diabetes that informed the NICE document NG158 and was incorporated into the primary care QOF contract in 2019.

The NIHR Clinical Research Facility at the RD&E, with purpose-built accommodation for clinical research studies was opened in 2008, with a high field strength research MRI scanner opening in 2020.

Since the inception of the NIHR Stroke Research Network in 2008 the South West Peninsula has seen the greatest increase in Stroke research activity of all the original 8 English Stroke Research Networks. The RD&E now hosts the successor Clinical Research Network for the SW Peninsula.

The recent portfolio of NIHR-adopted clinical research studies in stroke includes hyperacute pharmacological studies (e.g. TASTE, a RCT of tenecteplase in acute ischaemic stroke with imaging-confirmed penumbra), acute intervention studies (e.g. TWIST) and post-acute/rehabilitation and prevention studies (e.g. PLORAS, SOSTART, CONVINCENCE, OPTIMAS). The Research Network supports three Research Practitioners and a Trials Administrator. There is also an active research programme in dementia, in conjunction with the Devon Dementia Collaboration.

Staff of the Department

There are 18 substantive NHS medical Consultants in the Department, two clinical academics, two non-medical consultants and one research fellow with a team Speciality Registrars and staff grade doctors:

Professor W David Strain
Associate Professor in Cardiometabolic Health/
Honorary Consultant in Stroke and General
Medicine, Joint Clinical Lead for HfOP and Stroke

Dr Susie A Harris
Consultant Physician, HfOP, and Joint Clinical Lead,
HfOP

Professor Martin A James
Consultant Stroke Physician/ Honorary Clinical
Professor (UEMS)

Dr Jane E Sword
Consultant Stroke Physician and Geriatrician and
Clinical Director, Medical Services Division

Dr Anthony G Hemsley
Consultant Stroke Physician and Medical Director
for Urgent and Emergency Care for the Devon ICB

Dr Paul D Mudd
Consultant Stroke Physician and Geriatrician

Dr Salim P Elyas
Consultant Stroke Physician and Geriatrician/
Honorary Clinical Senior Lecturer (UEMS)

Dr Jessica M Kubie
Consultant Stroke Physician and Geriatrician (LTFT)

Dr Nicola C Mason
Consultant Stroke Physician and Geriatrician (LTFT)

Dr Ray P Sheridan
Consultant Physician and Director of Medical
Education, HfOP and Associate Clinical Professor
(UEMS)

Dr Anna E Hinton
Consultant Physician, HFOP (LTFT)

Dr James T Mulcahy
Consultant Physician, HfOP and Orthogeriatrics

Dr Lisa Y Bartram
Consultant Physician, HfOP and Orthogeriatrics
(LTFT)

Dr Joe W Butchart
Consultant Physician, HfOP /Honorary Clinical
Senior Lecturer (UEMS)

Dr Sarah S Jackson
Consultant Physician, HfOP (LTFT)

Dr Suzy V Hope
Consultant Physician, HfOP (LTFT)

Dr Jackie S Stephenson
Consultant Physician, HfOP and Clinical Lead for
Doctors in Training, Medical Services Division

Dr Maggie Cairns
Consultant Physician, HfOP (LTFT)

Dr Aisha McClintock
Consultant Physician, HfOP and Training
Programme Director (Physician Associates)

Dr Tomoaki Hayakawa
Consultant Physician, HfOP

Dr Jane Masoli Honorary
Consultant Physician, HfOP and NIHR Senior
Clinical Research Fellow

Dr Gerard McGonigal
Locum Consultant Physician, HfOP

Ms Angie Logan
Consultant Physiotherapist, Stroke Rehabilitation

Dr Tim Malone
Research Fellow (Movement Disorders)

Specialist Registrars
4 posts rotating within the Peninsula Deanery,
training jointly in General Medicine and Healthcare
for Older People, and 1 post in Stroke Medicine
plus 3 academic registrar posts

Staff Grades
2 posts

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

This post is advertised on a FT or LTFT basis
(minimum 7PA).

THE JOB ITSELF

TITLE:

Consultant Physician in Stroke Medicine and
Healthcare for Older People.

RELATIONSHIPS:

This is a full-time (FT) or less than full time (LTFT)
NHS post appointed to the Departments of Stroke
and Healthcare for Older People, in the Directorate
of Medicine.

DUTIES OF THE POST:

The appointee will work with their colleagues in
Stroke Medicine and Healthcare for Older People,
on a rotating job plan. It is anticipated that duties
would include sessions on the Acute Stroke Unit
(Clyst ward), the Daily Stroke Clinic, Healthcare
for Older People wards and an outpatient clinic
covering General Internal Medicine (GIM),
Stroke medicine and Healthcare for People.
Stroke Rehabilitation duties can be included if a
successful candidate has a special interest in this
area. Medical care on the inpatient wards includes
general medicine patients. The post combines in-
patient responsibilities with front door care and an
interface with the community.

The appointee's total programme of work will
encompass up to a maximum of 10 sessions,
including a commitment to out-of-hours general
medicine, HfOP and Stroke on-call (totalling up to
1.5 PAs).

Consultants in the department are expected to
take part in all the usual activities of a UK physician
including CPD, appraisal, governance, teaching
and audit.

NHS DUTIES

(a) Clinical Commitments (Normal Working Hours)

The appointee will work together with their consultant colleagues in the specialty to provide a consultant service for older medical patients and Stroke Medicine in the relevant catchment area for the RD&E covering Exeter, mid- and East Devon.

In April 2022, the Royal Devon and Exeter Hospital NHS Foundation Trust formally merged with Northern Devon Healthcare NHS Trust to form the Royal Devon University Healthcare NHS Foundation Trust. As part of the Trust clinical integration strategy, Stroke and Healthcare for Older People services are 2 of the 8 priority service areas for integration. The RDUH Eastern Services continue to work collaboratively with Northern Services colleagues and NHS England to better align and integrate our Stroke and Healthcare for Older People services across both Eastern and Northern sites. Therefore, whilst this role is based predominantly within our Eastern Services at the Royal Devon and Exeter Hospital and peripheral community sites, occasional travel to and cross-site working at North Devon District Hospital in Barnstaple may be required.

The appointee will also accept referrals from, and provide Consultant advice to, the other hospitals and wards within the RD&E Hospital.

(b) Clinical Commitments Out of Hours

The appointee will contribute equally to the existing work of the Department. Out of hours work comprises midweek general medical evening ward round 1900-2200 and overnight on-call. On-call duties for HfOP and Stroke are part of this, including remote on-call for Stroke. The Geriatrician team are trained in Stroke thrombolysis as part of this out of hours rota.

Weekend on-call duties include General Medicine plus HfOP and Stroke. These consist of ward rounds 0800-1600 plus the overnight on-call, including evening and nights remote on-call for Stroke.

Managerial and Clinical Governance arrangements for Medical Services are through the Medical Services Division via Clinical Director for Governance (Dr Jane Sword), which meets monthly.

(c) Locality Visits/Community Hospitals

This post does not involve any scheduled visits to community hospitals or other community-based services, but there is possibility for this opportunity. There may be occasional requests for domiciliary visits which are separately remunerated.

(d) Teaching Responsibilities

In general, the appointee will be expected to participate in postgraduate teaching and the clinical supervision of junior doctors in training, and to contribute to the education of General Practitioners. The post does not begin with any formal educational supervision responsibilities for junior medical staff, but opportunities to take on such responsibilities will arise.

There is an active programme of regular postgraduate education including a weekly Medical Department meeting, weekly neuroradiology meeting, and weekly HfOP and Stroke Medicine meetings. The post-holder will be expected to participate in departmental postgraduate education activities during this post.

(e) Infection Control

All medical and dental staff have a duty to practise and promote patient safety in relation to infection control and other issues. Appointees will therefore be expected to comply with Trust Infection Control policies and guidelines.

(f) Administration

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

The appointee will have shared office accommodation at the RDUH RD&E site and secretarial support.

The appointee will have computer access with monitored access to the internet. The RD&E Trust switched over to a full electronic patient record (EPR) from 10 October 2020, and training will be given to the appointee in the use of the EPR for all clinical records.

The appointee will be a member of the Department of Healthcare for Older People, within the Medical Services Division, which incorporates all the sub-specialties of Acute Medicine.

(g) Leadership and Management

The appointee will be responsible for the leadership of their clinical team as appropriate within the specialty. This post does not include other specific leadership responsibilities.

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

(h) Professional Performance

The appointee will have continuing responsibility for the proper execution of their clinical workload and responsibilities as detailed in this job description.

The appointee will be expected to register for and participate in Continuing Professional Development (CPD), for which there is a Study Leave allowance.

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

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

Clinical Governance requirements placed on the Trust dictate that the appointee participate in the Trust's programme of annual appraisal, and participates in periodic revalidation with the General Medical Council. There will also be a regular review of job planning to match the appointee's contractual commitments with the requirements of service delivery, both of which may change over time in post.

The balance of the timetable is such that the NHS commitment is 5 sessions. The Support Professional Activities (SPA) allocation for the post is 1.5 PA, and up to 1.5 PA for on-call commitment.

The above is an example week of responsibilities, co-ordinated with other colleagues in the department. The rotating arrangement involves working across the Acute Stroke Unit, Daily Stroke Clinic and acute geriatric inpatient care (Bovey). This rotational arrangement may be subject to change according to the requirement to deliver the full range of clinical services, and the sessional commitment relating to UEMS component of the post.

A LTFT appointment will involve pro-rata adjustment of the above typical weekly programme. The frequency of on-call will also be adjusted accordingly.

This timetable may be subject to change after discussion such that the department can meet its clinical service commitments.

MAIN CONDITIONS OF SERVICE

SALARY SCALE:

£93,666- £126,281 per annum pro rata depending on experience for a 10 PA contract, plus on-call supplement. Adjusted pro rata for a LTFT appointment.

ANNUAL LEAVE:

32 – 34 days per year (depending on years of service). Five weeks of this entitlement is to be taken in full weeks, with no more than two weeks of continuous absence.

STUDY LEAVE:

30 days every 3 years.

DATE OF VACANCY:

Available immediately.

PROVISIONAL JOB PLAN

Programmed Activity	Number
Wards	4
Departmental meetings	0.5
Clinics	1
Clinic administration	1.25
On-call	1.5
Supporting Professional Activities	1.5
Medical school teaching	0.25
Total	~10

CANVASSING

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

ACCESS TO CHILDREN

The person appointed to this post may have substantial access to children and to vulnerable adults. Applicants are, therefore, advised that in the event that their appointment is recommended and in line with Trust policy, they will be asked to undertake a disclosure check and a POCA (Protection of Children) list check with the DBS prior to commencement of employment. Refusal to do so could prevent further consideration of the application. Attention is drawn to the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended by the Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) Order 1986, which allow convictions that are spent to be disclosed for this purpose by the police and to be taken into account in deciding whether to engage an applicant.

REHABILITATION OF OFFENDERS

This post is not protected by the Rehabilitation of Offenders Act, 1974. Applicants 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.

DATA PROTECTION ACT 1998

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



Equality, Diversity and Inclusion

The Royal Devon University Healthcare NHS Foundation Trust is committed to recruiting and supporting a diverse workforce and so we welcome applications from all sections of the community, regardless of age, disability, gender, race, religion and belief or sexual orientation.

The Trust is one of 39 NHS Trusts recognised as a diversity and inclusion partner by NHS Employers for 2019/20. This will provide the opportunity to develop and continuously improve the Trust's equality and diversity performance as well as giving the opportunity to influence national policy direction.

The Trust expects all staff to behave in a way which recognises and respects this diversity, in line with the appropriate standards.

The Trust is committed to fair and equitable recruitment processes for all applicants and will make any reasonable adjustments you require to our selection process.

Please contact the Medical Staffing Team to let us know what reasonable adjustments you require.

Person Specification

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	Primary Medical Qualification (MBBS or equivalent). applicants must have completed specialist training in Geriatric Medicine and General Internal Medicine (or due to be awarded same within 6 months of interview)	An appropriate higher degree or qualification (MD, PhD or equivalent). Qualification in Teaching and Learning.
Professional training and memberships	Full GMC registration and licence to practise. Entry on Specialist Register for Geriatric Medicine via: CCT (proposed CCT date must be within 6 months of interview date) CESR European Community Rights Member of the Royal College of Physicians or equivalent qualification.	
Clinical Experience		
Employment	Evidence of completion of a comprehensive broad-based training programme at specialty registrar level (or equivalent). or Clear demonstration of equivalent experience, with a minimum of four years a specialty registrar level or equivalent. Evidence of appropriate training and experience in Geriatric Medicine, General Internal Medicine and Stroke Medicine, including recent experience of NHS UK working. Career progression consistent with personal circumstances. Recent experience of NHS UK work in environments with acute and rehabilitating older patients. Experience of managing all the problems of frail, complex patients with additional social and psychological problems.	
Clinical knowledge and skills	Demonstrates ability to fulfil duties at Consultant Physician level in Geriatric Medicine, Stroke Medicine and General Internal Medicine. Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge. Able to prioritise clinical need. Caring approach to patients.	Demonstrates awareness of breadth of clinical issues Clinical feedback from colleagues and patients
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.

Requirement	Essential Attributes	Desirable Attributes
Management and leadership experience	<p>Demonstrates familiarity with and understanding of NHS structures, management and current political issues, including an awareness of national strategic plan and constraints.</p> <p>Demonstrates willingness to lead clinical teams and develop an effective specialist clinical service.</p>	Experience of formal leadership roles or training.
Communication and personal skills	<p>Good spoken and written English language skills.</p> <p>Communicates effectively with patients, relatives, colleagues, GPs, nurses, allied health professionals and outside agencies.</p> <p>Evidence of ability to work with multi-professional teams and to establish good professional relationships.</p>	<p>Evidence of patient and colleague feedback.</p> <p>Excellent presentation skills, engages audience.</p>
Other requirements		
Motivation and management of personal practice	<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>Willingness to undertake additional professional responsibilities at local level.</p>
Commitment to post	Demonstrates enthusiasm for Devon as a place to live and work.	

Further information

Interested candidates are encouraged to make informal inquiries in advance of shortlisting. The trust welcomes this and suggests that such inquiries are directed to Dr Lee Dobson and / or Professor Michael Gibbons in the first instance. Contact details for other interested parties are also detailed below.

Chief Executive:

Mr Sam Higginson
Chief Executive
Royal Devon University Healthcare NHS Foundation
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Exeter EX2 5DW
Tel: 01392 402357
Fax: 01392 403911

Chief Medical Officer:

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Chief Medical Officer
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Medical Director:

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Medical Director
Royal Devon University Healthcare NHS Foundation
Trust Eastern Services
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Tel: 01392 406070

Associate Medical Director:

Dr Helen Lockett
Associate Medical Director, Medical Services
Division
Royal Devon University Healthcare NHS Foundation
Trust Eastern Services
Barrack Road,
Exeter EX2 5DW
Tel: 01392 406215

Clinical Director:

Dr Jane Sword
Clinical Director, Medical Services Division
Royal Devon University Healthcare NHS Foundation
Trust Eastern Services
Barrack Road
Exeter EX2 5DW
Tel: 01392 406215

Lead Clinician in Specialty:

Professor David Strain
Joint Lead Clinician, Healthcare for Older People
and Stroke
Royal Devon University Healthcare NHS Foundation
Trust Eastern Services
Barrack Road
Exeter EX2 5DW
Tel: 01392 404544

The Quay

20 minutes walk
from Royal Devon





Living in Devon

Devon offers a quality of life few other English counties can match. Where else will you find such a unique landscape that encompasses over 450 miles of dramatic coastline, rugged moorland and gently winding rivers?

Interspersed with vibrant market towns, chocolate-box villages and sleepy hamlets, it is easy to see why we are consistently voted as one of the top places to live in the country.

Devon's outdoor lifestyle is its biggest draw. This natural playground is unsurpassed with over a third of the county designated as Areas of Outstanding Natural Beauty. You'll have over 5,000 km of footpaths and 250 km of off-road cycle paths to explore, not to mention endless opportunities to surf along the vast stretch of Atlantic coastline or paddleboard across tidal estuaries.

Your taste buds will find plenty to savour here too - Devon is rightly proud of the farmers and producers who make the South West one of the best regions in the UK to enjoy locally produced food and drink.

Whether you fancy surfing or fishing, cycling or climbing, fine dining or hearty pub fare, the county really does have it all. Never let it be said, it's all work and no play. Not here in Devon.

Vibrant cities and friendly market towns

A thriving, forward-looking city, Exeter is home to the world-leading Met Office, boasts the UK's first leisure centre built to ultra-energy-efficient Passivhaus standard and has one of the top 20 universities in the country.

At the very heart of the city is Exeter Cathedral, an architectural gem surrounded by cobbled streets and beautiful old buildings, many of them shops and eateries. In the compact city centre, you can stroll alongside parts of the ancient Roman wall, visit the remains of Rougemont Castle or explore the depths of Exeter's historic Underground Passages. Exeter Phoenix Arts Centre and the Royal Albert Memorial Museum (RAMM), add to the cultural mix, plus you'll have performance venues such as the Northcott Theatre, the Barnfield Theatre and Corn Exchange close to the city centre.

The main shopping area provides a wide range of leading High Street brands alongside an eclectic mix of independent shops, many to be found in the narrow thoroughfares off Cathedral Close and the High Street. Nearby Fore Street is a haven for all things vintage and retro. Exeter also has a historic quayside, a great spot to sit and watch the world go by at one of the many cafes and restaurants with al fresco dining.

Friendly market towns

You'll find an array of historic towns across North Devon and Torridge such as Okehampton, famed for its easy access to stunning Dartmoor. Heading towards North Devon, you'll also have delights such as the charming harbour town of Ilfracombe and the riverside port of Bideford.

Great for families

Outstanding Ofsted-rated primary schools, high-ranking secondaries and proximity to two leading universities are some of the biggest draws to Devon, making this a desired destination for families. Whether you have young children or teenagers in tow, the sheer quality of education and extra-curricular activities available are guaranteed to impress.

Living and travelling

Housing wise, housing stock is diverse, with everything from thatched moorland cottages to Georgian townhouses and contemporary builds. Time and distance are different here, too. Many residents in this – the fourth largest county in the UK – are happy to travel up to an hour or more for work. This means there's a great deal of choice when it comes to finding somewhere to live.

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

From Exeter's main station, Exeter St David's, there are fast and frequent rail services to Bristol (1 hour), London (around 2 hours to Paddington) and Birmingham (under 3 hours to Birmingham New Street). Exeter itself has an impressive rail network with no fewer than nine stations serving different parts of the city. There are a number of branch lines providing services to Mid and North Devon, Dartmoor and the Exe Estuary. Exeter International Airport provides flights to numerous destinations throughout the UK, Europe and even North America.

Support with relocation

Our Medical Staffing Team will help you get settled, providing financial relocation support, help with somewhere to live, registration for children at one of the excellent local schools and support for partners seeking employment.

More information about the area and help with relocating can be found at royaldevon.nhs.uk/join-us

A blue circular logo containing the text 'Budleigh Salterton'. The logo is positioned over a photograph of a pebble beach and a row of colorful beach huts.

Budleigh
Salterton



Health and Wellbeing

At the Royal Devon, staff's health and wellbeing is hugely important to us. We are passionate about creating a happy and healthy work environment for our staff, and we have a range of benefits available to support staff's health and wellbeing.

We want to support staff to improve their physical and emotional wellbeing and help them to lead a healthy lifestyle. In order to be able to care for others, it's important that staff take the time to care for themselves.

The Trust has a Health and Wellbeing Improvement Practitioner, whose role is dedicated to improving the health and wellbeing of staff across the Trust. The Practitioner is also supported by a Health and Wellbeing group which includes

a number of clinical and non-clinical members from across the Trust.

We also have trained a number of Health and Wellbeing Champions and Mental Health champions across the Trust to support in creating a positive and healthy working environment for all.

We have a range of benefits available to support staff's health and wellbeing, including:

Staff Physiotherapy Service

All staff can self-refer to our dedicated staff Physiotherapy service to get early help with any musculoskeletal problems.

Staff Support and Counselling Service

All staff can access dedicated face-to-face and telephone counselling support for work and personal problems.

Employee Assistance Programme

We have a 24/7 service available which provides emotional support and advice to staff. This service also provides support with a range of personal problems such as financial, legal or tax advice.

Wellbeing Activities

We have a range of activities on offer for staff to access including meditation sessions, mindfulness courses, sleep coaching courses, staff away days and health checks.

Onsite fitness activities

We run a variety of fitness classes onsite, including Yoga, Pilates, Qi gong, Circuits and running groups.

Smoking Cessation Support

Staff can access up to 6 face-to-face sessions of support from a dedicated Stop Smoking Advisor.

Staff Lottery

Staff can sign up to our Staff Lottery and win first prize of up to £2500 in the monthly draw.

Cycle to Work Scheme

Through Cyclescheme, staff can obtain a Bike and accessories up to a maximum cost of £1,000 through a salary sacrifice scheme. Staff also benefit from a saving to the overall cost attained through reduced income tax, national insurance and pension deductions.



We're here if you need us!

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

 NHSRoyalDevon  RoyalDevonNHS

Privacy Notice

During the course of this recruitment process, the Trust will be collecting your data and processing it in accordance with relevant Data Protection Legislation. Please see our website for more information with regards to the Trust's Privacy Notice (Royal Devon website – Information Governance page).

This Privacy Notice is designed to provide you with further information on how we will be using your data for this purpose and to comply with the relevant legislation.