



Consultant Information Pack

Consultant Trauma and Orthopaedic Surgeon
with an interest in hand and wrist surgery



JOB TITLE

Consultant Orthopaedic Surgeon

DATE OF VACANCY

February 2025

BASE

North Devon District Hospital

A Warm Welcome

Hi, I'm Adrian Harris, 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 Trauma and Orthopaedics department, which is nationally recognised for its multidisciplinary specialist clinical care and research activity. 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.



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.



Application and Advisory Appointments Committee

The posts are offered on a whole-time basis (10PA) but suitably-qualified applicants who wish to work part-time will be considered. We are committed to flexible working arrangements, including job sharing, and we will discuss these arrangements with any shortlisted candidates.

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

Applicants must have completed specialist training in Trauma and Orthopaedics and have entered on the GMC Specialist Register prior to taking up the appointment.

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



Introduction

The Royal Devon University Healthcare NHS Foundation Trust is seeking to appoint a Consultant Trauma and Orthopaedic Surgeon to join the department of Trauma and Orthopaedics for its Northern services, based at North Devon District Hospital in Barnstaple.

These roles form part of a wider integrated department that includes our Northern services based in Barnstaple, and which jointly provide telephone or video consultations for patients living across Northern, Eastern and Mid Devon.

Our combined Trauma and Orthopaedics department is friendly, successful and ambitious. The Royal Devon is a Trust which encourages and supports innovation, diversity, digital development and research.

“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. Audit is supported by the Clinical Audit and Effectiveness Department. The Orthopaedic department participates in a number of national audits, including submission to the National Joint Registry (NJR) and the National Hip Fracture Database (NHFD).

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.

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

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

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

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

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

Medical school links. There have been recent changes to the Medical School provision in the South West. We currently take students from the University of Exeter Medical School. Student numbers continue to rise year on year and there are many opportunities for involvement with teaching programmes.

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.

Teaching. The Royal Devon enjoys close ties with the University of Exeter Medical School. We offer funded time for teaching of medical students and resident doctors. We are planning a regular programme of evening educational meetings, which will bring the Eastern and Northern teams together providing opportunities for your CPD.

Career progression. The size and structure of our team create opportunities for rapid progression to areas of increased responsibility.

On-call rotas. Consultants share the general orthopaedic trauma on-call rota, on a 1-in-8 basis with prospective cover included in the job plan. The emergency work is arranged as a 'hot' trauma week during which, the consultant has only emergency duties, including ward rounds, new patient fracture clinics and trauma lists. The timetable is arranged to facilitate compliance with the standards for Seven Day Services. The consultant is supported by SAS surgeons or Speciality Registrars and resident medical staff as well as orthogeriatrics. The 1:8 trauma weeks are followed by a non-clinical week.

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

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



About Royal Devon University Healthcare NHS Foundation Trust

Our core services support a population of over 615,000 people and cover more than 2,000 square miles across Devon. This makes us one of the largest providers of integrated health care in the UK, and the biggest employer in Devon, with more than 15,000 staff.

We have two acute hospitals, 20 community locations, outpatient clinics and community teams who care for people within their own homes. We also provide primary care and a range of specialist services which extends our reach throughout the South West Peninsula as far as Cornwall and the Isles of Scilly.

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.



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).

Our Trauma and Orthopaedic Services are based at North Devon District Hospital (NDDH), and sit within the Surgery Care Group.

The medical director is Dr Karen Davies. All permanent medical staff are members of the Medical Staff Committee which has an elected Chairperson who represents the group at the Trust Management Committee.

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

The Department of Trauma and Orthopaedics

We have an exciting opportunity for a Consultant in Trauma and Orthopaedics, with a special interest in hand and wrist surgery, to compliment the current department at North Devon District Hospital.

We are looking to expand Consultant numbers and redevelop the hand and wrist service to fit with increasing elective and subspecialist hand trauma demand. We have taken the opportunity to restructure our department to provide ring fenced time for leadership roles, whilst maintaining a 1:8 Consultant general orthopaedic trauma roster. Multi-disciplinary links with the Barnstaple hand therapists and the hand and wrist team in Exeter will be maintained.

The successful applicant will provide comprehensive trauma and orthopaedic surgery services in North Devon, supported by experienced SAS surgeons, Specialty Registrars, resident medical staff and skilled nursing and therapy teams. We have also recently developed a new Orthogeriatric service within orthopaedics in North Devon and this service will be expanded to include all aspects of fragility fracture care. You will join a team of eleven other Consultant surgeons who provide a broad spectrum of expertise in orthopaedics, including complex hip arthroplasty, foot and ankle surgery, knee arthroplasty and soft-tissue surgery, hand and wrist surgery, shoulder and elbow surgery and spinal services. A weekly elective paediatric orthopaedic service is provided by visiting surgeons from Plymouth. Both adult and paediatric orthopaedic trauma services are included in the general orthopaedic trauma provision at North Devon. Adult polytrauma services link with Plymouth and paediatric polytrauma links with Bristol Major Trauma Centres.

Outpatient clinics take place in a recently refurbished department at North Devon District Hospital and at several community hospitals in the area. There is excellent imaging support. Operating sessions are in two laminar flow theatres and a dedicated day surgery unit. We have consistently excellent performance for day surgery rates. Many elective and trauma soft-tissue procedures are also performed in an outpatient treatment room under WALANT (Wide Awake Local Anaesthesia No Tourniquet).

The department has Specialty Registrars, Core Surgical Trainees and Foundation Doctors, rotating within their respective Peninsula Training Programmes. We also have Physicians Associates, Advanced Care Practitioners and Extended Scope Practitioners helping in many aspects of trauma and elective care. There are ample opportunities for teaching and training throughout the Trust and the region. University of Exeter Medical Students are embedded within this teaching/district hospital including within TandO. The Trust encourages involvement with research and national clinical audit.

The posts are based at North Devon District Hospital, part of Royal Devon University Healthcare NHS Foundation Trust (Royal Devon), with some clinical sessions provided at peripheral community sites. The Royal Devon is a unique organisation with integrated acute and community services across North and East Devon. The acute hospital, North Devon District Hospital provides a full complement of secondary care services for the local population, including emergency care, cancer services, maternity and paediatric services. It is a designated Trauma Unit and Cancer Unit.

Departmental workload

The emergency workload varies a little throughout the year, being busier in the summer months. Overall there has been a small but steady increase over the last few years. Elective workload has remained relatively stable.

EMERGENCY WORK

New Outpatients	4,067
Follow-up Outpatients	6,018
Emergency Inpatients	1,739

ELECTIVE

New Outpatients	2,877
Follow-up Outpatients	4,736
Elective Inpatients	1,028
Elective Day Cases	1,268

Resources

INPATIENT FACILITIES

Trauma and orthopaedic inpatients are currently accommodated on the orthopaedic unit, spread across Jubilee ward for ring-fenced elective orthopaedics, and Glossop Ward, our dedicated orthopaedic trauma ward. There is a six-bedded intensive care unit with two additional high-dependency beds. Caroline Thorpe ward is the children's ward, with day, inpatient and high dependency facilities.

Operating sessions take place in the main theatre suite, in a laminar flow environment, in the dedicated Day Surgery Unit and in our MOPs room (Minor Ops Treatment room) in fracture clinic.

OUTPATIENT FACILITIES

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

Bideford Hospital

Stratton Hospital

Consultant medical staff

The Orthopaedic department at North Devon District Hospital is staffed by:

Eight consultant surgeons:

- Mr N Jagodzinski (Lead Clinician) - Hand and Wrist
- Mr W Griffiths-Jones (Clinical Director) - Knee
- Miss C Baldwick - Upper Limb Surgery
- Mr A Temple - Complex and Revision Hip Arthroplasty
- Mr L Brunton - Complex and Revision Hip Arthroplasty
- Mr A Sims - Complex and Revision Hip Arthroplasty
- Mr S Smith - Spinal Surgery
- Mr R Cove - Knee and Foot and Ankle
- Mr A Robertson - Knee Surgery
- Mr J Vanheerden - Foot and Ankle Surgery

Seven Associate Specialist surgeons

Two Speciality Registrars

Four Trauma Fellows

One Core Surgical Trainee, four Foundation Year 2 doctors, three Foundation Year 1 doctors, and one Trust doctor

Two Physician's Associates

Three Advanced Care Practitioners (1 nurse + 2 ESP physios)

In addition to medical staff, the team includes an experienced team of nurses led by our Ward Managers, Mrs Emma Mock (Glossop) and Mrs Julie Pragnell (Jubilee) along with experienced therapy team and skilled plaster room practitioners, led by Mrs Heather Courtness. There is excellent secretarial support.

Management

Day to day managerial and operational links are with the Lead Clinician, Mr Nik Jagodzinski and the Operations Manager, Miss Lauren Oke.



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 non-clinical work. This includes, but is not limited to:

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

Further details are published in the job planning policy.

Continuing professional development

The Trust supports the requirements for continuing professional development (CPD) as laid down by the Royal College of 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

Investigator-led and clinical trial research has a prominent place in the Royal Devon. Patients are given the opportunity to participate in a wide number of studies.

The University of Exeter Medical School has an excellent research reputation from basic biomedical research through to patient-centred research. The group is supported by the University of Exeter and NIHR biomedical research centre and currently provides research training to three PhD students and two visiting fellows.

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

Active assistance in the planning and design of research projects is available from the Research and Development Support Unit based on the RD&E Wonford hospital site. The Trust has an active academic strategy to facilitate research, development and teaching.

Candidates who wish to pursue a research interest alongside their clinical work will be strongly encouraged by the department and are eligible for support from the University of Exeter Medical School.

University of Exeter Medical School

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

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

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

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

UEMS graduates will be both capable and confident, whether they are clinicians, managers, educators or researchers and will be committed to life-long scholarship. Years one and two of the BMBS programme are based at the St Luke's Campus in Exeter and lay the scientific foundations for the future years of the course. There is clinical contact from year one and students begin acquisition of a range of transferable skills, learning science within a clinical context.

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



Outline job plan

A provisional outline job plan is below but is subject to modification. The individual job plan and detailed timetable will be discussed with the successful candidate. Special interests will be accommodated unless this is incompatible with service requirements.

	PAs
DCC:	
Predictable and unpredictable on-call work	1.00
Weekday emergency work, including scheduled trauma lists	1.90
Routine outpatient clinics	1.00
Elective operating lists including flexible time (max 0.25PA)	2.10
Flexible ward rounds	0.13
Trauma MDT + sub specialty MDT	0.30
Administration	1.50
Travel	0.07
SPA:	
Generic	1.50
Non-generic	0.50
Total	10.00

Provisional timetables

Timetables are on an eight-week cycle to accommodate the emergency working pattern.

The emergency work is timetabled to accommodate the requirements of the national Seven Day Services standards including face to face review of all new admissions within 14 hours. Consultant “on-call days” include time for morning and evening ward rounds, ward reviews, supervising trauma lists and new patient fracture clinics; plus clinical administration time. PA allocations for the scheduled emergency work and the predictable/ unpredictable on-call work include an appropriate amount for internal prospective cover.

As detailed above, a small amount of flexible time is included in the job plans but not timetabled. Time is allocated for attendance at MDTs and network meetings.

The Friday morning departmental meetings are a combination of an emergency trauma and orthopaedic MDT and generic SPA work, including clinical management, governance and CPD activities.

All SPA time (generic and non-generic) is timetabled for clarity. It is accepted that, on occasion, SPA work may need to be time-shifted to accommodate other commitments.

Clinical activity includes outpatient clinics, inpatient and day surgery operating sessions, ward rounds and on call duties.

OUTPATIENTS

There are regular orthopaedic outpatient clinics at North Devon District Hospital (NDDH) and peripheral clinics are also scheduled. The number of peripheral clinics is specified in the attached timetables and will not exceed alternative weeks. Travel time is included as direct clinical care (DCC). Whilst off-site, clinical cover for inpatients is provided by the on-call consultant. There are daily new patient fracture clinics during the trauma week and follow-up fracture clinics in the remaining weeks.

OPERATING LISTS

Inpatient and day surgery operating lists are scheduled as detailed in the attached timetable. Orthopaedics have all day lists available both in laminar flow environment and day surgery at NDDH. Many elective and trauma (mainly hand and wrist) procedures take place in a clinic treatment room under WALANT. We also have access to a weekly all-day theatre at SWAOC. Sessions include time to see patients pre- and post-operatively and appropriate time for ward rounds of inpatients is added.

Appropriate travel time to SWAOC will also be included within the job plan. There are trauma lists each weekday during the trauma week. In addition, one quarter of a programmed activity is built into each job plan as flexible time, equivalent to eight operating lists per year to be performed at mutually convenient times.

MDTS

Dependant on the successful applicants chosen sub speciality interest, appropriate local and regional MDT's will form part of the job plan.

EMERGENCY CALLS

In exceptional circumstances, the Trust may request emergency cover for colleagues. However, the Trust recognises that there is no contractual expectation of availability when a consultant has no scheduled duties.

CLINICAL ADMINISTRATION

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.

ON CALL ROTA

Consultants share the general orthopaedic trauma on-call rota, on a 1-in-8 basis with prospective cover included in the job plan. The emergency work is arranged as a “hot” trauma week during which, the consultant has only emergency duties, including ward rounds, new patient fracture clinics and trauma lists. The timetable is arranged to facilitate compliance with the standards for Seven Day Services. The consultant is supported by SAS surgeons or Specialty Registrars and resident medical staff as well as orthogeriatrics. The 1:8 trauma weeks are followed by a non-clinical week.

The Trust may make up to one additional SPA session available by mutual agreement if the consultant takes on additional, non-generic SPA work. The expectation is that such work will be aligned across the whole team.

Non-generic SPA work may include:

- Service development
- Clinical management
- Research
- Additional teaching and training activities, including educational supervision
- Additional governance activities such as acting as an appraiser or mentor
- National audit programme projects.

Further details are published in the job planning policy.

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

We encourage development of regional networks with other providers and links with the hand and wrist services at the Royal Devon and Exeter Hospital. It is expected that the successful applicant will work within the established network and local commissioning guidance.

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). An appropriate higher Trauma and Orthopaedics surgical qualification	Distinctions, Prizes, Scholarships Additional postgraduate qualifications Diploma in Hand Surgery
Professional training and memberships	Full GMC registration and licence to practise. Entry on GMC Specialist Register in Trauma and Orthopaedics via: <ul style="list-style-type: none"> • CCT (proposed CCT date must be within 6 months of interview date) • CESR Membership of Royal College of Surgeons or equivalent qualification.	
Clinical experience		
Employment	Evidence of completion of a comprehensive broad-based, orthopaedic surgical training programme at Specialty Registrar level or equivalent. Or Clear demonstration of equivalent experience, with a minimum of six years at a level comparable with or senior to Specialty Registrar. Evidence of training in general orthopaedic trauma and subspecialty interest (hand and wrist) trauma and elective surgery. Career progression consistent with personal circumstances.	Specialist fellowship in hand and wrist surgery. Experience of local anaesthetic or WALANT surgery.
Clinical knowledge and skills	Demonstrates ability to fulfil comprehensive general trauma and orthopaedic surgery duties at 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. Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge. Able to prioritise clinical need.	Demonstrates awareness of breadth of clinical issues. Clinical feedback from colleagues and patients.

Requirement	Essential attributes	Desirable attributes
	Portfolio of practical clinical experience, including evidence of ability to perform all common trauma and subspecialty surgery. Caring approach to 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.
Innovation, research, publications and presentations	Understanding of the principles of scientific method and interpretation of medical literature. Demonstrates a critical and enquiring approach to knowledge acquisition. Demonstrates understanding of the research governance framework.	Recent evidence of relevant research, presentations or publications.
Management and leadership experience	Demonstrates familiarity with and understanding of NHS structures, management and current political issues, including an awareness of national strategic plans and constraints. Demonstrates willingness to lead clinical teams and develop an effective specialist clinical service.	Experience of formal leadership roles or training.
Communication and personal skills	Good spoken and written English language skills. Communicates effectively with patients, relatives, colleagues, GPs, nurses, AHPs and outside agencies. Ability to work with multi-professional teams and to establish good professional relationships.	Evidence of patient and colleague feedback. Excellent presentation skills; engaging audience. Information technology skills.
Other requirements		
Motivation and management of personal practice	Punctual and reliable. Good personal organisational and prioritisation skills. Achieves deadlines. Takes responsibility for personal practice and is able to cope well with stressful situations. Commitment to continuing medical education. Flexible and adaptable attitude.	Demonstrates initiative in personal practice. Willingness to undertake additional professional responsibilities at local, regional or national levels.
Commitment to post	Demonstrates enthusiasm for North Devon as a place to live and work.	

Main conditions of service

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

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

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

Salary scale

This is as described in the Medical and Dental Terms and Conditions, in line with the Consultant Contract (2003). The current full-time salary scale ranges from £105,504 to £139,882. The on-call supplement is category A and attracts a supplement of 5% of basic salary.

Leave

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

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

Domicile

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

Duty to be contactable.

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

Indemnity

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

Mentoring

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

Professional performance

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

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

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

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

Reporting concerns

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

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

Serious untoward incidents

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

Research and audit

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

Safeguarding children and vulnerable adults

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

Rehabilitation of offenders

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

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

Health and safety

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

Infection prevention and control

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

Our approach to inclusion and diversity

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

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

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

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

- Disability network
- LGBTQ+ network
- Ethnic minority network
- Neurodiversity Network

Once colleagues join us, we can share with them more information, including how to join any of these groups.





Living in Devon

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

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

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

There are good transport links to the rest of Devon, including the M5 and regular trains to Exeter with its art galleries, museum and theatres. Your taste buds will find plenty to savour here too - Devon is rightly proud of the farmers and producers who make the South West one of the best regions in the UK to enjoy locally produced food and drink. Northern Devon also benefits from an excellent range of community, private schools and colleges for further education.

Whether you fancy surfing or fishing, cycling or climbing, fine dining or hearty pub fare, the county really does have it all.

“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



Great for families

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

Living and travelling

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

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

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

Support with relocation

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

Contacts

The Trust welcomes informal enquiries.
Contact names are detailed below:

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