



**Royal Devon
University Healthcare**
NHS Foundation Trust

CONSULTANT INFORMATION PACK

CONSULTANTS IN DIABETES AND ENDOCRINOLOGY

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

 NHSRoyalDevon

 RoyalDevonNHS

www.royaldevon.nhs.uk/careers

A Warm Welcome

Hi, I'm Suzanne Tracey the 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 diabetes and endocrine 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.

Suzanne Tracey

JOB TITLE

Consultant in Diabetes and Endocrinology

DATE OF VACANCY

Immediate

BASE

North Devon District Hospital

with opportunities to work cross-site with Royal Devon & Exeter Hospital and remote working

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.

Chief Executive
Officer
Suzanne Tracey



Application and Advisory Appointments Committee

Applicants must have completed specialist training in diabetes and endocrinology 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 applicants 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 online service at careers.royaldevon.nhs.uk. 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.”

Introduction

We are inviting applications for up to 3 consultants in Diabetes and Endocrinology.

The successful applicants will lead the diabetes and endocrinology services in North Devon, and provide senior medical cover on the general medical take and inpatient wards. There is the potential to work cross site, with the Royal Devon and Exeter hospital, and deliver some services remotely. Specialty work is supported by an excellent team of diabetes specialist nurses, dieticians and podiatrists. There is funding in place to recruit and develop and endocrine specialist nurse position (currently being delivered from Exeter) or a physician assistant. There is close collaboration between the Northern and Eastern teams, and candidates will be expected to join and contribute to the weekly cross-site diabetes and endocrinology team meetings.

There are ample opportunities for teaching and training throughout the Trust and the region. The department has regular medical student attachments from the local medical school. We encourage involvement with research and national clinical audit.

The posts are based at North Devon District Hospital (NDDH) but there is an opportunity for cross site working with the Royal Devon and Exeter hospital (RDE) for the right balance of candidates. NDDH and RDE form part of the Royal Devon University Healthcare NHS Foundation trust. The Royal Devon is a unique organisation with integrated acute and community services across Devon. NDDH in Barnstaple 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.

North Devon provides a beautiful environment in which to live and work, with a wide variety of outdoor and cultural activities and excellent local schools. With National Parks and Areas of Outstanding Natural Beauty on the doorstep, the area offers an excellent quality of life.

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

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 2000 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



About the Department

The Trust and service structure

The Royal Devon is governed by a unitary board comprising a chair (Dame Shan Morgan), chief executive officer (Suzanne Tracey), and 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, chief operating officer (John Palmer), deputy chief executive officer (Chris Tidman), chief medical officer (Adrian Harris), chief nursing officer (Carolyn Mills), chief finance officer (Angela Hibbard), and chief people officer (Hannah Foster).


Our services are based around our two acute hospitals. Our Eastern services are located at the Royal Devon and Exeter (RD&E) Hospital and sit within the specialist medical directorate of the medicine division. Our Northern services are based at North Devon District Hospital (NDDH) where the department of diabetes and endocrinology sits within the medicine division.

The medical directors are Dr Karen Davis (Northern services) and Dr Anthony Hemsley (Eastern services).

All permanent medical staff are members of the Medical Staff Committee which has an elected Chairman who represents the group at the Trust Management Committee.

A full breakdown of the organisation structure and services can be found on the Trust website at www.royaldevon.nhs.uk

“Our services are based around our two acute hospitals in Exeter and Barnstaple”

A portrait of Antonia Brooke, a woman with long blonde hair, smiling. The portrait is partially obscured by a dark green geometric shape in the bottom right corner of the page.

Antonia Brooke
– Diabetes and
Endocrinology
lead at
Royal Devon



Both roles are well supported by a dedicated diabetes nursing team

The diabetes and endocrine department

Staffing

The diabetes and endocrine department at North Devon District Hospital is currently staffed by:

- 2 long-term diabetes and endocrinology locum consultants and 2 visiting Exeter consultants (Dr Antonia Brooke and Dr Julia Prague)
- 2 senior diabetes specialist nurses: Poe Budge (service lead) and Kate Smith – both are non-medical prescribers who run nurse-led clinics including pump, young adult, antenatal and complex type 1 and 2 diabetes
- 2 further diabetes specialist nurses: Carina Figuera and Victoria Hulland – they support the senior nurses and cover the inpatient wards
- A specialist podiatry team led by Rebecca Brown, working across both primary and secondary care and contributing to a MDT foot service including podiatrists, tissue viability nurses, diabetes specialist nurses, vascular surgeons and orthotists
- A specialist weight management team led by Mike Titmus (dietician), and supported by Chris Baker (physiotherapist) and a locum consultant

- A diabetes specialist dietician: Ellie Williams – she runs the diabetes dietetics clinics and supports the young adult and pump MDT clinics
- Endocrine specialist nurse (out to recruitment)

Departmental management

- Dr George Hands (respiratory and general physician) is the day-to-day managerial and operational director
- Hannah Harrision is the group manager
- Dr Antonia Brooke is Clinical Departmental Leader (cross site)
- Di Addington is the service manager

Consultant workload

- The successful applicants will provide specialist clinics in diabetes and endocrinology, with scope for development of subspecialty clinics according to clinical interests including obesity. Applicants will also join and contribute to our cross-site and regional MDTs and consideration to cross site working. There is the opportunity to get an ARSAC license (with shared responsibility with Prof Vaidya who delivers this in Exeter).

- There is an integrated advice and guidance service in place for local GPs, which the successful applicants will cover. There will be dedicated time in the job plan to support this. There is ongoing work in the community and with GP education and training.

Resources

Inpatient facilities

There is a rolling programme of capital investment in ward refurbishment. The medical assessment unit was refurbished in December 2016 and the combined acute stroke and stroke rehab unit which includes a gym and rehab facilities was opened in June 2017. Healthcare of the Older Person ward was updated 2 years ago and is well regarded in terms of being dementia friendly with specific colours used and a day room for activities and lunch club. There is further ward refurbishment scheduled for Autumn 2018.

Our Same Day Emergency Care unit was established during the pandemic to support with flow and capacity. The Trust has a successful charity, Over and Above, which has recently raised funds to build a Cancer and Wellbeing Centre on-site for patients with a cancer diagnosis in March 2020.

More recently, the hospital has opened a new orthopaedics ward named after the Jubilee in 2022.

Inpatient procedures such as pleural drains / ascitic drains are performed in a dedicated procedure room. This provides a good patient experience as well as facilitating proper supervision and monitoring of doctors in training.

Outpatient facilities

The refurbished outpatient area offers spacious and bright clinic rooms with either combined consult / examination rooms or a consulting room with examination rooms adjoining, which works well for junior doctor training.

The Fern Centre,
North Devon's
Cancer & Wellbeing
Centre was
completed in
February 2020



Job Description

Clinical commitments

Specialist clinical outpatient activity includes general diabetes and endocrine clinics as well as subspecialist clinics in antenatal, insulin pump and CGMS, diabetes transition). Robust advice and guidance and pre clinic testing is an important part of the service and will be recognised in the job plan. Close MDT working is embedded with the obesity dietician, diabetes specialist nurses and endocrine specialist nurses (currently delivered from Exeter). The new post of North Devon endocrine specialist nurse is currently advertised and will be supported by 2 experienced endocrine specialist nurses in Exeter. Opportunities to work at the Royal Devon and Exeter hospital include within the obesity service, diabetes foot service, general diabetes and endocrinology. This can be discussed according to the wish and expertise of the candidates but we consider ourselves as one team across 2 sites.

Outpatient clinics take place at North Devon District Hospital with the possibility of use of the community hospitals (Holsworthy, Bideford and South Molton; travel time is paid for community clinics) or virtual consultations which could be delivered remotely. 'Attend Anywhere' is used as a remote video platform for many patients, facilitating remote working with a fully functional EPR.

The main outpatients department is supported by nurses and has access to physical measurements, phlebotomy, cardio-respiratory and radiology. Clinic letters are dictated using voice recognition into templates on the electronic patient record, making electronic communication with GPs and patients rapid. There is full secretarial support.

General and acute medical work

The work is likely to include a 4 week rolling rota: 1 week on Capener, 1 week with MAU shift and outpatient work and 2 weeks dedicated to outpatient work with the current job plan, but this may vary depending on the number of people appointed and the degree of cross-site working.

The general medicine includes 1:4 weeks covering the inpatient general medical ward Capener (22 beds). A junior doctor team is allocated to Capener comprising of a CT/IMT Level 2 or 3 and an F1/2 equivalent. There will be an opportunity to become an educational supervisor to these trainees. Two physician associate posts have been appointed to. This will be prospectively covered and clinics cancelled. An expectation to support to the Medical Assessment Unit (MAU) in 1:4 weeks will depend on the individual job plan of the individual, whilst having continuing clinics and MDTs as per agreed job plan. The diabetes service is supported by a strong diabetes nursing team, and support with inpatient referrals in endocrinology and diabetes will be expected as needed.

There will be 2 weeks of clinics without general medical commitments as a minimum. The candidates will be expected to take part in the acute on call rota as detailed below.

The majority of the medical take goes through our MAU, however, stroke patients are placed directly on the Acute Stroke Unit. The MAU has two to three consultants allocated to it in the morning and two in the afternoon to provide continuity and support to the junior doctor team. The MAU has consultant-led ward rounds twice daily, 7 days a week and is covered by the on-call physician overnight. Speciality review from gastroenterology, cardiology and respiratory is available every weekday. The exception will be that with the expansion of the Healthcare for the Older Person service, which will be enhanced as the number of frail elderly patients increase.

Inpatient referrals are supported by an experienced diabetic specialist nurse team and endocrine specialist nurse. There will be a requirement to undertake clinical supervisor duties to nominated trainees and there will be opportunities to become an educational supervisor. Other support is being developed for medical team are clinical secretary roles to support the junior doctors in non-clinical tasks and discharge pharmacists who support the team with discharges as well as being an expert resource for junior doctors in training.

On-call rota

Currently, we have a medical on-call rota that is shared by the team and is on a 1 in 11 basis. The commitment is on site weekday evenings (5pm – 8pm post taking on MAU) and 15 hours over the weekend (8am – 1pm and 5pm – 8pm Saturday and Sunday). The remaining cover is off site on-call. The on-call commitment attracts 1.2 DCC Pas and a 3% supplement. There will be consideration of time off in lieu for weekend working.

The Trust is working towards 18 physicians across a number of specialities supporting the on-call. This will also allow us to expand our Same Day Emergency Care (SDEC) service. An average medical take is 30 patients over the 24 hour period. There is a registrar 24/7 who is supported by F2s/CT1 and 2s and F1s. We are developing an advanced care practitioner model to support our SDEC service as well as appointing and training physicians associates to expand our multidisciplinary team.

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.

Specialist clinic opportunities

A close collaboration with Exeter around complex cases, and regular joint clinical meetings (and visiting endocrine consultants) allow most patients to be managed on site. Adrenal, thyroid and parathyroid surgery is in Exeter and pituitary in Plymouth, but a joint pit MDT (virtually) occurs in Exeter along with weekly MDTs for thyroid and adrenal.

Clinics will be developed to support the candidate's specialist interest and we would support this in close collaboration with Exeter. There are established endocrine and thyroid clinics, diabetes technology and pumps, community support, endocrine and diabetes antenatal and young adult. There is informal support to the dietician led weight management service, with a plan to further develop this with the incorporation of injectables. The Trust operates within the 18-week referral to treatment (RTT) timescales and strives to ensure that there is clinic capacity for patients who need reviewing to support admission avoidance or discharge plans. Referrals will come through the fully integrated electronic patient record. Referrals are triaged according to clinical priority. There is an active advice and guidance service and diabetes and endocrine nurse help lines for patients.

In addition to the general Diabetes / Endocrine clinics, the consultant would have input into the following joint clinics:

- Fortnightly joint medical ante-natal clinic with consultant obstetrician
- Quarterly transition/young person clinic with paediatrician, paediatric and adult specialist nurses
- Diabetes MDT, endocrine MDT (clinical cases), surgical endocrine (adrenal and thyroid cancer), pump MDT and pituitary MDT (all joint with Royal Devon and Exeter Hospital)
- Advice and guidance through the weight management clinic and attendance at the MDT with an opportunity to develop this further.
- Opportunity to develop a special interest clinic eg endocrine hypertension.

Clinical administration

You will undertake administrative work associated with your clinical and other professional work. 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.

Supporting professional activities

You will be expected to 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

New consultants receive a further 0.5 SPA sessions for up to one year to facilitate their induction to the organisation, with a reciprocal reduction in direct clinical care (DCC). This will be reviewed after six months with the possibility of a six month extension, following which it will revert to 1.5 SPA sessions.

For these posts, there will be a further PA allocated for 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.



This will be discussed with the individual and subject to agreement with the clinical lead. This will be subject to review after one year.

Further details are published in the job planning policy.

Relationships

You will work closely with other medical staff, nursing colleagues, 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, community services, theatres and anaesthetics.

The post holder who leads the development of the North Devon Integrated Diabetes Service will have the support of a committed multidisciplinary team.

The job plan for this post will include a professional link into Royal Devon and Exeter NHS Foundation Trust. Additional specialist endocrinology cover is provided from Exeter but this can be reviewed depending on the specialist interests of the applicants. The team work closely with the Royal Devon and Exeter diabetes and endocrinology team, with joint MDTs and allied working in both diabetes and endocrinology with some working cross site.

**Barnstaple
Town Centre**

17 minutes walk
from NDDH

The hospital is part of the Peninsula endocrine and diabetes network, which meets regularly to discuss common protocols and challenging clinical cases and has a weekly clinical case discussion in both diabetes and endocrinology cross site and these meetings and networks are actively encouraged for the applicants.

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 and is supported by a team of full-time research staff. Patients are also given the opportunity to participate in a wide number of portfolio studies.

The University of Exeter Medical School has an excellent research reputation from basic biomedical research through to patient-centred research.

The Research, Innovation, Learning and Development (RILD) building, based in Exeter 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 on the RD&E Hospital site in Exeter. 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 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.

"We are proud of our research and innovation, delivering better clinical outcomes for patients"



University of Exeter Medical School

The University of Exeter is one of the most successful universities of the 21st century and is a member of the Russell Group of leading research-based universities. Research and education of the highest quality are at the heart of an inspiring community in which to learn, work and live. It has ambitious plans for the future, following a £275 million investment in facilities over the past five years.

The University of Exeter Medical School (UEMS) is the newest College at the University of Exeter (medicine.exeter.ac.uk). Formed from the disaggregation of Peninsula College of Medicine and Dentistry in 2012, it combines the best of the Peninsula Medical School and with the University of Exeter's outstanding global reputation for academic excellence and student experience. The first intake of UEMS students was in Sept 2013 and they graduated in 2018.

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 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 health care 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. Years three and four of the programme are based at the Royal Devon and Exeter Hospital, North Devon District Hospital and at the Royal Cornwall Hospital in Truro and in their surrounding general practices and community health environments. In year five, students are involved in a series of apprenticeship attachments, to consultants and to Principal General Practitioners on a one-to-one basis throughout Devon and Cornwall in Barnstaple, Exeter, Torbay and Truro.

There is great scope for staff in NHS Partner Organisations to become involved in all aspects of the University of Exeter Medical School curriculum for undergraduate education; for example, clinicians may be engaged with UEMS as clinical teachers, clinical skills tutors, and academic tutors.

Outline job plan

A provisional outline job plan is included but is subject to modification depending on a candidate's interests and career aspirations. There has been support from 2 long term locums and 2 consultants from Exeter and, despite COVID-19, services have developed and the waiting lists are relatively up to date.

The individual job plan and detailed time table will be discussed with the successful candidate(s).

We are flexible about the career you want to develop with the Trust and can job plan around your specific interests.

It is expected that the initial job plan will be agreed within 3 months of the start date and will be reviewed annually or earlier if necessary.

	PAs
DCC	
Outpatient clinics /virtual clinics	2.3
AMU	0.5
Inpatient ward	2
Administration	1.5
MDT work / triaging / advice and guidance	1
On call	1.2
SPA	1.5 (+0.5 for first year)
Total	10.5



It is proposed that posts rotate between the ward, MAU/clinic and clinic rotax2 (1:4)

Example ward rota

	Monday	Tuesday	Wednesday	Thursday	Friday
Morning	Board round + full ward round (1 PA)	Board round + new patient ward round (0.5 PA) Admin (0.5 PA)	Board round + full ward round (1 PA)	Board round + new patient ward round (0.5 PA)	Board round + full ward round (1PA)
Afternoon	Admin (1PA) MDT (0.25PA)	SPA (1 PA)	SPA (1 PA)	Inpatient ward rounds	SPA (1 PA) (acute post)

Example clinic rota

	Monday	Tuesday	Wednesday	Thursday	Friday
Morning	SPA (1 PA)	Clinic (1 PA) or ANC alternate weeks	Endocrine / diabetes clinic (1 PA)	Thyroid / adrenal MDT, diabetes MDT (0.25 PA)	OPD clinic (1 PA)
Afternoon	Admin (1PA) MDT (0.25PA)	Admin (0.5 PA)	SPA (1 PA)	OPD clinic (0.75 PA)	

	Monday	Tuesday	Wednesday	Thursday	Friday
Morning	SPA (1 PA)	Clinic (1 PA)	SPA (1 PA)	Thyroid / adrenal MDT, diabetes MDT (0.25 PA)	OPD clinic (1 PA)
Afternoon	Admin (1PA) MDT (0.25PA)	Admin (0.5 PA)	Clinic	OPD clinic (0.75 PA)	Admin

Example MAU week rota

	Monday	Tuesday	Wednesday	Thursday	Friday
Morning	Diabetes technology / pump or endocrine clinic	MAU (1 PA)	MAU (1 PA)	IP diabetes WR/clinic Thyroid / adrenal MDT, diabetes MDT (0.25 PA)	MAU (1 PA)
Afternoon	MDT (0.25PA)	SDEC (1 PA)			

Other options to develop the service:

- More consultant input to the obesity service.
- Hypertension clinic
- Community diabetes work
- An endocrine hypertension clinic

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 training and memberships	<p>Full GMC registration and licence to practise</p> <p>Eligible for entry on Register or within 6 months of receipt of Certificate of Completion of Training (CCT) in Diabetes and Endocrine and General Internal Medicine (GIM)</p> <p>Success in Intercollegiate Specialty Examination or equivalent</p>	<p>Distinctions, Prizes, Scholarships</p> <p>Additional postgraduate qualifications</p>
Clinical experience		
Employment	<p>Evidence of completion of a comprehensive broad-based Diabetes and Endocrine training programme at specialty registrar level (or equivalent)</p> <p>or</p> <p>Clear demonstration of equivalent experience, with a minimum of six years at a level comparable with or senior to specialty registrar</p> <p>Evidence of training in Diabetes and Endocrine / General Internal Medicine</p> <p>Career progression consistent with personal circumstances</p>	
Clinical knowledge and skills	<p>Demonstrates ability to fulfil comprehensive general medicine and diabetes/endocrine 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 (including insulin pumps, diabetes and endocrinology in pregnancy)</p> <p>Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge</p> <p>Able to prioritise clinical need</p> <p>Caring approach to patients</p>	<p>Demonstrates awareness of breadth of clinical issues</p> <p>Clinical feedback from colleagues and patients</p>

Requirement	Essential attributes	Desirable attributes
Non-clinical skills		
Teaching	<p>Evidence of previous teaching and training experience</p> <p>Willingness and ability to contribute to departmental and Trust teaching programmes</p>	<p>Defined educational roles or qualifications</p> <p>Evidence of teaching of undergraduates, junior doctors and multi-professional groups</p>
Management of change and quality improvement	<p>Demonstrates clear understanding of quality improvement and clinical governance within the NHS</p> <p>Demonstrates willingness to implement evidence-based practice</p> <p>Evidence of effective personal contributions to clinical audit, governance and risk reduction</p>	<p>Evidence of innovative development and implementation of guidance</p> <p>Evidence of involving patients in practice development</p>
Innovation, research, publications and presentations	<p>Understanding of the principles of scientific method and interpretation of medical literature</p> <p>Demonstrates a critical and enquiring approach to knowledge acquisition</p> <p>Demonstrates understanding of the research governance framework</p>	Recent evidence of relevant research, presentations or publications
Management and leadership experience	<p>Demonstrates familiarity with and understanding of NHS structures, management and current political issues, including an awareness of national strategic plans 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>

Requirement	Essential attributes	Desirable attributes
Other requirements		
Motivation and management of personal practice	<p>Punctual and reliable</p> <p>Good personal organisational and prioritisation skills, achieves 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 North Devon as a place to live and work	

Staple Tor on Dartmoor

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 Royal Devon University Healthcare NHS Foundation Trust. The appointee will be professionally accountable to the medical director and managerially accountable to the chief executive officer.

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

Salary scale

This is as described in the Medical and Dental Terms and Conditions, in line with the Consultant Contract (2003). The current full time salary scale ranges from £88,364 to £119,133 with eight thresholds.

Should the on call option be taken up, the on-call supplement is category A and attracts a supplement of 3% of basic salary.

Leave

Annual leave entitlement is as described in Schedule 18 of the Terms and Conditions of Service:Consultant (England) 2003. Study leave entitlement is 33 days over a fixed three year period.

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 North Devon District Hospital, normally within 10 miles or 30 minutes. Exceptions must be agreed with the medical director or chief executive. **A relocation package is available 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

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

Professional performance

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

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

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

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

Reporting concerns

The Trust is committed to providing safe and effective care for patients. There is an agreed procedure that enables staff to report "quickly and confidentially, concerns about the conduct, performance or health of medical colleagues", as recommended by the chief medical officer (December 1996). All medical staff practising in the Trust must ensure that they are familiar with the procedure and apply it if necessary.

Serious untoward incidents

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

Research and audit

Audit is supported by the clinical audit and effectiveness department and we encourage all levels of staff to undertake quality improvement projects.

Research within the Trust is managed in accordance with the requirements of the Research Governance Framework. You must observe all reporting requirement systems and duties of action put in place by the Trust to deliver research governance.

Safeguarding children and vulnerable adults

The Trust is committed to safeguarding children and vulnerable adults and you will be required to act at all times to protect patients.

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

Rehabilitation of offenders

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

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

Health and safety

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

Infection prevention and control

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

Saunton Sands
beach

20 minutes ride
from NDDH



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 www.royaldevon.nhs.uk/careers

Albert Clock,
Barnstaple Square



Contacts

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

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Chief Medical Officer

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Medical Director

Karen Davies

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Valley of Rocks

35 minutes ride
from NDDH