



Royal Devon  
University Healthcare  
NHS Foundation Trust

# RECRUITMENT PACK

## SPECIALIST DOCTOR IN TRAUMA & ORTHOPAEDICS

For more information, please contact us:

[rduh.medicalstaffingteam@nhs.net](mailto:rduh.medicalstaffingteam@nhs.net) (Northern services)

[rduh.medicalhr@nhs.net](mailto:rduh.medicalhr@nhs.net) (Eastern services)



NHSRoyalDevon



RoyalDevonNHS

[royaldevon.nhs.uk/join-us](https://royaldevon.nhs.uk/join-us)

# 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 Orthopaedic 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**

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.

## JOB TITLE

Specialist Doctor in Trauma & Orthopaedics

## DATE OF VACANCY

Immediate

## BASE

The Royal Devon University Healthcare NHS Foundation Trust (Northern)

**COVER IMAGE:**  
Woolacombe on  
the North Devon  
Coast

Chief Executive  
Officer  
Suzanne Tracey





# Application & Advisory Appointments Committee

We welcome enquiries for further information and encourage informal visits to the hospital and department. A list of contacts at the Trust is detailed in the final section of this information pack.

The post is offered on a whole-time basis (10PA) but suitably-qualified applicants who are unable to work full-time for personal reasons will be considered. The Trust is committed to flexible working arrangements, including job sharing. Such arrangements will be discussed with any shortlisted candidates on a personal basis.

Applicants must have completed specialist training in Trauma & Orthopaedic Surgery prior to taking up this appointment. The expected date of the award of the Certificate of Completion of Training must be no later than six months after the date of AAC interview for this post. The applicant must also be entered on, or within six months of entry to, the GMC Specialist Register at the time of acceptance of an offer of employment.

Applications are through the NHS Jobs online service at. Please apply using the standard online application form at this site **[www.careers.royaldevon.nhs.uk](http://www.careers.royaldevon.nhs.uk)** quoting vacancy reference 185-358-3126. 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.

The date for the interviews is TBC.

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



Exeter Cathedral

# 1. Introduction

We have an exciting opportunity for a Specialist Doctor in trauma & orthopaedics, ideally with a special interest in foot and ankle surgery, to compliment the current department surgery at North Devon District Hospital.

Following the recent retirement of an Associate Specialist colleague, we are seeking a suitable candidate to join our current Specialist Doctor/ Associate Specialist and Specialty Registrar tier. The department has ten consultants with a wide range of sub-specialty interests, including complex hip arthroplasty, complex knee arthroplasty, soft tissue reconstruction, foot & ankle surgery, spinal surgery and shoulder & elbow surgery. The surgical teams are supported by ten junior doctors, two Physician's Associate and on Advance Practitioner Nurse experienced and skilled nursing & therapy teams.

The successful applicant will provide comprehensive trauma & orthopaedic surgery services in North Devon, to support the consultant body. You will join a team of six other Associate Specialists and two Specialty Registrars who also provide a broad spectrum of expertise in orthopaedics. You will be expected to develop a sub-specialty interest, which ideally would be in foot and ankle surgery and to provide a general orthopaedic trauma service.

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.

The department has Specialty Registrars, Core Surgical Trainees and Foundation Doctors, rotating within their respective Peninsula Training Programmes. There are ample opportunities for teaching and training throughout the Trust and the region. 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 Foundation NHS Trust (RDUH), with some clinical sessions provided at peripheral community sites. RDUH is a unique organisation with integrated acute and community services across North and East Devon. The acute hospital, North Devon District Hospital (NDDH) 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.”

## 2. Job Description

### 2.1 Post Title

Specialist Doctor in Trauma & Orthopaedics.

### 2.2 Clinical 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 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). 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. We also have access to a weekly all day theatre at South West Ambulatory Orthopaedic Centre (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.

#### MDTs

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

#### On Call Rota

The Specialist Doctor & Associate Specialists share a "middle-tier", non-resident on-call rota with the two Specialty Registrars, on a 1 in 8 basis with prospective cover included in the job plan. The timetable is arranged to facilitate compliance with the standards for Seven Day Services and includes time allocated to emergency work in routine hours in addition to the on-call commitment.

#### 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 & internet access, will be available.

### 2.3 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 specialist doctors receive 1.5 SPA sessions for generic non-clinical work that is expected of most Specialist Doctors. This includes, but is not limited to:

- Appraisal, job planning & revalidation
- Personal & 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 meetings and other clinical or managerial meetings

The Trust may make up to one additional SPA session available by mutual agreement if the specialist doctor 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 & 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.

## 2.4 Relationships

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 arthroplasty services at the Royal Devon & Exeter Hospital. It is expected that the successful applicant will work within the established network and local commissioning guidance.

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

<b>DCC</b>	<b>PAs</b>
Predictable & unpredictable on-call work	1.50
Weekday emergency work, including scheduled trauma lists	1.92
Routine outpatient clinics	1.30

Elective operating lists including flexible time (max 0.25PA)	1.80
Flexible ward rounds	0.15
Weekly trauma MDT	0.20
Administration	1.50
Travel	0.13
<b>SPA</b>	1.50
Generic	1.50
<b>Total</b>	10.00

## 3.1 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 consultant review of all new admissions within 14 hours. Specialist Doctor "trauma days" include time for patient reviews on the wards and in the Emergency Department, trauma lists and fracture clinics. PA allocations for the scheduled emergency work and the predictable/ unpredictable on-call work include an appropriate amount for internal prospective cover.

The timetable will include at least one elective clinic, one fracture clinic and elective operating. Elective operating will include both independent and joint operating within consultant teams, there will be access to inpatient and Day Case operating sessions.

As detailed above, a small amount of flexible time is included in the job plans but not timetabled.

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

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

## 4. 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, police checks and a minimum of three satisfactory references, including one from your current Responsible Officer.

Requirement	Essential Attributes	Desirable Attributes
<b>Qualifications &amp; Training</b>		
<b>Professional Qualifications</b>	Primary Medical Qualification (MBBS or equivalent). An appropriate basic surgical qualification (MRCS or equivalent).	Distinctions, Prizes, Scholarships. A higher Trauma and Orthopaedic surgical qualification. Additional postgraduate qualifications.
<b>Professional Training &amp; Memberships</b>	Full GMC registration & licence to practice.	
<b>Clinical Experience</b>		
<b>Employment</b>	Clear demonstration of appropriate experience, with a minimum of Twelve years experience since primary qualification Six years in Specialist Registrar, Specialty Registrar or Specialty Doctor Grade in Trauma & Orthopaedics Meets the criteria set out in the Specialist grade generic capabilities framework Career progression consistent with personal circumstances.	
<b>Clinical Knowledge and Skills</b>	Demonstrates ability to fulfil comprehensive general trauma & orthopaedic surgery duties at Associate Specialist level. Able to take full initial 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. Portfolio of practical clinical experience, including evidence of ability to perform all common trauma surgery and some elective orthopaedic surgery independently. Caring approach to patients.	Demonstrates awareness of breadth of clinical issues. Clinical feedback from colleagues and patients.

*Continued...*

Requirement	Essential Attributes	Desirable Attributes
<b>Non-Clinical Skills</b>		
<b>Teaching</b>	Evidence of previous teaching & training experience. Willingness & ability to contribute to departmental & Trust teaching programmes.	Defined educational roles or qualifications. Evidence of teaching of undergraduates, junior doctors and multi-professional groups.
<b>Management of Change &amp; Quality Improvement</b>	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 & implementation of guidance. Evidence of involving patients in practice.
<b>Innovation, Research, Publications &amp; Presentations</b>	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.
<b>Management &amp; Leadership Experience</b>	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.
<b>Communication &amp; Personal Skills</b>	Good spoken & 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 & colleague feedback. Excellent presentation skills; engaging audience. Information technology skills.
<b>Other Requirements</b>		
<b>Motivation &amp; management of personal practice</b>	Punctual & reliable. Good personal organisational & prioritisation skills. Achieves deadlines. Takes responsibility for personal practice and is able to cope well with stressful situations. Commitment to continuing medical education. Flexible & adaptable attitude.	Demonstrates initiative in personal practice. Willingness to undertake additional professional responsibilities at local, regional or national levels.
<b>Commitment to post</b>	Demonstrates enthusiasm for North Devon as a place to live and work.	

# 5. The Trauma & Orthopaedic Department

## 5.1 Staffing

The orthopaedic department at North Devon District Hospital is staffed by eight consultant surgeons:

- **Mr W Griffiths-Jones (Lead Clinician)**  
Knee Surgery
- **Mr C Steinlechner**  
Upper limb surgery
- **Mr A Temple**  
Complex & revision hip arthroplasty
- **Miss C Baldwick**  
Upper limb surgery
- **Mr N Jagodzinski**  
Hand & wrist surgery
- **Mr L Brunton**  
Complex & revision hip arthroplasty
- **Mr R Cove**  
Knee and foot & ankle surgery
- **Mr Steven Smith**  
Spinal surgery
- **Mr A Robertson**  
Knee Surgery
- **Mr A Simms**  
Lower Limb surgery
- seven Specialist/Associate Specialist surgeons
- two Specialty Registrars
- one Core Surgical Trainee, three Foundation Year 2 doctors and four Trust doctors
- two Foundation Year 1 doctors
- two physician's associate
- one trainee advanced care practitioner

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

## 5.2 Management

Day to day managerial & operational links are with the Lead Clinician, Will Griffiths Jones and the Service Manager Rachael Weathers.

## 5.3 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

## 5.4 Resources

### Inpatient Facilities

Trauma & orthopaedic inpatients are currently accommodated on the orthopaedic unit, spread across Jubilee ward, ring fenced elective orthopaedics and Glossop Ward, 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, and in the dedicated Day Surgery Unit.

### 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

# 6. Main Conditions of Service

Appointment is to the NHS Specialist Grade (England) 2021 under the current Terms & Conditions of Service for Hospital Medical & Dental Staff (England & 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 Foundation Trust. The appointee will be professionally accountable to the Medical Director and managerially accountable to the Chief Executive.

The post-holder 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 & Dental Terms and Conditions, in line with the Specialist Grade (England) 2021. The current scale is from £80,693 to £91,584 with 7 thresholds.

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 15 of the Terms and Conditions of Service Specialist Grade (England) 2021. Study leave entitlement is 30 days over a fixed three year period.

Further details are available in the Senior Medical Staff Leave Policy.

Prospective cover for emergency work is built into the job plans and locum cover for annual and study 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 & routine) is maintained.

## Domicile

Specialist Doctors 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. Relocation expenses up to a limit of £8,000 may be considered if relocation is necessary to meet these requirements.

The appointee must maintain a land telephone connection to the public telephone service at their private residence.

## 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.

## Professional Performance

The Trust expects all surgeons to work within the guidelines of the GMC Guide to Good Medical Practice and the Royal College of Surgeons Good Surgical Practice. You will work with clinical & 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 your clinical team 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, supervision of junior staff, departmental management, 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 & Audit

Audit is supported by the Clinical Audit & 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.

## Safeguarding Children & 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. Therefore, applicants are 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 police 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 & Safety

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

## Infection Prevention & 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.



# Equality, Diversity and Inclusion

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

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

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

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

Please contact the Medical Staffing Team at **[rduh.medicalstaffingteam@nhs.net](mailto:rduh.medicalstaffingteam@nhs.net)** (Northern services) to let us know what reasonable adjustments you require.

## 7. Royal Devon University Healthcare NHS Foundation Trust

The Trust operates Royal & Exeter Hospital and North Devon District Hospital acute sites & community services across Northern & Eastern Devon, including the urban areas of Barnstaple & Bideford and a more rural population throughout the region. We also care for patients from neighbouring areas in Cornwall and Somerset and there is a significant increase in activity in the summer months, as visitors to the area access emergency services.

### 7.1 Our strategy, mission and values

Our strategy is called Better Together, because we truly believe we are better when we work with our patients, with our colleagues, with our members and stakeholders, and with our partners.

We are working together to help you to stay healthy and to care for you expertly and compassionately when you are not. This is our mission, and we will deliver this by focusing on our Care objectives.

Our values are at the heart of everything we do. Together, they set out how we will put our strategy into practice by guiding how we care for our patients and support our colleagues.

#### **Our mission and CARE objectives**

We are working together to help you to stay healthy and to care for you expertly and compassionately when you are not. This is our mission, and we will deliver this by focusing on our Care objectives.

- **Collaboration and partnerships** – we will work in partnership to improve the health of our communities
- **A great place to work** – we will create a culture that retains, develops, supports, and attracts people to work as part of a team to deliver patient-centred care
- **Recovering for the future** – we will deliver an equitable recovery and capacity for further change
- **Excellence and innovation in patient care** – we will embrace new technologies and ways of working to deliver the best possible care and to enable people to stay well

### 7.2 Management Structure

The Trust Board is led by the Chair, Dame Shan Morgan, with a team of six non-executive directors, five executive directors and two associate directors. The executive team is led by the Chief Executive, Ms Suzanne Tracey. There are three clinical divisions in Northern services; Surgery, Medicine & Clinical Support Services. Trauma & orthopaedic services sit within the Surgery Division. Within the division, the Divisional Director is Mrs Karen Donaldson, the Associate Medical Director is Mr Gareth Moncaster and Associate Director of Nursing is Ms Melanie Hucker.

# Who's who in the Royal Devon's Northern services



**Royal Devon  
University Healthcare**  
NHS Foundation Trust

## Non-Executive Directors

Chair									
 <b>Shan Morgan</b> Chair, Board of Directors and Council of Governors	 <b>Carole Burgoyne</b>	 <b>Janice Kay</b> Senior Independent Director	 <b>Bridie Kent</b>	 <b>Steve Kirby</b> Vice Chair, Board of Directors and Council of Governors	 <b>Alastair Matthews</b>	 <b>Tony Neal</b>			

## Executive Directors

Chief Executive Officer	Deputy Chief Executive Officer	Chief People Officer	Chief Medical Officer	Chief Finance Officer	Chief Nursing Officer	Chief Operating Officer	Trust Directors
 <b>Suzanne Tracey</b>	 <b>Chris Tidman</b>	 <b>Hannah Foster</b>	 <b>Adrian Harris</b>	 <b>Angela Hibbard</b>	 <b>Carolyn Mills</b>	 <b>John Palmer</b>	 <b>Jason Lugg</b> (Reports to Carolyn Mills) Director of Nursing - Northern services
 <b>Melanie Holley</b> Director of Governance	 <b>Paul Honey</b> Interim Director of Facilities and Estates	 <b>David Matthewman</b> Director of People - Northern services	 <b>Phil Luke</b> Director of Service Improvement	 <b>Colin Dart</b> Director of Operational Finance - Northern services	 <b>Andrea Bell</b> Director of Infection Prevention and Control (Chief Nursing Officer)	 <b>Bev Allingham</b> Strategic Workforce Lead (Nursing, Midwifery, and Allied Health Professionals)	 <b>Karen Davies</b> (Reports to Adrian Harris) Medical Director - Northern services
	 <b>David Tarbet</b> Director of Business, Innovation and Sustainability	 <b>Lisa Denning</b> Associate Director of People Development	 <b>Helen Quinn</b> Research and Development Director and Clinical Director NIHR PRC Exeter	 <b>Sam Maunder</b> Associate Director of Finance (Strategic Planning)			 <b>Heather Brazier</b> (Reports to John Palmer) Director of Operations - Northern services
	 <b>Katherine Allen</b> Director of Strategy	 <b>Sajjad Iqbal</b> Associate Director of Wellbeing, Inclusion and Employee Experience	 <b>Phil Milverton</b> Chief Information Officer - Northern services	 <b>Tracey Foss</b> (Professional reporting line) Chief Pharmacist			
and Executive Directors							

Caldicott Guardian	Medical services	Clinical Support and Specialist services (including Community)	Surgical services
 <b>David Mabin</b>	 <b>Amanda Miles</b> Divisional Director	 <b>Tony Layton</b> Divisional Director	 <b>Karen Donaldson</b> Divisional Director
 <b>Adrian Harris</b> Senior Information Risk Owner	 <b>Paul Schofield</b> Associate Director of Nursing	 <b>Charlotte Overney</b> Associate Director of Nursing	 <b>Mel Hucker</b> Associate Director of Nursing (Interim)
	 <b>Georgina Hands</b> Associate Medical Director	 <b>Sarah Johnson</b> Associate Medical Director	 <b>Gareth Moncaster</b> Associate Medical Director
	 <b>Tracey Morrish / Laura Hobson</b> Heads of Patient Flow (Interim)	 <b>Jonny Morgan</b> Group Manager - Women's and Children's services and Cancer	 <b>Gillian Taylor</b> Group Manager
	 <b>Hannah Keightley</b> Group Manager	 <b>Helen Cooke</b> Head of Therapies	 <b>Emily Rossiter</b> Group Manager
	 <b>Lisa Drogomirecki</b> Group Manager for Urgent Care	 <b>Stella Doble</b> Assistant Director of Health and Social Care	

## 7.3 The Acute Hospital

North Devon District Hospital serves the local population of around 160,000. It is estimated that the population will rise to 186,000 by 2030.

The hospital has approximately 250 inpatient beds, intensive care and cardiac care facilities.

We employ more than 90 consultants, in all major specialties. In addition, we work closely with other local Trusts to provide combined services in smaller specialties and robust clinical networks for major trauma, cancer, vascular surgery and neonatal services. There are nine operating theatres, an accredited endoscopy suite and a new chemotherapy unit, with plans for further development.

## 7.4 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-flatscreen, 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.

## 7.5 Medical School Links

There have been recent changes to the Medical School provision in the South West. We currently take students from the Peninsula Medical School and as the changes are implemented over the next five years, we will take students from the newly created Exeter Medical School. Student numbers continue to rise year on year and there are many opportunities for involvement with teaching programmes.



Lynmouth on  
the north coast  
of Devon

# North Devon

North Devon offers 50 miles of spectacular coastline from Lynton to Bude and, with most of the remaining 500,000 acres of land being rural, the area is arguable the most attractive and unspoilt in Devon. There are many small market towns, villages and hamlets, including a number of coastal resorts.

The combination of spectacular Atlantic coastline, tidal estuaries and upland moors provides a wonderful environment in which to live and work.

Recreation facilities are excellent with a wide variety of sporting activities available, including superb surfing beaches, sailing, shore & salmon fishing, an indoor tennis centre and outstanding golf courses. There are stunning walking & cycling routes, with over 200 miles of cycle and coastal paths, including the South West Coastal Path and the Tarka Trail.

Lundy Island Marine Reserve and Dartmoor & Exmoor National Parks are on the doorstep. The local dune system has been awarded UNESCO World Biosphere Status and is a Site of Special Scientific Interest (SSSI). Several areas of the coast have been designated as Areas of Outstanding Natural Beauty (AONB) and are nationally protected to preserve the beauty of the landscape. Covering a total of 171km<sup>2</sup> from Marsland Mouth on the Cornish border to Combe Martin on the edge of Exmoor, these areas include the Hartland Heritage Coast, North Devon Heritage Coast and Braunton Burrows.

Local theatres attract national and international performances and the annual local festival of sports & arts is nationally acclaimed.

Educational facilities are good with many excellent schools in both public and private sectors.

Agriculture and tourism form the main areas of employment, along with local government, the military bases at Chivenor & Instow and the Trust itself. North Devon also remains a popular retirement area.

Commuter links are good, both by road and rail. There are regular trains to Exeter and direct services to London and across the country from Tiverton. There are easily-accessible airports at Exeter and Bristol.

# Health and Wellbeing

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

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

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

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

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

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

## Staff Physiotherapy Service

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

## Staff Support and Counselling Service

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

## Employee Assistance Programme

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

## Wellbeing Activities

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

## Onsite fitness activities

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

## Smoking Cessation Support

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

## Staff Lottery

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

## Cycle to Work Scheme

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



# Contacts

The Royal Devon University Healthcare NHS Foundation Trust welcomes informal enquiries; the relevant people to speak to are as follows:

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# We're here if you need us!

For more information, please contact us:

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NHSRoyalDevon



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## Privacy Notice

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

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