



Royal Devon
University Healthcare
NHS Foundation Trust

CONSULTANT RECRUITMENT PACK

CONSULTANT IN ORTHODONTICS

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



NHSRoyalDevon



RoyalDevonNHS

royaldevon.nhs.uk/join-us

A Warm Welcome

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

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

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

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

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

Chris Tidman

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

JOB TITLE

Consultant in Orthodontics

DATE OF VACANCY

Immediate

BASE

Royal Devon University Healthcare
NHS Trust Eastern

Cover image:

Exmouth

45 minutes drive
from Exeter

Application and Advisory Appointments Committee

Applicants should have completed specialist training in the specialty and hold a Certificate of Completion of Specialist Training and additionally have completed a 2 year post-CCST training post prior to taking up the appointment. The expected date of completion of the post-CCST training should be no later than six months after the date of the AAC interview for the post.

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

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

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

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

Why choose the Royal Devon?

Research and innovation

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

Service development

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

Teaching

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

Career progression

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

Investment

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

Location and relocation

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

About Royal Devon University Healthcare NHS Foundation Trust

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

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


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

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

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

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

www.royaldevon.nhs.uk



Exeter Cathedral

1. Introduction

The Orthodontic Department at the Royal Devon University Healthcare NHS Foundation Trust is seeking to appoint a Consultant Orthodontist to join the team. This is a new post suitable for an orthodontist who has successfully completed (or is about to do so) specialist orthodontic training at both the basic and higher level.

The post has arisen from growth of the department and pre-existing vacancy factor associated with changes to the job plans of the existing team. The successful appointee will join an established team of three part-time Consultant Orthodontists, together with two trainees, a part-time speciality doctor in orthodontics and a part time orthodontic therapist.

The Royal Devon University Healthcare NHS Foundation Trust, ("The Royal Devon") was established in April 2022, bringing together the expertise of both the former Royal Devon and Exeter NHS Foundation Trust and Northern Devon Healthcare NHS Trust. The Trust's Eastern services are based at The Royal Devon and Exeter Hospital, while its Northern Services are based at North Devon District Hospital, Barnstaple. The current post will include clinical duties at both of these hospitals on a weekly basis.

2. HOSPITALS AND SERVICES

The Royal Devon serves the mixed urban and rural population of Exeter, East, Mid and North Devon. In addition, patients access specialist services from a wider region including the rest of Devon, Somerset and Cornwall.

The Trust is governed by a unitary board comprising a Chairman, Chief Executive 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, a Director of Transformation and Organisational Development, a Medical Director, a Director of Finance and Business Development and a Chief Nurse / Executive Director of Delivery.

The Non-Executive directors do not have responsibility for the day to day management of the Trust but share the Board's corporate responsibility for ensuring that the Trust is run efficiently, economically and effectively.

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.

Clinical services are managed in three divisions, each led by a Divisional Director, Associate Medical Director and an Assistant Director of Nursing/ Associate Director of Midwifery and Patient Care.

For a full description of the main hospitals and services of the Trust see the Trust website: royaldevon.nhs.uk

3. THE WORK OF THE DEPARTMENT AND DIRECTORATE

Clinical Staffing

The Orthodontic Department currently has three Consultants in post:

Dr Matthew Moore Clinical Lead (Part Time)

Mrs Amelia Jerreat (Part Time)

Ms Louise Kneafsey (Part Time)

This current post will add a fourth Consultant to the team.

There are two formal training posts:

ST1-3

Participates in the Bristol Postgraduate Training Programme.

Attends Exeter Tuesday, Wednesday, Thursday each week for clinical exposure, seeing patients under the supervision of the consultants.

It is anticipated that the next ST1 will commence their training in the Autumn of 2024.

ST4-5

This is a full time post-CCST training post based in Exeter.

At the time of writing the incumbent trainee is about to conclude their training and the post is out to recruitment through the national recruitment process for Orthodontic ST4-5.

Plans are being developed for the next ST4-5 to attend North Devon District Hospital once every two weeks to support the Consultant clinics there.

Part time Specialty Doctor in Orthodontics

One day per week (Monday)

Part time Orthodontic Therapist

Two days per week, Wednesday and Thursday

The Orthodontic Department works closely with colleagues in Oral and Maxillofacial Surgery which is based at Wonford Hospital.

The Oral and Maxillofacial Surgery Department currently has three Consultants:

Mr Michael Esson
Consultant Oral and Maxillofacial Surgeon

Mr Andrew McLennan
Consultant Oral and Maxillofacial Surgeon

Mr John Bowden
Consultant Oral and Maxillofacial Surgeon

In addition, a new fourth Consultant post is currently being recruited to.

The Consultants are supported by a team of 1 OMFS trainee, 3 Oral Surgery trainees, 5 middle grades and 6 juniors.

Departmental Details

Organisationally, Orthodontics sits as a specialty within the Surgical Services Division. The Division provides a broad range of adult and paediatric surgical services to the population of Devon and when required from further afield including Cornwall, Somerset, Dorset and the Channel Islands. Approximately 47,000 elective and emergency surgical episodes of care are undertaken across the main Wonford site, Heavitree Daycase Unit and four community day-case units. Specialties provided include Trauma and Orthopaedics, General and Thoracic Surgery, Vascular Surgery, Urology, Ophthalmology, complex Head and Neck Reconstructive Surgery and a comprehensive Oral and Maxillofacial Surgery service.



Heavitree Orthodontic Department

The Orthodontic Department has its main base at the Royal Devon and Exeter Hospital, (Heavitree) in Exeter. This is a satellite hospital approximately half a mile from the main Wonford Hospital site. The Orthodontic Department provides a regular visiting Consultant service two days per week at North Devon District Hospital, Barnstaple.

Heavitree Hospital as a whole is an outpatient facility and is the base for services such as Orthodontics, Dermatology, Fertility, Occupational Health, Glaucoma, Pain Management, Day Case Unit and Renal Dialysis.

Chairside support is provided by an extensive team of 18 experienced Specialist Dental Nurses, shared with colleagues in Oral and Maxillofacial Surgery.

All orthodontic laboratory work is undertaken in-house by a team of two experienced orthodontic technologists, who also travel to Barnstaple to support Consultant clinics there.

Administrative, secretarial and reception cover is provided by two medical secretaries and a rota of reception staff for all clinics.

The Orthodontic Departments in Exeter and Barnstaple cover all aspects of Secondary Care Orthodontics, and work closely to the NHS England Orthodontic Commissioning Guide.

The Department has a well-developed orthognathic surgery service for patients with significant dental skeletal anomalies. Orthognathic surgery is undertaken by Mr Michael Esson, Consultant and Clinical Lead for Oral and Maxillofacial Surgery. There is a weekly combined orthognathic planning clinic every Wednesday morning attended by Mr Esson and a rota of the Consultant Orthodontists. Mr Esson has an all-day operating list every week largely devoted to orthognathic surgery cases. 3D orthognathic surgical planning is carried out using Synthes/Materialise to construct the surgical splints for all orthognathic cases, with the support of the on-site maxillofacial laboratory.

The department enjoys a strong working relationship with the South West Regional Cleft Lip Palate team based at Bristol Dental Hospital. The orthodontic lead for cleft lip and palate in Devon and Cornwall is Dr Jules Scott who is based at Derriford Hospital in Plymouth. Multidisciplinary cleft lip and palate clinics are conducted by the regional team and hosted in the Heavitree orthodontic department six times per annum.

Currently access to specialist Restorative Dentistry services is via referral to colleagues in neighbouring hospitals in Taunton and Plymouth. The Orthodontic Department at Heavitree is the base for a weekly visiting service by Restorative team at Musgrove Park but the Royal Devon is working towards the appointment of an in-house Consultant in Restorative Dentistry.

When this development is concluded it is likely that the Consultant in Restorative Dentistry will continue to be based in the Heavitree Orthodontic Department providing an opportunity for further development of multidisciplinary care pathways for hypodontia and other relevant conditions.

The Orthodontic Department in Exeter enjoys an enviable reputation in respect to postgraduate training in orthodontics and has had a fully funded ST1-3 post since 1997 linked to the Bristol University Postgraduate Orthodontic (DDS) Programme. An additional ST4-5 post was established in 2020 which is also now fully funded by Health Education England, support which recognises the high-quality training delivered by the department. The department has an unbroken record of 100% success in passing college exams at first sitting and completion of specialist and higher speciality training.

The department provides educational opportunities to undergraduate students from Peninsula Dental School in the form of special care visits to the department by third- and fifth-year dental students. Feedback from the students has always been exceptionally positive.

Facilities

Royal Devon and Exeter Hospital (Heavitree)

The Orthodontic department enjoys its own dedicated outpatient clinic suite. This comprises an open plan, air-conditioned clinic with seven fully equipped A-Dec dental chairs and associated support equipment. The facility was formerly utilised by Peninsula Dental School. The facility presents a calm and welcoming environment for the delivery of orthodontic clinics whilst also facilitating oversight of trainees. The clinic benefitted from additional infection control modification during the COVID-19 pandemic.

There is an additional single surgery which is primarily utilised by the Oral and Maxillofacial Surgery Department to provide consultations and outpatient procedures under local anaesthesia with or without intravenous or inhalational sedation.

Within the open plan clinic area there is an additional screened recovery bay to allow for the postoperative recovery of sedated patients.

The Orthodontic Department has an on-site OPG and intra oral x-ray facility, and the majority of dental nurses are trained in dental radiography and are able to provide an efficient, on demand service for such radiographs. The Trust has shown commitment to this aspect of service through supporting many dental nurses through dental radiography training in recent years.

Access to lateral cephalogram radiographs and cone beam CT is available on request from the main radiography department at Wonford hospital.

There is an on-site orthodontics laboratory within the departmental template, with two fully trained orthodontic technologists. The lab constructs all departmental appliances, retainers and study models to a high specification.

The Royal Devon benefits from a full implemented Electronic Patient Record, with software provided by EPIC. This system is used in all locations, including Heavitree Hospital and North Devon District Hospital, ensuring immediate access to comprehensive hospital records for all patients attending orthodontics. The system has been worked through several aspects of optimisation to meet the need of the orthodontic department.

North Devon District Hospital

The orthodontic clinic is based in a bespoke outpatient clinic shared with colleagues from Oral & Maxillofacial surgery who also visit North Devon District Hospital on a weekly basis. At North Devon District Hospital clinics are supported by a local team of seven specialist dental nurses and a departmental medical secretary.

Within the outpatient department there are all the necessary support facilities such as waiting area, reception and office space together with an orthodontic laboratory for the construction of appliances and same day retainers.

Access to OPG, intra-oral, lateral cephalogram radiographs and cone beam CT is available on request from the main radiography department at North Devon District Hospital

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

Any Consultant who is unable for personal reasons to work full-time will be eligible to be considered for the post. The Trust is committed to flexible working arrangements including job-sharing. Such arrangements will be discussed with any shortlisted candidate on a personal basis.

5. THE JOB ITSELF

TITLE: Consultant Orthodontist

DUTIES OF THE POST

Clinical duties

The post is based at the Orthodontic Department at Heavitree Hospital, part of the Royal Devon University Healthcare NHS Foundation Trust.

An essential component of this post is to provide a weekly Consultant Orthodontist service at North Devon District Hospital, Barnstaple (which is also part of RDUH NHS FT). This is timetabled for Tuesdays each week to integrate with the other timetabled activities in the department in Barnstaple.

The appointee will be expected to have expertise in the management of orthodontic patients and problems appropriate secondary care, including multidisciplinary management of complex cases.

The appointee will undertake administrative duties associated with the running of their clinical work and will be job planned to do so.

Additional recognised responsibilities may be negotiated over time and would which come with their own PA allocation agreed through the job planning process and reflected within the appointee's job plan.

Education and Training

The appointee will be expected to play a full part in the educational activities of the department. This will include teaching postgraduate trainees of all grades and undergraduate dental students during special care visits from Peninsula Dental School. Clinical supervision of the two formal trainees is normally provided by all the Consultant Orthodontists in parallel to their own clinical activities. Mrs Jerreat is currently the Educational Supervisor for the ST1-3 trainee and is Training Programme Director for ST4-5 in the South West, Thames Valley and Wessex. Ms Kneafsey is currently Educational Supervisor for the post CCST ST4-5 trainee. It is anticipated that the appointee to the current post would become a Clinical Supervisor for both trainees in the first instance, and support would be provided to achieve the necessary accreditation to fulfil that role.

Emergency On-call and Cover for Colleagues

This post does not require any on-call or emergency cover but all the consultants of the department are expected to coordinate planned leave to ensure a continuity of service, and to support where required for unexpected short notice absence of colleagues.



Clinical Audit

In Exeter, there is a rolling programme of audit sessions within the Surgical Division when clinical activity is stood down to facilitate the audit programme. Orthodontics has not traditionally participated in this and has pursued clinical audit on a sub-regional basis with consultant colleagues from other units in Devon and Cornwall. In the post pandemic period there is a transition towards more emphasis on in-house departmental audit, although meetings are held once or twice per annum with regional colleagues.

Governance

Clinical governance is organised at Specialty, Divisional and Trust levels. Currently Orthodontic Specialty Governance Meetings occur six times per annum in accordance with a trust wide format. This group reports upwards to the Surgical Divisional Governance Group as appropriate. At the time of writing Clinical Governance is being re-launched under the title of "Patient Safety Improvement Forum". It is anticipated that the transition to this new arrangement will be under way by the time of appointment to the current post.

Research

The Royal Devon is proud to be an innovative and research-active organisation. The appointee will be encouraged to participate in clinical research and service innovation. The Trust hosts the National Institute of Health Research Clinical Research Network (South West Peninsula) and the appointee will be supported and encouraged to recruit participant to appropriate clinical trials.

At the time of writing the department is participating in a national trial; Does orthodontic treatment improve the oral health-related quality of life of young people with malocclusion? A longitudinal cohort study. IRAS 214707.

All research undertaken must comply with Trust policy on Research & Development. Trust policy and guidelines are available on the Trust's Intranet site and specify compliance with the Research Governance Framework for Health and Social Care.

The successful candidate will be expected to participate in, and in some cases lead on, improvement and innovation activity. Where such activity creates potential new intellectual property, this must comply with Trust policy on Innovation and Intellectual Property.

Supporting Professional Activities

In accordance with the Trust Job Planning Policy all full-time consultants have 1.5 SPAs within their job plan. 2/3rds of this is expected to be delivered in a regular and timetabled way, on site. 1/3 can be job planned for flexible delivery. This will be reflected in the job planning process.

Administration

The appointee will undertake administrative duties associated with the running of their clinical work.

Leadership and Management

The appointee will be responsible for the leadership of their team as appropriate within the specialty. Specific leadership responsibilities for areas of the service will be agreed on an individual basis and will be detailed in the post-holder's job plan.

The appointee is responsible to the Clinical Lead, Clinical Director and Associate Medical Director for the effective and efficient use of resources under their control, to contribute to the planning and development of the service and to participate in directorate/departmental meetings.

This department welcomes and encourages innovation and the development of new ways of working and support would be provided to allow service changes where such changes could lead to improvements in patient care.

Professional Performance

The Trust expects all physicians to work within the guidelines of the GMC Guide to Good Medical Practice. As a GDC Registrant, The Trust will expect you to work within the equivalent GDC Standards for the Dental Team. 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. 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 multisource feedback from both colleagues and patients. You will undertake administrative work associated with management of your clinical and professional practice.



Sidmouth

50 minutes drive
from Royal Devon

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. The Trust is committed to providing safe and effective care for patients. It is a requirement that if you have concerns about the professional performance (conduct, performance or health) of a member of the medical staff, you have a duty to speak to the person concerned. If the matter is potentially serious, or satisfaction is not obtained with the direct approach, such concerns should be discussed with the Clinical Lead, if satisfaction is again not obtained, concerns should be discussed with the Medical Director.

Infection 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. Appointees will therefore be expected to attend Infection Prevention and Control learning once a year as a minimum. They are supported in this by the Infection Prevention and Control team.

Leave

Annual leave entitlement is as described in Schedule 18 of the Terms and Conditions Service Consultant (England) 2003.

- 6 weeks + 2 days per year (+day off in lieu for each Public Holiday worked) rising to:
- 6 weeks and 4 days after 7 years' service pro rata.
- 5 weeks of entitlement to be taken in full weeks.

Part time staff receive an additional leave allowance instead on automatic public holidays. In this situation, these additional annual leave days are used for Public Holidays, when the Orthodontic Department is normally closed. 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.

6. JOB PLAN

Consultant job plans are clearly timetabled and are scheduled and managed through Trust wide processes using “L2P” software. This post is available with a job plan attracting a 10 PA full time contract, but this could be reduced to a core part time job plan for a suitable candidate. An essential component of the job plan will be to participate in the service at North Devon District Hospital one day every week which is expected to be Tuesday. Travel time from main base to North Devon District Hospital is categorised as Direct Clinical Care time. Morning clinics are four hours and afternoon clinics are three hours.

Indicative timetable

The timetable has been drafted with the aim of meeting the current needs of the service, and coordinating the presence of the appointed Consultant with the schedules of the existing three Consultants. In this format the job plan would attract 10 PAs. Job plans amounting to fewer PAs would be subject to negotiation.

Day	Morning	Afternoon
Monday	Clinic – Heavitree	Clinic – Heavitree
Tuesday	Clinic - North Devon	Clinic - North Devon
Wednesday	Orthognathic clinic x 1 per month Clinic - Heavitree other weeks	Core SPA
Thursday	Off	Off
Friday	Clinic – Heavitree	Clinic - Heavitree

On-call availability supplement

Current agreed on-call rota:

n/a

Agreed category:

n/a

On-call supplement:

n/a



7. Main Conditions of Service

Salary Scale

£93,666 - £126,281 per annum pro rata

Date of Vacancy

Immediately

Domicile

Consultants are expected to reside within a reasonable distance of Exeter normally within 10 miles or 30 minutes. Exceptions to this rule will need to be discussed with the Medical Director.

8. ACADEMIC FACILITIES

University of Exeter Medical School

The University of Exeter is one of the most successful universities of the 21st century. 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, including a £275 million investment in facilities over the next five years. The University has recently accepted an invitation to join the prestigious Russell Group of leading research-led universities and was named the "Times University of the Year" in 2012/2013.

The University of Exeter Medical School (UEMS) is the newest College at the University of Exeter (<http://www.exeter.ac.uk/medicine/>). 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 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. Our 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 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 Medical School curriculum for undergraduate education; for example, clinicians may be engaged with PMS as clinical teachers, clinical skills tutors, and academic tutors.

The National Health Service (NHS) has been closely involved in the development of medical education in the South West and is the major UK employer of healthcare professionals. Significant growth in the number of doctors and the development of medical education, both pre- and post-qualification, contributes to the essential modernisation required to deliver the government's NHS Plan.

The NHS in Devon and Cornwall has worked with the school to ensure that its services and facilities offer the right environment to support the way doctors, scientists, educators and researchers are trained.



The Quay
20 minutes walk
from Royal Devon

9. CANVASSING

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

10. ACCESS TO CHILDREN AND VULNERABLE ADULTS

The person appointed to this post may have substantial access to children and to vulnerable adults. Applicants are, therefore, advised that in the event that your appointment is recommended and in line with Trust policy, you will be asked to undertake an Enhanced disclosure check with the CRB prior to commencement of employment. Refusal to do so could prevent further consideration of the application.

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

11. REHABILITATION OF OFFENDERS

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.

12. DATA PROTECTION ACT 1998

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



Equality, Diversity and Inclusion

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

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

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

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

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

Further information

The Trust welcomes informal enquiries; the relevant people to speak to are as follows:

Chief Executive:

Mr Paul Roberts
Interim Chief Executive
Royal Devon University Healthcare NHS FT
Barrack Road
Exeter, EX2 5DW
Tel 01392 402357
PA - penny.manley@nhs.net

Medical Director:

Dr Anthony Hemsley
Medical Director
Royal Devon University Healthcare NHS FT
Barrack Road
Exeter, EX2 5DW
Tel: 01392 403984
anthony.hemsley@nhs.net

Associate Medical Director:


Mr Patrick Gillespie
Consultant Plastic Surgeon,
Royal Devon University Healthcare NHS FT
Barrack Road
Exeter, EX2 5DW
patrick.gillespie@nhs.net

Orthodontic Clinical lead:

Dr Matthew Moore
Consultant Orthodontist
Royal Devon University Healthcare NHS FT
Heavitree Hospital
Gladstone Road
Exeter, EX1 2ED
Tel: 01392 404751
matthew.moore4@nhs.net

Divisional Director:

Mrs Nicola Du'Gay
Royal Devon University Healthcare NHS FT
Barrack Road
Exeter, EX2 5DW
Tel: 01392 404663
n.dugay@nhs.net



The Quay
20 minutes walk
from Royal Devon

PERSON SPECIFICATION

REQUIREMENTS	E/D*	HOW TESTED? Application Form/ Interview/Test	MET	NOT MET
QUALIFICATIONS/SPECIAL TRAINING:				
Full registration with the UK General Dental Council	E	Certificates Application form CV		
Full registration on GDC Specialist Register in Orthodontics	E			
BDS or equivalent.	E			
Successful completion of an SAC approved 3 year training registrar programme in Orthodontics obtaining CCST or equivalent for other European Economic Area National.	E			
Successful completion of an SAC approved 2 year post CCST training (ST4/5) or equivalent, (or within 6 months of completion) to Consultant Level	E			
Membership in Orthodontics awarded by one of the Royal Colleges or equivalent	E			
Attainment of Intercollegiate Specialty Fellowship in Orthodontics, (or within 6 months of achieving)	E			
Further postgraduate qualifications (eg. MSc, DDS or equivalent)	D			
KNOWLEDGE/SKILLS/ABILITIES:				
Wide experience in treatment of complex orthodontic cases appropriate to Secondary care.	E	Application form		
Ability to take full and independent responsibility for clinical diagnosis, management and care of complex orthodontic patients.	E	Interview		
Ability to organise and manage waiting lists and patient priorities.	E			
EXPERIENCE:				
Experience of Clinical Audit/Clinical Governance	E	Application form Interview		
Experience of research and ability to apply research outcomes to clinical practice	D			
Evidence of teaching experience at undergraduate and postgraduate levels and ability to teach clinical skills	D			
Diploma in postgraduate education	D			

REQUIREMENTS	E/D*	HOW TESTED? Application Form/ Interview/Test	MET	NOT MET
PERSONAL REQUIREMENTS:				
Enthusiastic, highly motivated, flexible and adaptable, and committed to develop the service	E			
Able to show initiative, take responsibility and make decisions	E			
Ability to cope in stressful situations	E	Interview		
Ability to work in a multi-disciplinary team	E	References		
Flexibility to respond to service needs when necessary	E			
Ability to communicate effectively both verbally and in writing with patients, carers, GP's, nurses and other agencies	E			
Caring attitude to patients	E			
OTHER REQUIREMENTS:				
Computer literate and able to adapt to utilising multiple IT support systems as part of working life.	E			
Committed to continuing medical education and professional development	E	Application form		
Honesty and reliability	E	Interview		
Able to undertake travel requirements of the post	E	References		
Evidence of publication in peer-reviewed journals	D			

* Essential/Desirable



Dartmoor

Living in Devon

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

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

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

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

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

Vibrant cities and friendly market towns

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

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

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

Friendly market towns

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

Great for families

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

Living and travelling

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

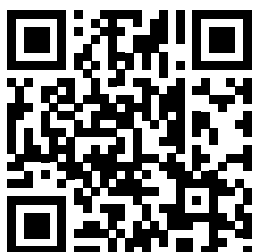
Transport links are also good. The county has more than 8,000 miles of road – the largest road network anywhere in the country, although (it has to be said) many are narrow Devon lanes.

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

Support with relocation

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

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



Budleigh
Salterton

Health and Wellbeing

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

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

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

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

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

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

Staff Physiotherapy Service

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

Staff Support and Counselling Service

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

Employee Assistance Programme

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

Wellbeing Activities

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

Onsite fitness activities

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

Smoking Cessation Support

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

Staff Lottery

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

Cycle to Work Scheme

Through Cyclescheme, staff can obtain a Bike and accessories up to a maximum cost of £10,000 through a salary sacrifice scheme. Staff also benefit from a saving to the overall cost attained through reduced income tax, national insurance and pension deductions.



We're here if you need us!

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



NHSRoyalDevon



RoyalDevonNHS

Privacy Notice

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

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