

BETTER TOGETHER



Royal Devon
University Healthcare
NHS Foundation Trust

Specialty Doctor Information Pack

Emergency Medicine

JOB TITLE

Specialty Doctors in Emergency Medicine

DATE OF VACANCY

Immediate

BASE

Royal Devon and Exeter Hospital
(Wonford)

A Warm Welcome

Hi, I'm Adrian Harris Chief Medical 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 but also an exciting time for our organisation, now one of the largest healthcare Trusts in the country.

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 consulting teams many of which are nationally recognised for their specialist clinical care and research activity. We 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.



Prof Adrian Harris

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



Introduction

Our specialty doctor roles will support you in developing your career and specialist areas of interest. As a Trust we offer a wide variety of specialty training programmes providing support, mentoring, development, dedicated time and funding to take your career to the next level.

In Emergency Medicine, we can also offer fellowships in Medical Education, Simulation, Management and Leadership, Extreme Medicine, Expedition Medicine, Research, Ultrasound, Sports/MSK Medicine, Pre-Hospital Emergency Medicine, and Trauma Care.

We have a variety of vacancies available at junior and senior specialty doctor level dependent on prior experience. Bespoke Portfolio Pathway posts are also available, dependent on your prior training and future requirements, and many doctors completing Portfolio Pathway choose to stay with us as they progress their careers.

These roles are for our Emergency Department in Exeter.

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

Highlights of the Role

Research and innovation. Research active departments deliver better clinical outcomes for patients. We have a programme of investigator-led and commercial research studies which have been internationally recognised for their programme of multi-site, award-winning research. Research interests are strongly encouraged and supported. We have a multimillion-pound research facility, dedicated research staff and collaborative links with researchers from across the University of Exeter.

Service development. The Royal Devon's core services support a population of more than 615,000 people across more than 2,000 square miles across Devon. The scale of operation brings opportunities to establish and develop innovative new services to better meet the needs of our patients such as harnessing technology to deliver remote patient consultations and disease monitoring.

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

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

Electronic patient record. We went live with the EPIC electronic patient record system across our Eastern services in 2020 and our Northern services in 2022. We are optimising the way we use the system, but we are already seeing huge benefits for our patients. EPIC is transforming the way we deliver care across our Trust, allowing teams to share the caseload across Devon and provide care to patients remotely.

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

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



About Royal Devon University Healthcare NHS Foundation Trust

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

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

As a newly formed Foundation Trust in April 2022, We are embracing change, innovation and technology in our ambitions to be a digitally-enabled, clinically-led teaching organisation. We are developing new ways of working and investing in new infrastructure, equipment and facilities. There has never been a better time to join us.

The Royal Devon is committed to supporting the personal and professional development of our consultant staff and in turn improving the care offered to our patients. This might include developing or introducing innovative care models and bringing these to rural patients, teaching the doctors of tomorrow or undertaking award-winning clinical research. Examples include our specialist nurses, who were recognised in the British Journal of Nursing Awards for their innovations during the COVID pandemic, our inflammatory bowel disease research team who were recognised with the national team award for their contribution to the NIHR portfolio, and our recent launch of a world-first national genetic testing service from our labs, which can rapidly test DNA samples of babies and children, so we can provide life-saving treatment.

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



About the Trust and Service Structure

The Royal Devon's Board of Directors is chaired by Dame Shan Morgan and is comprised of both executive and non-executive directors. The executive directors manage the day to day operational and financial performance of the Trust.

These consist of the chief executive officer (Sam Higginson), deputy chief executive officer (Chris Tidman), chief medical officer (Adrian Harris), chief nursing officer (Carolyn Mills), chief operating officer (John Palmer), chief finance officer (Angela Hibbard), and chief people officer (Hannah Foster).

Our Emergency Departments are based at the Royal Devon and Exeter Hospital (Wonford) (RD&E) and North Devon District Hospital (NDDH), and sit within the medicine care group.

Our Trust wide operational service structure is divided into five care groups, each with a medical director, a care group director and a director of patient care. For medicine, the medical director is Helen Lockett, the care group director is Karen Donaldson and the director of patient care is Nolwenn Luke. All permanent medical staff are members of the Medical Staff Committee which has an elected Chairperson who represents the group at the Trust Management Committee.

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

The Emergency Department

The emergency department is a modern progressive department supported by a dedicated team of 20 full time equivalent consultant emergency physicians providing shop floor leadership from 0800 – 2300 hours, 365 days a year. The department enjoys round the clock specialty doctor cover, with 3 SHOs overnight and is supported by a team of Emergency Nurse Practitioners. The department sees approximately 110,000 patients per year, of which one fifth are children.

The emergency department in Exeter prides itself on its aspiration to deliver the highest possible standard of care for all patients at all times. The department is a major trauma unit and employs a 24hr consultant led trauma team.

The department has a fully equipped theatre, separate but integral facilities for ENT and ophthalmic patients and separate examination and waiting rooms for children. There is also a purpose-built seminar room with a range of modern presentation aids.

2024 sees the completion of the first phase of a multi-million pound ED reconfiguration that includes;

- New main ED reception and triage – A modern facility with increased waiting capacity and clinical space for front loading investigations and 2 x designated triage rooms.
- New ambulance entrance – Increased capacity to receive and offload ambulances. A large canopy is provided to protect patients from the weather and integrates directly into resus or the main department for triage.
- New 8 bed resus (2 x designated paediatric resus bays and 2 x dedicated isolation rooms with negative pressure for nursing of highly contagious and infectious patients). The new area promotes modern medicine and a facility for the MDT to care for the critically unwell patient.



- New bereavement suite – A modern and spacious environment for care of bereaved relatives/deceased patients.
- Decontamination room – Bespoke space for decontamination and major incident response.
- An internal reconfiguration –to provide a bigger majors (from 9 – 15 beds) and a bigger minors (from 6 – 11 spaces). The change also enabled a more manageable footprint and optimised the patient journey, locating minors next to X Ray and the waiting room.

Phase 2 of the redevelopment is underway and will see the delivery of a bespoke children's ED and co-located PAU. This is currently scheduled for completion December 2024.

The People

We pride ourselves on the culture of our department. Our people are friendly, fun, approachable and ultimately passionate about emergency medicine and delivering excellent care for our patients.

The ED is well staffed and led by:

Dr Helen Lockett
Associate Medical Director for Medical Services

Dr Steve Fordham
Lead Clinician, Emergency Medicine

Lead Nurse:
Mrs Victoria Riches

Consultants:

Dr Gavin Lloyd

Dr Tony Hudson

Mr Pete Riou

Dr Lewis Jones

Dr Andy Appelboam

Dr Adam Reuben

Dr Cassie Worth

Dr Lewis Jones

Mr Andy Ketchin

Dr Alex Cross

Dr Jo Webber

Dr Richard Crosthwaite-Eyre

Dr Martin Dore

Dr Fred DeClerk

Dr Hannah Stewart

Dr Sarah Trippick

Dr Sarah Whyman

Dr Nick Pocock

Dr Tanya Lindsay

Dr Alice Seddon

Dr Ruth Addison

Dr Will Pollitt

Dr Will Kent

Dr Rosie Alterman

Opportunities

Depending on prior experience you will be taking an active role on either the junior or senior specialty doctor rota. You will have a commitment to do out-of-hours work, including nights. You will have dedicated SPA time to ensure you can keep up to date with portfolio/appraisal and other associated commitments. You will also be entitled to study leave and in some cases funding for qualifications.

The length of post is dependent on the role you have applied for. Requests for extensions or permanent/portfolio pathway posts will be considered on an individual basis.

We have a range of job plans available from standard full-time posts, 80/20 fellowship posts or less than full time working, depending on person specification and interests. These areas of interest are detailed below and are an idea of what is available.

OOPE/T

If you are a higher speciality trainee or run-through trainee and wish to apply to these posts as part of your training, or out-of-program experience, then this will need to be pre-agreed with your local deanery and college. Please apply early to both secure a post and start discussions with your deanery to ensure you can get this approved by both college and deanery, as this must be done prospectively.



MSK/Sports Medicine

In addition to working and training on the emergency department specialty doctor rota the post holder will receive additional training in the assessment and treatment of musculoskeletal disorders. There will be time available to attend and observe the orthopaedic fracture clinic and plastic surgery hand trauma clinics. Other outpatient or operating theatre experience can be arranged as required by learning needs.

Funding and time to attend pitch-side trauma courses, such as the RFU PHICIS or FA AREA course is possible. The ED has links with a number of local professional sports teams and the successful candidate would be released to work with these teams at regular periods during the season.

Soft tissue ultrasound will also be a learning opportunity both in the ED and in the radiology department. Further opportunities can be arranged at the request and dependent on the learning needs of the individual. Funding of additional relevant postgraduate qualifications will be considered depending on the length of post.

Ultrasound

Ultrasound is becoming increasingly crucial to providing excellent clinical care in the emergency department, and it is now a mandatory skill for all higher trainees. This post will provide the time, funding, expert supervision to become proficient in this vital skill and you will be able to contribute to ongoing ultrasound projects in the department. It may be possible to obtain a postgraduate qualification on a relevant course.

This post is an excellent opportunity to guarantee achieving competence in the mandatory ultrasound assessments as well as taking your ultrasound/POCUS skills to the next level.

Research

Exeter is a centre of excellence of emergency medicine research and has a very active and award winning research team, who have produced several practice-changing works eg REVERT, NoPAC, SWEET.

The Academic Department of Emergency Medicine Exeter (ACADEME) has a proven track record of supporting and supervising research fellows with their projects. These have won awards, been presented nationally and internationally and been published in high impact peer reviewed journals. We have a dedicated research office and a team of research active consultants, research nurses, an NIHR (National Institute of Health Research) academic clinical fellow (ACF) and a seconded research paramedic. We are led by Andy Appelboom, Associate Clinical Professor of Emergency Medicine, who is also a network clinical research lead and trauma and emergency care lead for the NIHR. We have excellent connections with Exeter University, working on a number of projects with great opportunities for further collaboration.

We recruit to a range of NIHR portfolio studies and design and lead our own research studies. Our current areas of interest and research include the topical use of tranexamic to treat nose bleeds, ultrasound to assist in the reduction of wrist fractures, trials of a device to help treat SVT in ambulances, chest trauma, use of Artificial Intelligence to review xrays, missed fractures feedback systems, and Pentrox for the reduction of shoulder dislocation.

The successful candidate would be integrated into the academic team, be given all necessary training to participate in our active research studies, an opportunity to collaborate on our current areas of research and to work with the academic team to develop their own area of research interest - potentially through to grant application and conduct of their own study. In addition, there are opportunities to collaborate with our research paramedic and other pre-hospital research opportunities.

Further facilities and courses are available through the university and we have excellent access to research design support, methodologists and clinical trials units for grant supported studies.

Please contact us to discuss suitable courses you could apply for. There is also the potential opportunity for fellows to apply for an NIHR funded training post such as ACF or clinical lectureship depending on your experience. This could be an excellent springboard to an academic career or an opportunity to have a taste of what emergency care research can offer.

Potential applicants would be welcome and encouraged to visit the department to learn more about our work and the wide range of research opportunities available.

Extreme Medicine

The Royal Devon & Exeter Hospital is looking to appoint to a unique post combining both a substantive post in emergency medicine and an opportunity to complete the exciting MSc in Extreme Medicine at the University of Exeter. This post would be applicable for doctors working at post-Foundation Program to ST4+. The successful applicants will join our team in the emergency department working on either the junior doctor or specialty doctor rota, dependant on experience, whilst completing all of the modules of the Masters Degree in Extreme Medicine. Course fees will be sponsored by the Trust for the 3 year duration of the post providing satisfactory progress is deemed to have been attained. We have track record in delivering this programme with 4 doctors having completed the Masters so far.

The Masters in Extreme medicine provides the practical skills, knowledge and understanding needed to perform at the highest possible level in the field of extreme medicine. Key features are the residential locations of the courses across the UK, and the opportunity to experience environment specific modules located in mountain (Nepal), jungle (Costa Rica), desert and polar regions (Norway).

The course attracts the wider healthcare community - paramedics, nurses, doctors, and military medics. Students will be working or looking to work in situations of rapid change and uncertainty and will be looking to demonstrate capabilities that extend beyond clinical competence into areas such as leadership, communications, teamwork, resilience, humanitarian relief, planning and logistics. The programme's foundations are rooted in the core values of collaboration, challenge, community, impact and rigour, embedded firmly within the University's and World Extreme Medicine's mission to make the exceptional happen by challenging traditional thinking and defying conventional boundaries. This is medicine at its best, crossing geographical and professional boundaries.

This unique masters programme is delivered in partnership between the University of Exeter Medical School and World Extreme Medicine, the world's leading provider of specialist training courses for medics taking their skills into challenging environments.

Pre-Hospital Emergency Medicine (PHEM)

Working closely with Devon Air Ambulance you will have the opportunity to gain experience of PHEM. This fellowship differs depending on your prior experience. As a junior fellow would work 80:20 with 20% of your time fully funded with Devon Air Ambulance and working towards a MSc in Pre-Hospital Critical Care and Retrieval Medicine. This would take 2-3 years to complete. You would be supported in gaining relevant experience to enable you to work at a specialty doctor level in your clinical role in the department.

As a senior fellow in PHEM, you would again have 80:20 (more time may be available upon negotiation) to dedicate to PHEM. Posts are generally shorter, 1 year, but could be extended depending on circumstances. You could be funded to attend the National IBTPHEM training course and be supported to gain the Diploma in Immediate Medical Care (DiplIMC). This role is designed for senior (ST4+ or equivalent experience) doctors who would be able to work on the specialty doctor rota. This role is ideal as a precursor to PHEM training OOE/T or for an experienced speciality doctor looking for a fresh challenge. (Please note that this is not a national PHEM training post).

You would have a dedicated PHEM supervisor who is a fully accredited PHEM consultant and who would help you build a portfolio of experience to support further pre-hospital applications in the future.

Management and Leadership in Healthcare

With increasing recognition of the importance of leadership and management in medicine, this post offers the unique opportunity in both gaining a postgraduate qualification in the field and working in a clinical management role within the department, and at trust level.

You could undertake the PgCert/Dip/Msc in Management and Leadership in Healthcare at the University of Exeter which previous fellows have found invaluable. Those undertaking longer posts would have the opportunity for appointment to honorary lecturer posts on this course and would be able to work with the faculty on local research projects.

You would work closely with the senior ED team. This experience would be invaluable seeking to build a consultant application, CV, or simply for those wishing to develop their skills in medical leadership. With the RCEM curriculum update from 2021 and the embedding of medical leadership topics in this, this post would be a fantastic opportunity to progress in this area.

Medical Education and Simulation

Medical education is key part of our role as doctors and this post offers dedicated (20%) time to pursue a postgraduate qualification in medical education (PgCert/Dip/Msc depending on length of placement). In addition, the post includes responsibilities within the ED and wider medical education team to provide both simulation and clinical education to a range of students.

The department is incredibly active in educational delivery with medical students, physician associate students, trainee ACPs as well as foundation and speciality trainees. You will be encouraged to take an active part in both formal and 'in-house' simulation and education and develop as a clinical educator in this role. This will involve helping to maintain and grow our inhouse educational resources. There are extensive opportunities for developing a specialist interest in this

area and the department has very close links with the University of Exeter Medical School if more classroom-based education is of interest.

Trauma

As a busy trauma unit and with a range of relevant 'in-house' specialities such as spinal surgery and plastics we are keen to maintain a high standard of care of the trauma patient. As a clinical fellow in trauma you would work closely with the trauma governance leads (medical and nursing) to continue to improve the treatment of trauma patients in the hospital. This would involve clinical education, simulation, audit and service design as well as coordinating a program of regular local and trauma network meetings to learn from cases.

This post is ideal for pre-ACCS/F2+ doctors seeking to gain relevant experience and qualification in emergency medicine and build a CV at the same time as taking a well-deserved break from training. Applicants are encouraged to contact the department to discuss individual needs.

Portfolio Pathway Posts

The Portfolio Pathway works towards a Certificate of Specialist Registration. The department has established a reputation for supporting those interested in pursuing Portfolio Pathway. Four of our consultants have trained via this route, and a number of the existing speciality doctor cohort are being mentored in activities to complete this portfolio.

The post will provide the appointed clinician with the training opportunities and support required to successfully complete all aspects of the portfolio submission process, with an experienced educational supervisor to help direct completion of the college portfolio. Links are available with acute medicine, paediatrics, anaesthesia and intensive care to undergo the periods of secondment required to complement successful submission.

It is essential you contact us to discuss if you are interested in these posts so we can design a bespoke post for you.

Global Health

For 80% of the fellowship, speciality doctors will be working in the emergency department in Exeter. The remaining 20% is grouped to form UK-based global emergency medicine training and an 8-week overseas deployment.

The global health element of the fellowship is commonly an 8-week deployment to the ED at a hospital in rural Kenya conducting quality improvement projects and teaching.

There is the opportunity to complete an MSc module on the Global Health MSc offered by the University of Plymouth.



Supporting Professional Activities

You will participate in a variety of professional activities (SPA) to support your personal clinical practice and the overall work of the department and Trust. All speciality doctors receive 1.5 SPA sessions for generic non-clinical work. This includes, but is not limited to:

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

Continuing Professional Development

The Trust supports the requirements for continuing professional development (CPD) as laid down by the Royal College of Emergency Medicine and is committed to providing time and financial support for these activities.

Revalidation

The Trust has the required arrangements in place to ensure that all doctors have an annual appraisal with a trained appraiser, and supports doctors going through the revalidation process.

Research

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

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

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

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

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

University of Exeter Medical School

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

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

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

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

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

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

The consultants in the emergency department are all involved in teaching students. The postholder is encouraged to develop interests in education and training and there are many opportunities to develop these interests both locally and more widely.

Person Specification

Applicants must demonstrate on the application form that they fulfil all essential criteria to be considered for shortlisting. Appointment is subject to pre-employment checks, including occupational health, DBS checks and a minimum of three satisfactory references, including one from your current Responsible Officer.

Requirement	Essential Attributes	Desirable Attributes
Qualifications and Training		
Professional qualifications	Primary Medical Qualification (MBBS or equivalent).	Postgraduate qualification in Emergency Medicine (MRCEM/FRCEM). Distinctions, Prizes, Scholarships. Intercalated BSc or equivalent. Additional postgraduate qualifications.
Professional training and memberships	Full GMC registration & license to practice. Eligible to work in the UK. Advanced or European Paediatric Life Support (APLS or EPLS). Advanced Life Support	Advanced Trauma Life Support (ATLS) or ETC
Clinical Experience		
Employment	Minimum 4 years post graduate training. Be able to provide complete details of employment history including a minimum of 6 months experience working in EM in the NHS. Career progression consistent with personal circumstances.	Paediatric EM and/or Intermediate EM competencies
Clinical knowledge and skills	Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge. Able to prioritise clinical need. Caring approach to patients.	Demonstrates awareness of breadth of clinical issues. Clinical feedback from colleagues & patients.
Non-clinical skills		
Teaching	Enthusiasm for teaching & training Evidence of contribution to Departmental / Trust / Regional teaching programmes	Defined educational roles or qualifications Higher qualification in medical education

Requirement	Essential Attributes	Desirable Attributes
Management of change and quality improvement	Demonstrates willingness to implement evidence-based practice.	Demonstrates understanding of quality improvement and clinical governance within the NHS. Evidence of effective personal contributions to clinical audit, governance and risk reduction. Evidence of involving patients in practice.
Innovation, research, publications and presentations	Understanding of the principles of scientific method and interpretation of medical literature. Demonstrates a critical and enquiring approach to knowledge acquisition.	Evidence of relevant research, presentations or publications.
Management and leadership experience		Experience of formal leadership roles or training. Experience in overnight management of the Emergency Department
Communication and personal skills	Good spoken and written English language skills. Communicates effectively with patients, relatives, colleagues, nurses, and allied health professionals. Information technology skills. Ability to work with multi-professional teams and to establish good professional relationships.	Evidence of patient and colleague feedback. Excellent presentation skills, engages audience. Information technology skills
Other requirements		
Motivation and management of personal practice	Punctual and reliable. Good personal organizational and prioritisation skills, achieve deadlines. Takes responsibility for personal practice and is able to cope well with stressful situations. Commitment to continuing medical education and professional development. Flexible and adaptable attitude.	Demonstrates initiative in personal practice. Willingness to undertake additional professional responsibilities at local level.
Commitment to post	Demonstrates enthusiasm for Devon as a place to live and work.	

Main Conditions of Service

Appointment is to the NHS Specialty Doctor contract terms and conditions (April 2021). These are nationally agreed and may be amended or modified from time to time by either national agreement or local negotiation with the BMA local negotiating committee.

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

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

Salary Scale

This is as described in the Medical and Dental Terms and Conditions, in line with the Specialty Doctor Contract (2021). The current scale (2/2021) is from £59,175 to £95,400. The 2021 contract includes 5 pay points with standard and higher progression standards.

Leave

Annual leave entitlement is as described in the Terms and Conditions of Service Specialty Grade Doctors (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.

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

Domicile

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

Duty to be contactable

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

Indemnity

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

Mentoring

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

Professional Performance

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

You will be expected to take part in personal clinical audit, training, quality assessment and other professional activities, including continuing medical education, annual appraisal, job planning and

revalidation. It is expected that you will participate in multi-source feedback from both colleagues and patients. You will undertake administrative work associated with management of your clinical and professional practice.

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

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

Reporting Concerns

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

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

Serious Untoward Incidents

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

Research and Audit

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

Safeguarding Children and Vulnerable Adults

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

Rehabilitation of Offenders

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

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

Health and safety

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

Infection Prevention and Control

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

Our Approach to Inclusion and Diversity

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

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

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

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

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

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





Living in Devon

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

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

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

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

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

“Never let it be said, it's all work and no play. Not here in Devon.”

Vibrant Cities 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.

More information about the area and help with relocating can be found at www.royaldevon.nhs.uk/careers



Great for Families

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

Living and travelling

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

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

From Exeter's main station, Exeter St David's, there are fast and frequent rail services to Bristol (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.

Contacts

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

Chief Executive Officer

Sam Higginson

Email: penny.manley@nhs.net (PA to Chief Executive
and Deputy Chief Executive)

Deputy Chief Executive Officer

Chris Tidman

Email: penny.manley@nhs.net (PA to Chief Executive
and Deputy Chief Executive)

Chief Medical Officer

Prof Adrian Harris

Email: rduh.cmooffice@nhs.net

Medical Director

Dr Karen Davies

Email: rduh.cmooffice@nhs.net

Deputy Medical Director

Name: Helen Lockett

Email: rduh.cmooffice@nhs.net

Care Group Medical Director

Name Karen Donaldson

Tel: 01392 402170

Clinical Lead for Emergency Department

Name: Alex Cross

Tel: 01392 402170

Executive and Specialist Recruitment Lead

Emily Simpson

Tel: 07958 931414

ROYAL DEVON AND EXETER HOSPITAL

Barrack Road

Exeter

EX2 5DW

Tel: 01392 411611