

SPECIALIST GRADE

ORAL AND MAXILLOFACIAL SURGERY

JOB DESCRIPTION

Royal Devon University Healthcare NHS Foundation Trust

SPECIALIST GRADE DOCTOR IN ORAL & MAXILLOFACIAL SURGERY

1. INTRODUCTION

The OMFS team at the Royal Devon University Healthcare (RDUH) NHS Foundation Trust is looking for a Specialist Doctor in Oral and Maxillofacial Surgeon to join their team. This is a new post which has arisen from the growth of the department and the appointee will join a department of three consultants and a large middle grade and junior team.

The Combined Maxillofacial Unit for North and East Devon is covered by the existing three consultants who are primarily based in Exeter, serving a population of 500,000. This post will join the Middle Grade on-call rota currently 1 in 6 with prospective cover. Weekend Consultant cover is currently provided by a shared on-call with Musgrove Park Hospital, Taunton. Out of hours referrals are received from Barnstaple, Taunton and Yeovil dependent upon the base of the on-call consultant for that weekend.

The post is based at the Wonford site of the RDUH, where inpatient and outpatient accommodation is situated.

2. HOSPITALS AND SERVICES

The Royal Devon serves the mixed urban and rural population of Exeter, east and mid 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 Chief Medical Officer, 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 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; <https://royaldevon.nhs.uk/>

3. THE WORK OF THE DEPARTMENT AND DIRECTORATE

The Department of Oral and Maxillofacial Surgery is part of the Specialist Surgery Directorate. They provide a comprehensive range of Oral and Maxillofacial treatment with the exception of Craniofacial Surgery and Cleft Lip and Palate Surgery.

The RDUH NHS Foundation Trust Head and Neck Unit is a designated cancer centre supporting North, East and South Devon, and Somerset. There is a weekly, networked Multi-Disciplinary Head and Neck clinic, attended by representatives from Oral and Maxillofacial Surgery, Ear Nose and Throat Surgery, Plastic and Reconstructive Surgery, Clinical Oncology, Restorative Dentistry and Allied Professions (Clinical Nurse Specialist, Speech and Language Therapy, Dietetics).

An integrated team delivers the Oral and Maxillofacial services at the RDUH on the Wonford, Heavitree and Barnstaple sites. Community hospital sessions are carried out in Tiverton and Axminster. Referral into the service comes via General Dental and Medical Practitioners usually via the DRSS Referral Management Centre. There are good relationships with the Department of Orthodontics with weekly Joint Orthognathic Clinics held at Wonford.

Staffing:

Lead Clinician (OMFS): Mr Michael Esson

Lead Clinician (Orthodontics): Dr Matthew Moore

Consultants (OMFS): Mr John Bowden
Mr Andrew McLennan

Consultants (Orthodontics): Mrs Amelia Jerreat
Mrs Louise Kneafsey
Ms Jennifer Jopson

Junior & Middle Grade staff:

Mr Richard Kerr (Associate Specialist in OMFS)
Mrs Sarah Esson (Specialist in OMFS)
Miss Norma Rogerson (Speciality Doctor in OMFS)
Mr Alex Adams (Speciality Doctor in OMFS)
Mrs Sravya Makam (Speciality Doctor in OMFS)
1 P/T Speciality Doctor in OMFS – weekends (RD&E)
3 P/T Speciality Doctor in OMFS (NDDH) – 1 post vacant
2 Specialist Registrar in OMFS
1 Academic Registrar in Oral Surgery
1 Specialist Registrar in Oral Surgery
3 Dental Core Trainees in OMFS
3 Trust Doctors (DCT level) in OMFS
2 Specialist Registrar in Orthodontics
1 P/T Speciality Doctor in Orthodontics

Department Facilities

The Department of Oral and Maxillofacial Surgery is currently located on the Wonford site of the RDUH. There is a four surgery department, with full office support and administration back up along with a fully equipped Maxillofacial Laboratory on the Wonford site. Service development has relocated the Orthodontic Department, the Orthodontic Laboratory and the Oral and Maxillofacial Surgery IV sedation services to the Heavitree site in a redesigned facility previously used by the Peninsula Dental School. The General Oral and Maxillofacial Service, Combined Orthognathic Service and Head and Neck Cancer service remain at the Wonford site.

Complex Restorative Dentistry and prosthetic rehabilitation for Head and Neck Oncology patients is presently provided by clinicians from Musgrove Park Hospital working in the RDUH Orthodontic department at the Heavitree site.

We currently offer OMFS day case surgery in North Devon District Hospital, Barnstaple. OMFS clinics in North Devon take place in dedicated outpatient rooms, co-located with the Orthodontic service.

There are ten general and specialist operating theatres on the RDUH Wonford site, in addition to 5 orthopaedic theatres, 3 theatres in the Centre for Women's Health and 2 ophthalmic theatres. Three day case theatres are located on the Heavitree site (half a mile distant).

Otter Ward (26 beds) is the OMFS surgical ward, and is staffed by nurses who have particular experience in the management of OMFS patients. This includes 4 isolated side rooms. Surgical and nursing staff have excellent working relationships with good staff retention.

There is a 15 bed Intensive Care Unit/ High Dependency Unit on the Wonford site. The Directorate of Diagnostic Imaging is equipped with MRI, CT, ultrasound, general radiology and facilities for Nuclear Medicine studies, as well as a common range of laboratory services. The Royal Devon has implemented solely electronic patient records, branded MYCARE; in October 2020 in Eastern services, and in July 2022 in Northern services. This is an exciting innovation which is transforming patient care.

Orthognathic Service

There is a Joint Orthognathic Clinic occurring weekly to discuss and plan orthognathic cases. This is attended by the existing Orthognathic Surgeon and one of the three consultant orthodontists and their trainees. 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. Orthognathic Surgery is carried out in Wonford Main Theatres, with inpatient recovery on Otter Ward.

Clinical Audit and Research

To contribute to the development of Clinical Quality Standards, the successful candidate will be expected participate in the design and completion of audit projects leading to improvements in practice. There are close links with the Exeter Medical School and Peninsula Dental School. Current opportunities for research and audit are likely to be significantly enhanced in the future. A proven track record in research with formal training in research would help the candidate in supervising departmental research and collaboration with the Universities in Exeter and Plymouth.

There is an educational, governance and audit session attended by all staff. There is an active audit programme in the department and all staff are encouraged to take part, and where possible present their work at regional or national meetings. Where possible the department takes part in and contributes to National Audit and data collection. Research is also encouraged and several senior staff have been principal investigators on multi-centre trials, with help and advice from an active Research and Development department. A recently appointed Academic Clinical Lecturer in Oral Surgery provides continuing links between the Department and the University in Plymouth.

4. THE JOB ITSELF

Main duties of the job

Patient safety, dignity and care are the highest priority and at the centre of all that we do.

The post-holder is expected to provide high quality Specialist oral surgery delivered to patients including clinical leadership and supervision of junior medical staff, ensuring the highest standards of clinical care are provided to all patients attending the hospital. The post holder will need to be registered on the specialist list for oral surgery and completed the recognised national specialist training program and attained a certificate of completion of specialist training, and demonstrate in their application they have taken active leadership roles in previous posts. The candidate will have adequate experience in dentoalveolar surgery, maxillofacial and dental trauma, oral medicine, paediatric dentoalveolar surgery including management of impacted teeth related to orthodontic treatment, conscious sedation techniques.

The post-holder will be proactive in ensuring that all patients receive rapid assessment, treatment and clinical decision making, whilst ensuring our standard to deliver safe quality and performance are delivered and sustained. The post-holder will help to improve efficiency and ensure delivery of patient care based on KPIs for our current commissioned activity.

The post-holder is expected to provide teaching and training at undergraduate and postgraduate level and supervise and train the junior staff, specialty doctors, and provide clinical supervision and training for the multidisciplinary team. The successful candidate will be proactive in the department's clinical governance agenda and take on leadership roles to support continuous learning and improvement, thereby abiding by the clinical and corporate governance policies of the Trust.

They will also be expected to liaise with clinicians and managers within and outside the department to address any issues arising that may affect the services.

The post-holder would be expected to take an active involvement in the Oral Surgery Managed Clinical Network and develop and maintain links with commissioners (ICB) and other providers of oral surgery in the region.

To participate in relevant audit and quality assurance processes.

To communicate with local GPs and GDP's.

Other responsibilities include:

Junior Staff: Recruitment, appointment and clinical supervision including regular appraisal of specialty doctors in the department and act as Educational Supervisors for the DCTs as and when necessary.

Communication: This will include the responsibility for and arrangement of communication and liaison with all other medical and service departments within the Trust as well as other Trusts.

Teaching: To have an active role in the junior doctor training programme

Detailed job description and responsibilities

WEEKLY TIMETABLE / JOB PLAN

The current rota is Monday to Friday working in Exeter and North Devon with potential to provide services in other community Hospitals. Additional PAs may be available to reflect extended working day and weekend working. It is also hoped and expected that the successful candidate will be able to adopt a flexible working pattern to cover clinical activity due to planned or unexpected leave of members of the team.

Total Programmed Activities: Approximately 10 – final job plan to be determined dependent upon the experience of the candidate and the changing service needs

Direct Clinical Care (DCC): 8.5 PAs per week (average over 12 weeks)
Supporting Professional Activities (SPAs): 1.5 PAs per week

On-Call Activity: currently 1 in 6 on call commitment with prospective cover. 5% supplement for frequency of on call.

Please note that the agreed level of duties in relation to SPAs, additional responsibilities and other duties will be reviewed at the commencement of the post and will be agreed as part of the standard job planning process on an individual basis.

Representative Job Plan

The outline timetable is a guide and maybe subject to change dependent on the needs of the service and the special interest of the appointed candidate

	AM	PAs	PM	PA
Monday	Wonford/Exmouth Theatre		Wonford/Exmouth Theatre	
Tuesday	Clinic		Clinic – Locals/MOS	
Wednesday	SPA		Off	
Thursday	Clinic		Admin	
Friday	North Devon clinic		North Devon clinic (or DSU)	

Professional Performance

The Trust expects all physicians 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. 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.

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.

Staff and office

The appointee will have office accommodation within the OMFS Department, secretarial support and access to their own PC and the Internet.

Leave

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

Part time staff receive public holidays as a pro rata entitlement. Locum cover for leave will not normally be provided. It is expected that clinical staff within the department will coordinate leave to ensure that an appropriate level of service (emergency, urgent and routine) is maintained.

Study leave

30 working days over period of three years.

Part time working

Any candidate 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. MAIN CONDITIONS OF SERVICE

Salary Scale

£83945 - £95275

Date of Vacancy

To start in September 2024

Domicile

You 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.

6. 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.

7. 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.

8. 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.

9. 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

10. 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.

11. DIVERSITY AND EQUALITY

The 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, sex, race, religion, sexual orientation maternity/pregnancy, marriage/civil partnership or transgender status. The Trust expects all staff to behave in a way which recognises and respects this diversity, in line with the appropriate standards

12. FURTHER INFORMATION

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

Chief Executive Officer: Mr Sam Higginson
Chief Executive Officer
Royal Devon University Healthcare NHS FT
Barrack Road
Exeter, EX2 5DW
Tel 01392 402357

Medical Director, Eastern Services: Dr Karen Davies
Interim Medical Director, Eastern Services
Royal Devon University Healthcare NHS FT
Barrack Road
Exeter, EX2 5DW
Tel: 01392 403984

Associate Medical Director: Mr Patrick Gillespie
Consultant Plastic Surgeon
Royal Devon University Healthcare NHS FT
Barrack Road
Exeter, EX2 5DW
Tel: 01392 406376

Clinical Lead: Mr Michael Esson
Consultant Oral and Maxillofacial Surgeon
Royal Devon University Healthcare NHS FT
Barrack Road
Exeter, EX2 5DW
Tel: 01392 402216

Clinicians in Speciality: Mr John Bowden & Mr Andrew McLennan
Consultant Oral and Maxillofacial Surgeons
Royal Devon University Healthcare NHS FT
Barrack Road
Exeter, EX2 5DW
Tel: 01392 403320 or 403711

Divisional Director:

Mrs Nicola Du'Gay
Care Group Director - Surgery
Royal Devon University Healthcare NHS FT
Barrack Road
Exeter, EX2 5DW
Tel: 01392 404663

Person Specification

Attributes	Essential	Desirable
Qualifications and training	<p>Full GDC Registration (with licence to practice).</p> <p>CCT Specialist Registration in Oral Surgery</p> <p>Membership examination in Oral Surgery</p> <p>M Res qualification</p>	<p>Distinctions, scholarships, prizes.</p> <p>Other degrees, e.g. BSc, MSc,.</p>
Clinical experience	<p>Ability to offer expert clinical opinion on a range of problems.</p> <p>Ability to take full and independent responsibility for clinical care of patients and to prioritise clinical need.</p> <p>Ability to supervise, train and work in multi-disciplinary teams.</p>	
Other experience/skills	<p>Experience in working as a Middle Grade Surgeon on a 2nd on call rota and to be able to work independently on peripheral hospital sites</p> <p>Ability to advise on efficient and smooth running of the department.</p> <p>Ability to demonstrate familiarity with and understanding of NHS structures, management and current political issues, including awareness of national strategic plans and constraints.</p> <p>Ability to demonstrate willingness to lead clinical teams and develop an effective specialist clinical service.</p> <p>Experience of Audit</p> <p>Ability to supervise postgraduate research with evidence of relevant research, publications or presentations.</p>	<p>Evidence of innovative development and implementation of guidance.</p> <p>Evidence of involving patients in practice.</p> <p>Active interest in IT.</p>

	Willingness and ability to contribute to departmental and Trust teaching programmes.	
Requirements due to work environment/conditions	<p>Good spoken and written English language skills.</p> <p>Ability to communicate effectively with patients, relatives and staff.</p> <p>Honesty and reliability.</p> <p>Ability to work in a team.</p> <p>Physically capable of fulfilling the role as presented.</p> <p>Full driving licence and ability to travel to Community & peripheral Hospital sites</p>	<p>Evidence of patient and colleague feedback</p> <p>. Enquiring critical approach to work.</p>