BETTER TOGETHER

NHS
Royal Devon
University Healthcare
NHS Foundation Trust



Consultant Information Pack

Consultant in Anaesthesia and Pain

JOB TITLE

Consultant in Anaesthesia and Pain Management

DATE OF VACANCY

Immediate

BASE

North Devon District Hospital

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.

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



Application and Advisory Appointments Committee

The posts are offered on a whole-time basis (10PA) but suitably-qualified applicants who wish to work part-time will be considered. We are committed to flexible working arrangements, including job sharing, and we will discuss these arrangements with any shortlisted candidates.

We welcome applications from established consultants and senior trainees who will be within 6 months of completion of specialist training at the time of the Advisory Appointments Committee.

Applicants must have completed specialist training in their discipline and be entered on the GMC Specialist Register prior to taking up the appointment.

Please apply using the standard online application form at NHS jobs online www.jobs.nhs.uk.

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



Introduction

Applications are invited for the post of Consultant in Anaesthesia and Pain Management at the Royal Devon University Healthcare NHS Foundation Trust.

North Devon is one of the best places to work in the UK, offering an exceptional opportunity to fine tune your work life balance, regardless of your own individual career aspirations.

Applicants who are nearing the end of their training are encouraged to apply and start dates can be flexible. Please note that applications will also be considered for a pure Pain Management role across the Trust (Northern and Eastern sites).

This is a 10PA permanent post to work with the team to meet the demands of the Anaesthetic Department and Pain management Service at North Devon District Hospital (NDDH). However, on discussion there is the opportunity to work across the Trust (Heavitree Hospital in Exeter and North Devon District Hospital in Barnstaple) for the full 10PAs (with the exclusion of the Anaesthetic component).

Suitably-qualified applicants who are unable to work full-time for personal reasons will be considered. The Trust is committed to flexible working arrangements, including job sharing. Such arrangements will be discussed with any shortlisted candidates on a personal basis.

Highlights of the Role

Research and innovation. We recognise that research active departments deliver better clinical outcomes for patients. We have a large programme of investigator led and commercial research studies many of which are internationally recognised for their programmes of award-winning research. 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 also allowed expansion of the specialist nursing teams and 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

Our core services support a population of over 615,000 people and cover more than 2000 square miles across Devon. This makes us one of the largest providers of integrated health care in the UK, and the biggest employer in Devon, with 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, our Northern base is 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 (Suzanne Tracey), 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).

The medical directors are Dr Karen Davis (Northern services including NDDH) and Dr Anthony Hemsley (Eastern services including RD&E). 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

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

The Department

ANAESTHESIA

Our General Anaesthetist posts are ideally suited to Consultants who wish to develop their specialist interests in a small District General Hospital, whilst maintaining a breadth of general skills, including anaesthesia for children and obstetrics.

The department offers a modern anaesthetic service to the population in North Devon. It is a fulfilling professional role that will draw on a broad breadth of skills required to work in a DGH, and will draw on your clinical acumen throughout your working life. When combined with the opportunities to take leadership and continue developing first class services for our community, we are confident that North Devon will provide you with a truly satisfying career.

As a department we endeavour to offer our team lists that complement individual skill sets within your regular time table. For example, a candidate with regional anaesthesia expertise may be part of the T+O and breast teams or a day-case enthusiast would work with a variety of surgeons within the day-surgery setting. Your specific work pattern will be agreed with the department on appointment to reflect your individual skill set, within the needs of the service.

Successful applicants will join a growing department, currently at 25 Consultants, with plans for further expansion. Our Consultants support, develop and train a team of SAS doctors, ACCS and Core Trainees.

On-call commitment covers emergency theatres, the maternity unit and pain management with mutual support to Critical Care, if necessary. Clinical commitments are not routinely scheduled for the following day.

PAIN MANAGEMENT

The Pain Management team at North Devon District Hospital covers both acute and chronic Pain Management. It is a dynamic and innovative team which currently consists of 2 pain consultants and 3 specialist nurses, 4 physiotherapists, a Psychologist, Occupational therapist, Social prescriber and physical exercise therapist. The team work together to provide a comprehensive service for our patients both in hospital and the outpatient setting. Weekly MDT's take place with fortnightly input from our orthopaedic/spinal colleagues. We also offer weekly virtual MDT for primary care clinicians to join us and discuss complex patient presentations for shared management.

The pain consultants offer pharmacological, non pharmacological and needle interventions. These include weekly fluoroscopic and ultrasound procedural lists to include conventional and cooled radiofrequency and standard nerve blocks. Nurse led clinics support Botox for migraine as per NICE guidance, Qutenza and medication infusions for pain.

The pain team clinicians play a key role within the development and delivery of the comprehensive hernia tertiary referral service in collaboration with our surgical colleagues. This includes a one stop CPIP (chronic persistent hernia service) clinic and administering botox pre operatively for complex hernia surgery. Outcome data and key learning has been shared both nationally and internationally from this unique service.

We have shared pain clinical governance meetings across the Trust with our colleagues in Heavitree Hospital Exeter and ensure shared learning opportunities.

INTENSIVE CARE AND HIGH DEPENDENCY

The Intensive Care Unit has recently expanded from six to eight combined ICU/HDU beds, and offers a full range of organ support modalities. Approximately 450 patients per annum are admitted through the unit, with a broad spectrum of emergency medical and surgical pathologies encountered, in addition to a growing elective surgical workload.

Our team enjoys a very healthy work – life balance and enjoy a variety of hobbies including surfing, kite-surfing, SUP, swimming, climbing, running, cycling / MTB, sailing, horses, dogs, golf, book clubs, pub food, painting and book clubs around cosy fires!

Please search #loveNDHT on Youtube for more details.

Staffing

GENERAL ANAESTHETIC CONSULTANTS

Dr Rob Conway – Lead Clinician, Paediatric Lead

Dr Debbie Sanders – Anaesthesia Clinical Lead

Dr Dave Beard – Director Of Clinical Safety

Dr Cecily Don – Trust Lead for O&G

Dr Simon Hebard – Preoperative Medicine Lead

Dr Caroline Cheesman – Transfusion Lead

Dr Jeremy Preece – College Tutor

Dr Chris Smith

Dr Zsolt Ungvari – Clinical Governance Lead

Dr Jim Powell – Obstetric Anaesthetics Lead

Dr Ruth Clarke

Dr Zehra Ozfirat - SAS Tutor

Dr Tony Laycock – Appraiser

Dr Andy Walder

PAIN MANAGEMENT TEAM

Dr Lucy Miller – Pain Service Lead including in-Patient Pain

Dr Alan Bennett – Outpatient Pain Consultant

Matthew Lund – Therapy Lead, Pain Specialist Physio

Archie Baker – Pain Specialist Physiotherapist

David Sanders – Pain Specialist Physiotherapist

Chris Baker – Specialist Physiotherapist

Louise Findlay – Pain CNS

Ese Adene – Pain CNS

Emma Migliari – Pain CNS

Jess Guy – Occupational Therapist

Julie Cotton - Secondary Care Flow Co-ordinator

Ruth Morgan – Clinical Psychologist

INTENSIVE CARE CONSULTANTS

Dr Gareth Moncaster – ICM Lead and Associate Medical Director for Surgery

Dr Tim Cobby - Outreach Lead

Dr Jorge DaFonseca – ICM Governance Lead

Dr Nigel Hollister - FICM Tutor

Dr Gorki Sacher – Organ Donation and ECHO lead

Dr Nicholas Love – Job Planning Advisor

Dr Guy Rousseau - Director of Medical Education

Dr Kate Tipping - SAS Staffing Lead, Rota Manager

Dr Will Gaunt –Guardian of Safe Working

Dr Johannes Achenbach – Orthopaedic Lead

Dr Jerzey Minecki – Transfer Lead

ASSOCIATE SPECIALISTS AND SPECIALISTS

Dr Susan Hanson - Deputy Director of Medical Education and Trust SAS Advocate

Dr Ezequiel Martinez-Estrada

Dr Emil Szelei - Appraiser

Dr Moemen Abouelsaad

SPECIALTY DOCTORS

Dr Matt Casemore

Dr Anne-Lena Sacher

Dr Nish Nath

Dr Martin Paul

Dr Balasz Bartos

Dr Taryn Mitchell

Dr Richard O'Bryne

Dr Gwilym Rivett - Airway Lead

Dr Katy Pyatt - Recovery Lead

Dr Sangeet Tanwar

Dr Rashi Sardana

TRUST DOCTORS

Dr Sasha Carter

Dr Juan Para (Emergency Medicine)

ACCS / CORE TRAINEES

11 Core Training / ACCS posts (Health Education South West)

Administrative support is provided by Cerys Redif, Denise Sheldrake and Rebekah Howes.

DEPARTMENTAL MANAGEMENT

Day to day operational links are with the daily duty General Consultant, Lead Clinician, the rota managers and the admin team. Managerial support is provided by the Service Manager (Rachael Weathers), Group Manager (Gillian Taylor) and Divisional Director (Karen Donaldson).

Departmental workload

There are nine operating theatres on-site. Surgical specialties include colorectal, upper GI (specialist centre for abdominal wall and complex hernia repairs), urology, trauma and orthopaedics, vascular (non-arterial), obstetrics & gynaecology, breast, dental / maxillofacial, ophthalmology, ENT and plastics. Robotic surgery has started within the trust. Anaesthesia is also undertaken within the Endoscopy Suite and for occasional cases within the Radiology Department. The department is paper free and all documentation and charts is via MyCare (EPIC) an electronic patient record.

INPATIENT AND OUTPATIENT PAIN SERVICES

The department provides an integrated and innovative service for North Devon that includes specialist nurses, physiotherapy, occupational therapy and psychology. Out enthusiastic team provide specialist clinics and interventional procedures in an outpatient setting. The in hospital and outpatient clinicians have shared working patterns and multidisciplinary meetings to enable us to support each other and our more complex patient needs.

THEATRES

The Department provides anaesthesia for approximately 18,000 procedures each year. As well as general and regional anaesthesia the department is also involved with the care of patients in the critical care, the obstetric unit, in both acute and outpatient pain management, in trauma and resuscitation, in pre-operative assessment and in the transfer of critically ill patients.

There is a separate Day Surgery Unit unit within the main hospital. Much of our workload are day case and we continue to aim to try and increase this aspect of our care, including enhanced recovery pathways in multiple specialties. Gynaecology, breast and ophthalmic surgery take place in a dedicated theatre complex within the Women and Children Centre. We would encourage those with an interest in Day Case Surgery to apply for the position.

There are daily emergency surgical and trauma lists that are overseen by the General Consultant Anaesthetist on call. We run combined weekend CEPOD and trauma lists.

OBSTETRICS

The Department provides a 24 hour service to the Obstetric Unit with around 1600 deliveries per year.

PRE-OPERATIVE ASSESSMENT

The Trust has a well-established nurse-delivered pre-operative assessment service which is supported by a team of Consultants who currently deliver dedicated sessions at our Bideford site.

INTENSIVE CARE AND HIGH DEPENDENCY

The Critical Care Unit is an eight-bedded combined ICU/HDU and offers a full range of organ support with anticipated expansion in coming years. Intensivists are closely involved in the management of head injuries and are responsible for the transport of critically ill patients by ambulance and helicopter to specialist facilities outside of North Devon. This includes a number of our team working for the regional Retrieve service.

SIMULATION

The Trust is supporting a growing simulation programme across all specialties that includes a well furnished Simulation suite.



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 consultants receive 1.5 SPA sessions for generic non-clinical work. This includes, but is not limited to:

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

New consultants at our Northern services receive a further 0.5 SPA sessions for up to one year to facilitate their induction to the organisation, with a reciprocal reduction in direct clinical care (DCC). This will be reviewed after six months with the possibility of a six-month extension, following which it will revert to 1.5 SPA sessions. For these posts, an additional SPA may be available for non-generic work.

An additional SPA may be available for:

- Service development
- Clinical management
- Research
- Additional teaching and training activities, including educational supervision
- Additional governance activities such as acting as an appraiser or mentor
- National audit programme projects.

Further details are published in the job planning policy.

Continuing Professional Development

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

Revalidation

The Trust has the required arrangements in place, as laid down by the Royal College of Anaesthetists, to ensure that all doctors have an annual appraisal with a trained appraiser, and supports doctors going through the revalidation process.

Research

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.

University of Exeter Medical School (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.

UEMB 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.



Outline Job Plan

A provisional outline job plan is below but is subject to modification. The individual job plan and detailed timetable will be discussed with the successful candidate. Special interests will be accommodated unless this is incompatible with service requirements.

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

DESCRIPTION	PA'S
Duty Anaesthesia Consultant	2.79
Elective Theatres	1.42
Pain Management DCC	3.13
Pain MDT	0.63
DCC admin / triage / A&G	0.50
Generic SPA	1.50
Total	**10.00**

Provisional Timetable

An example weekly timetable is below in which specialist list types will be agreed, dependent on individual skill set and department needs.

On-call frequency reduce as recruitment progresses.

Week	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1	Pain	SPA	Pain		Duty On Call		Duty On Call
	Pain	Pain	MDT		Duty On Call		Duty On Call
2		SPA	Pain		Theatre		
		Admin	Pain		Theatre		
3	Pain	SPA	Pain	Duty On Call			
	Pain	Admin	MDT	Duty On Call			
4		SPA	Pain		Theatre	Duty On Call	
		Admin	Pain		Theatre	Duty On Call	
5	Pain	SPA	Pain		Theatre		
	Pain	Admin	MDT		Theatre		
6		SPA	Pain	Duty On Call			
		Admin	Pain	Duty On Call			
7	Pain	SPA	Pain		Theatre		
	Pain	Admin	MDT		Theatre		
8		SPA	Pain	Theatre	Theatre		
		Admin	Pain	Theatre	Theatre		
9	Pain	SPA	Pain	Duty On Call			
	Pain	Admin	MDT	Duty On Call			
10		SPA	Pain		Theatre		
		Admin	Pain		Theatre		
11	Pain	SPA	Pain		Theatre		
	Pain	Admin	MDT		Theatre		
12		SPA	Pain	Duty On Call			
		Admin	Pain	Duty On Call			

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). Fellowship of the Royal College of Anaesthetists (FRCA) or equivalent. Training and experience equivalent to Advanced Level in Pain Management as defined by Faculty of Pain Medicine.	FFPMRCA or equivalent Intercalated BSc or equivalent. Additional postgraduate qualifications. Distinctions, Prizes, Scholarships
Professional training and memberships	Full GMC registration and license to practice. Entry on the GMC Specialist Register in General Surgery via: - CCT (proposed CCT date must be within 6 months of interview date) - CESR European Community Rights Be on GMC Specialist Register for Anaesthetics or within 6 months of obtaining CCT / CESR in Anaesthetics at time of interview	Advanced Life Support Advanced Trauma Life Support (ATLS) Advanced or European Paediatric Life Support (APLS or EPLS)
Clinical Experience		
Employment	Be able to provide complete details of employment history. Career progression consistent with personal circumstances.	Further sub-specialty experience (e.g. Fellowship post)

Requirement	Essential Attributes	Desirable Attributes
Clinical knowledge and skills	Wide practical experience and understanding of pain management. Demonstrate recent experience managing the clinical workload of acute and chronic pain management services. Skills appropriate for District General Hospital anaesthetist, including paediatric and obstetric anaesthesia Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge. Able to prioritise clinical need. Demonstrates awareness of breadth of clinical issues.	Advanced level training (or equivalent) in: Obstetric anaesthesia, paediatric anaesthesia, perioperative medicine, regional anaesthesia, major general, day surgery or a range of General Duties based modules. Clinical feedback from colleagues and patients. A period of training in a centre outside the regional training scheme either abroad or UK. Additional skills relevant to Pain Management (ultrasound nerve blocks, advanced pain techniques)
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
Management of change and quality improvement	Ability to organize and manage within Outpatients Pain Management Service Demonstrates clear understanding of quality improvement and clinical governance within the NHS. Demonstrates willingness to implement evidence-based practice. Evidence of effective personal contributions to clinical audit, governance and risk reduction. Able to work collaboratively with other clinicians and managers to effect change.	Defined leadership or quality improvement qualifications Evidence of innovative development & implementation of guidance. Evidence of involving patients in practice development.
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	Demonstrates familiarity with and understanding of NHS structures, management and current political issues, including an awareness of national strategic plan and constraints. Demonstrates willingness to lead clinical teams and develop an effective specialist clinical service.	Experience of formal leadership roles or training.
Communication and personal skills	Good spoken & written English language skills.	Evidence of patient and colleague feedback.

Requirement	Essential Attributes	Desirable Attributes
	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..	Excellent presentation skills, engages audience. Information technology skills
Other requirements		
Motivation and management of personal practice	Punctual and reliable. Good personal organizational and prioritization 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 North Devon as a place to live and work.	

Main Conditions of Service

Appointment is to the NHS Consultant Contract (2003) under the current Terms and Conditions of Service for Hospital Medical and Dental Staff (England and Wales) and the Conditions of Service determined by the General Whitley Council for the Health Services (Great Britain). These are nationally agreed and may be amended or modified from time to time by either national agreement or local negotiation with the BMA local negotiating committee.

The employer is 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 Consultant Contract (2003). The current full-time salary scale ranges from £88,364 – £119,133 with eight thresholds. Should the on-call option be taken up, the on-call supplement is category A and attracts a supplement of 3% of basic salary.

Leave

Annual leave entitlement is as described in Schedule 18 of the Terms and Conditions of Service: Consultant (England) 2003. Further details are available in the Senior Medical Staff Leave Policy.

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

Domicile

Consultants are expected to reside within a reasonable distance of 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, consultants must ensure that there are clear and effective arrangements so that the employing organisation can contact a post holder immediately at any time during a period when a post holder is on-call.

Indemnity

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

Mentoring

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

Professional Performance

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

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

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

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

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

Reporting Concerns

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

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

Serious Untoward Incidents

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

Research and audit

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

Safeguarding Children and Vulnerable Adults

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

Rehabilitation of Offenders

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

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

Health and safety

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

Infection Prevention and Control

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

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

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.
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