

BETTER TOGETHER



Royal Devon
University Healthcare
NHS Foundation Trust



Consultant Information Pack

Locum Consultant in Acute Paediatrics



royaldevon.nhs.uk/careers



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JOB TITLE

Locum Consultant Acute Paediatrician

DATE OF VACANCY

Immediate

BASE

North Devon District Hospital

A Warm Welcome

Hi, I'm Adrian Harris, Chief Medical Officer at the Royal Devon University Healthcare NHS Foundation Trust. Thank you for the interest you have shown in working with us at what is an exciting time for our organisation. We are one of the largest healthcare Trusts in the country and we have ambitions to be a clinically-led, digitally-enabled teaching organisation.

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 Paediatrics department, which is nationally recognised for its multidisciplinary specialist clinical care and research activity. We are committed to further developing this successful and cohesive team and want to bring 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

The Royal Devon University Healthcare NHS Foundation Trust is seeking to appoint a Locum Consultant in Acute Paediatrics to join the department of Paediatrics for its Northern services, based at North Devon District Hospital (NDDH) in Barnstaple. One Locum Consultant fixed-term 10 PA post has become available within the acute paediatric team. However, part-time or job share applications are welcomed and encouraged.

These roles form part of a wider integrated department that includes our Northern services based in Barnstaple, and which jointly provide telephone or video consultations for patients living across Northern, Eastern and Mid Devon.

Our combined Paediatrics department is friendly, successful and ambitious. The Royal Devon is a Trust which encourages and supports innovation, diversity, digital development and research.

The ideal appointee will bring with them an interest that complements those of the existing consultants and the department will support them within their job plan to develop this further, including opportunities for release to attend specialist clinics and consolidate this interest within

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

their job plan. While we will remain flexible in order to attract the highest quality of applicant.

The appointee will have regular “clinic weeks” and within these, there is a fixed week day off per week (see indicative job plan). They will also contribute to the system of “Attending” weeks 0830 to 1700 split Monday to Thursday / Friday to Sunday, and to the “Resident” weeks with evening working splits from Monday to Wednesday 1430 to 2200 and separately Thursday and Friday 1500 to 2100. Resident working allows significant time off in the day that many find attractive and does not include weekends.

Highlights of the Role

Research and innovation. Research active departments deliver better clinical outcomes for patients. We have a large 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. Funded time for the development of research proposals is available for interested consultants.

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.

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 acute paediatrics services are located at the North Devon District Hospital (NDDH) in Barnstaple.

The medical directors are Ms Cheryl Baldwick and Dr Gareth Moncaster (Northern services including NDDH) and Dr Karen Davies (Eastern services including RD&E). 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 Department of Paediatrics

Departmental Workload

The Paediatric department at North Devon District Hospital is currently staffed by 9.6 substantive Consultant Paediatricians. Junior staffing comprises a Tier one and Tier 2 rota. We have GP trainees, F1 and staff grade doctors along with ST Paediatric trainees from the deanery. Our normal staffing per day on Caroline Thorpe is one F1, one tier 1 and one tier 2 doctor. On the Neonatal Unit we have one tier 1 and one tier 2 doctor who will also cover labour suite and baby checks on our post-natal ward.

Resources

Inpatient facilities Caroline Thorpe Ward is a 12 bedded Paediatric ward with a 4 bed Children's Assessment Unit which is open 08:00 to 20:00 daily, and a 2 bed Paediatric High Dependency Unit staffed by dedicated HDU nurses.

There is a Special Care Baby Unit to Level 1 Plus including CPAP and short-term ventilation for stabilisation prior to transfer and is fully staffed for this function. The unit has a total of 8 cots plus two intensive/ high dependency cots.

Outpatient facilities

The Outpatient clinic in the main OP department has its own reception desk and children's waiting area with play room. There are 5 clinic rooms with one treatment room for blood taking and diagnostic facilities.

Neuro Developmental services

Children with concerns suggestive of an Autism Spectrum Disorder, are assessed by the ASD assessment team provided by Child and family health, Devon (CFHD). Our Paediatricians are integral to this pathway, providing opinion on differential diagnosis and assessment for medical co-morbidities. North Devon have recently taken the ADHD service for North Devon and children with suspected ADHD are seen by our community paediatricians.

Behavioural and psychiatry services are led by the Child and Adolescent Mental Health Service (CAMHS) which is provided by CFHD. Regular joint clinical meetings with CAMHS clinicians take place and joint clinics when necessary.

Multidisciplinary assessments for preschool children with developmental concerns take place at a Specialist Child Assessment Centre. The service is currently run by CFHD. Paediatric input is provided by the community child health team under a Service Level Agreement. Therapeutic services including Physiotherapy, Speech and Language, Occupational, and Music therapy are also provided for pre-school children.

Consultant Medical Staff

The department has a compliment of 9.6 WTE General Paediatric consultants:

Dr Dermot Dalton, Lead Clinician, Cystic Fibrosis, Paediatric Respiratory.

Dr Helen Sammons, Paediatric Epilepsy (part time)

Dr Husni Alkalahili, Community Lead, ADHD (currently in Locum capacity)

Dr Andy Arend, Cardiology, Named Doctor for Audiology (retire and return)

Dr Rebecca Rub, Inherited Bleeding Disorders, Oncology liaison. (part time)

Dr Michael Selter, Audit Lead (retire and return)

Dr Mohammed Azar, Renal, College Tutor and Lead for research

Dr Sadiya Gumi, Allergy

Dr Christopher Poh, Named Doctor for Child Death, Named Doctor for Child Protection

Dr Milly Sen, Rheumatology

Dr Tim Mason, Trust lead for simulation, Coeliac lead

Dr Tiziana Fragapane, Neonatal lead

Administration and Secretarial Support

The Trust has deployed EPIC as its EPR. You will undertake administrative work associated with your clinical and other professional work. Adequate time and facilities for clinical administration, including appropriate office space, secretarial support and access to a personal computer, software and internet access, will be available.



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

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 Paediatrics and Child Health 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 Physicians, 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 in 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.

There is a longstanding and active research background within the Paediatric department. The University of Exeter Medical School (UEMS) has brought opportunities for academic and teaching development to consultants in the department. Professor Stuart Logan is Director of the Institute of Health and Research (NIHR) and is also Director of the NIHR Peninsula Collaboration for Leadership in Applied Health Research and Care (PenCLAHRC) based in Exeter. He has specific interests in evidence-based child health, paediatric epidemiology and has experience of teaching postgraduate studies in Community Child Health. He also has a weekly general paediatric clinic.

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.



Outline Job Plan

A provisional outline job plan is included but is subject to modification. The individual job plan and detailed timetable will be discussed with the successful candidate. Special interests will be accommodated where they are compatible with service requirements.

Clinical commitments:

The appointee will take part in a 1:8 (1 in 12 LTFT) Attending Consultant service week system which is split between 0830 Monday, till 1730 on Thursday then Friday to Sunday.

The appointee will also take part in 1:8 (1 in 12 LTFT) Resident working which is split covering weekday evenings Monday to Wednesday and then separate Thursday, Friday working with and supervising, a Tier 1 and Tier 2 doctor. A second consultant is available on-call from home. The Resident Week does not involve weekend working. Evenings are 1430 to 2200. The first 90 mins of the shift is triaging outpatient referrals

Out-patient clinics are not scheduled during either the Attending or Resident weeks. Clinic weeks consist of around 3 PAs of clinic per week on average with approximately 2 PAs of DCC allocated for patient administration.

Approximately one clinic per week can be allocated to the individual's chosen specialist interest(s) and two for general patients. The appointee will also attend visiting consultant clinics relevant to their interest to benefit both patients and themselves, and increase local expertise. Within the clinic week there is a fixed weekday off per week (see indicative job plan)

Responsibility:

- To provide and develop local expertise in one or more areas of interest and provide a support to other consultants with the management of patients with such conditions.
- To provide clinical leadership in developing services for patients within the chosen area or areas of interest in line with NICE guidance and the Commissioner's service specifications

- To promote integrated working with those from other disciplines and agencies including other specialist consultants, specialist nurses, dietitians, psychologists, paediatric ward staff and the Integrated Children's Service of Devon CCG.
- To attend visiting clinics when appropriate and develop their expertise with those patients.
- To work collaboratively with other paediatric consultants in areas of overlapping expertise.
- To take part in any regional network activity relating to their area or areas of interest.
- To develop and maintain appropriate guidelines and protocols for the care of children and young people within their area or areas of interest, and to take part in governance activities relating to this including audit, clinical incidents and adverse events.
- To work with the adult service to jointly develop and improve on transition arrangements for children and young people with conditions relating to their area or areas of interest.
- To provide training in the management of children and young people with conditions relating to their area or areas of interest. Targeted training will be provided to other NDHT staff members including students, trainees, non-career grade doctors, nurses, dietitians and psychologists, and where appropriate, extending this to those outside of the department.

Meetings and networking arrangements:

Other responsibilities include a number of regular meetings contained within areas of either generic SPA or DCC, including covering in times of planned absence by cooperative working with other members of the consultant team.

- Educational meetings:

- “Grand Round” and Friday lunchtime meeting - weekly

- Safeguarding MDT meetings attended by paediatric department, social workers and Police to discuss learning points and inform policy - 3 monthly

- Paediatric team management meetings:

- Consultant meeting NDDH – approximately monthly

- Paediatric Business Team meeting NDDH – bimonthly

- Paediatric Clinical Governance meeting NDDH – bimonthly

Outpatients:

The paediatric outpatient suite is within the main out-patient facility of the hospital and has a paediatric waiting area and play facilities. We have an excellent nurse led investigation unit that operates from within the outpatient department that can undertake blood tests, pH studies and skin prick testing.

General paediatric outpatient clinics are also held in peripheral clinics in Bideford, South Molton and Holsworthy in the community setting.

Community children's nursing:

We have paediatric specialist nurses in oncology, diabetes, and cystic fibrosis. We also have a team of six Community Children's Nurses who provide an invaluable service facilitating early discharge from the ward, providing short- and long-term nursing care in the community, and supporting those with palliative care needs including end of life care. They work closely and cooperatively with the two nurses from the Integrated Children's Services responsible for special needs and palliative care. Each nurse is location based and can provide care at home for patients, for example those needing regular blood test or subcutaneous injections. This helps reduce travel for families in our large geographical area from Bude to Lynton.

Community children's nurses are linked to individual GP surgeries and GPs are able to access their service directly to help reduce unplanned admissions. Community children's nurses can be asked by GPs to visit children at home when they will then assess, treat and if necessary, refer direct to in-patient services for an admission, or continue to follow-up the child or suggest that the GP refer to out-patients.

Visiting specialist clinics:

Nephrology Bristol - Dr C Inward

Urology Bristol - Mr K Awad

Endocrinology Bristol - Dr C Burren

Oncology Exeter - Dr C Hayes

Genetics Exeter - Dr C Shaw-Smith

Neurology Bristol - Dr P Sharples

Haematology Bristol - Dr O Tunstall

Cardiology Bristol - Dr S Narayan]

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.

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). NLS and APLS qualifications within last 4 years.	An appropriate higher degree or qualification (MD, PhD or equivalent). Qualification in Teaching and Learning. Distinctions, Prizes, Scholarships Additional postgraduate qualifications.
Professional training and memberships	Full GMC registration and licence to practise. Membership of Royal College of Paediatrics and Child Health or equivalent qualification.	
Clinical Experience		
Employment	Evidence of completion of a comprehensive broad-based training programme at specialty registrar level (or equivalent). or Clear demonstration of equivalent experience, with a minimum of six years at a level comparable with or senior to specialty registrar. Evidence of training in Paediatrics and Safeguarding. Career progression consistent with personal circumstances.	
Clinical knowledge and skills	Demonstrates ability to fulfil general medicine and Paediatrics duties at a consultant level. Able to take full and independent responsibility for clinical care of patients and provide an expert clinical opinion on a range of problems. Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge. Able to prioritise clinical need. Caring approach to patients.	Demonstrates awareness of breadth of clinical issues Clinical feedback from colleagues and patients

Requirement	Essential Attributes	Desirable Attributes
Non-clinical skills		
Teaching	Evidence of previous teaching and training experience. Willingness and ability to contribute to departmental and Trust teaching programmes.	Defined educational roles or qualifications. Evidence of teaching of undergraduates, junior doctors and multi-professional groups.
Management of change and quality improvement	Demonstrates clear understanding of quality improvement and clinical governance within the NHS. Demonstrates willingness to implement evidence-based practice. Evidence of effective personal contributions to clinical audit, governance, and risk reduction.	Evidence of innovative development and 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. Demonstrates understanding of the research governance framework.	Recent 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 and written English language skills. Communicates effectively with patients, relatives, colleagues, GPs, nurses, allied health professionals and outside agencies. Evidence of ability to work with multi-professional teams and to establish good professional relationships.	Evidence of patient and colleague feedback. Excellent presentation skills, engages audience.
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 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 Chief Medical Officer 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 £93,666 to £126,281 with eight thresholds. Should the on-call option be taken up, the on-call supplement is category A and attracts a supplement of 5% of basic salary.

Leave

Annual leave entitlement is as described in Schedule 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.

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, Sam Higginson, 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.

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 (one hour), London (around two hours to Paddington) and Birmingham (under three 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.

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



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

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