Consultant Post Application Information Pack

Consultant Urologist

Contents

This post offers an exciting opportunity for a Consultant Urologist to join a well-established team of three other substantive Consultants based at Royal Devon University Healthcare NHS Foundation Trust, providing care for patients at North Devon District Hospital and across Community Hospitals.

Details of the post and descriptions of the department & Trust are included in this information pack as follows:

1. Introduction 3
2. Job Description 4
3. Outline Job Plan 7

**4**. Person Specification 8

1. The Urology Department 13
2. Main Conditions of Service 16
3. Northern Devon Healthcare NHS Trust 21
4. North Devon 23
5. Contacts 24

Application & Advisory Appointments Committee

We welcome enquiries for further information and encourage informal visits to the hospital and department. A list of contacts at the Trust is detailed in the final section of this information pack. However, please note that canvassing of any member of the Advisory Appointments Committee (AAC) will disqualify the applicant from appointment (Statutory Instrument 1982 No 276 paragraph 8.1.b). The post is offered on a whole-time basis but 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.

Applicants must have completed specialist training in Urology or equivalent prior to taking up this appointment. Applications are through the Career Gateway via NHS jobs. Please apply using the standard online application form at this site. In the interests of equal opportunities, applications or supplementary information submitted by CV will not be accepted. A minimum of three recent references are required, including a satisfactory reference from your current employer or the Responsible Officer at your current Designated Body.

1. Introduction

Applications are invited for the post of Consultant Urologist at North Devon District Hospital. There are currently three consultants with special interests in urinary stone surgery, BPH, female urology & complex UTI. The forth post is currently filled by a locum appointment, the fifth post (this post) will be filled with locum appointment. This post offers an exciting opportunity for an applicant with special interest that complements both the applicant and the department. You will be expected to develop a subspecialty interest and to provide a general and emergency urology service.

The successful applicant will provide comprehensive urology services in North Devon, supported by an experienced SAS team, junior medical staff and a skilled specialist nursing team.

Outpatient clinics take place in a recently refurbished outpatient department with dedicated investigation rooms in a self-contained urology investigation unit, at North Devon District Hospital and at several community hospitals in the area. There is excellent imaging support.

The department has a physician associate, a Core Surgical Trainee and Foundation Doctor, rotating within their respective Peninsula Training Programmes. There are ample opportunities for teaching and training throughout the Trust and the region. The Trust encourages involvement with research and national clinical audit.

The post is based at North Devon District Hospital, part of Royal Devon University Healthcare NHS Foundation Trust , with some clinical sessions provided at peripheral community sites. We also have very strong links through a formal collaboration with the Royal Devon & Exeter Hospital which provides peer support and also gives scope for a number of opportunities such as supporting sub-specialisation for services to be delivered in Northern Devon. NDDH is a unique organisation with integrated acute and community services across North Devon. The acute hospital provides a full complement of secondary care services for the local population, including emergency care, cancer services, maternity and paediatric services. It is a designated Trauma Unit and Cancer Unit. North Devon provides a beautiful environment in which to live and work, with a wide variety of outdoor and cultural activities and excellent local schools. With National Parks and Areas of Outstanding Natural Beauty on the doorstep, the area offers an excellent quality of life.

1. Job Description

## Post Title

Consultant Urologist

## Clinical Commitments

Clinical activity includes outpatient clinics, endoscopy, inpatient and day surgery operating sessions, ward rounds and on call duties.

### Outpatients & Endoscopy

There are regular urology outpatient clinics at North Devon District Hospital and peripheral clinics may also be scheduled. In addition, there are regular prostate biopsies clinic and One Stop Haematuria Clinics, in addition to the endoscopy lists. We have recently refurbished an outpatient area (outpatient D) on the main hospital site to provide a purpose built “urology investigation unit (UIU)”. The vast majority of outpatient and diagnostic work in urology has now been moved to the UIU.

### Operating Lists

### Half and full-day inpatient operating lists are scheduled and there are also a number of day surgery sessions. These include time to see patients pre- and post-operatively and appropriate time for ward rounds of inpatients.

### On Call Rota

### The 5 full-time consultants share the weekday and weekends on call rota equally, on a 1 in 5 basis with prospective cover. The consultants operate a hot week system with reduced fixed clinical commitments for the oncall consultant during the hot week. 2 rest days following the week on call is built into the work programme. During the hot week, consultant will normally undertake MDT work, ward rounds, electronic triage of referrals and support the delivery of a consultant led emergency urology service.

### Emergency Calls

In exceptional circumstances, the Trust may request emergency cover for colleagues. However, the Trust recognises that there is no contractual expectation of availability when a consultant has no scheduled duties.

### Clinical Administration

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 & internet access, will be available.

## Supporting Professional Activities

You will be expected to 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 that is expected of most consultants. This includes, but is not limited to:

* Appraisal, job planning & revalidation
* Personal & 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 meetings and other clinical or managerial meetings

New consultants receive a further 0.5 SPA sessions for up to one year to facilitate their induction to the organisation, with a reciprocal reduction in DCC. This will be reviewed after six months with the possibility of a six month extension, following which it will revert to 1.5 PAs.

The Trust may make up to one additional SPA session available by mutual agreement if the consultant takes on additional, non-generic SPA work. The expectation is that such work will be aligned across the whole team.

Non-generic SPA work may include:

* Service development
* Clinical management
* Research
* Additional teaching & 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.

## Relationships

You will work closely with other medical staff, allied health professionals and non-clinical colleagues both within the department and in other specialties. In particular, you will be expected to develop working relationships with clinical colleagues within surgery, radiology, theatres and anaesthetics. We encourage development of regional networks with other providers. Link with the urology services at the Royal Devon & Exeter Hospitals are already in place.

1. 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.

On Call Commitment: 1:5 hot week and weekends (Friday to Sunday) with prospective cover. The weeknights are shared equally amongst the 5 consultants. The on call supplement is 5%.

Below is the summary of PAs as detailed in the sample job plan

|  |  |
| --- | --- |
| 4 weeks out of 5Elective work including theatre, outpatients, endoscopy, prostate biopsy, local MDTDCC AdminSPA | 6.33 |
| Hot week (1 in 5)incorporating specialist MDT, prechoice triage, ward rounds and emergency work (1 in 5), DCC Admin, SPA | 3.09 |
| Out if hours work | 1.48 |
| TOTAL PA’s PER WEEK | 10.9 |

## Timetable

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Mon | Tues | Wed | Thurs | Fri | Sat/Sun  |
| Week1 | AM |  | DSU alternate week (excluding hot week and postoncall week) | Inpatient theatre | Prostate Biopsy | MDT |  |
|  | PM | Endoscopy | SPA |  | OPD |  |  |
| Week2 | AM | Endoscopy  | DSU (see above) |  | Prostate Biopsy | MDT |  |
|  | PM | DSU |  | Inpatient theatre | OPD |  |  |
| Week3 | AM | Hot week(specialist MDT) | Hot week | Hot week | Hot week | Hot week (local MDT)\_ | Oncall |
|  | PM | Hot week | Hot week | Hot week | Hot week | Hot week | Oncall |
| Week4 | AM | Rest Day postoncall | Rest Day postoncall |  |  | MDT(Clincal Gov/Education Meeting) |  |
|  | PM | Rest Day postoncall | Rest Day postoncall |  | OPD |  |  |
| Week5 | AM |  | DSU (see above) | Inpatient theatre |  | MDT |  |
|  | PM | Virtual Clinic |  |  | OPD |  |  |

4. Person Specification

Applicants must demonstrate on the application form that they fulfill all essential criteria to be considered for shortlisting.

Appointment is subject to pre-employment checks, including occupational health, police checks and a minimum of three satisfactory references, including one from your current Responsible Officer.

|  |  |  |
| --- | --- | --- |
| **Requirement** | **Essential Attributes** | **Desirable Attributes** |
| **Qualifications & Training** |
| **Professional Qualifications** | Primary Medical Qualification (MBBS or equivalent).Completion of higher specialist training in Urology | Distinctions, Prizes, Scholarships.Additional postgraduate qualifications. |
| **Professional Training & Memberships** | Full GMC registration & licence to practice.Entry on Specialist Register for Urology via:CCT or evidence of working towardsCESR |  |
| **Clinical Experience** |
| **Employment** | Evidence of completion of a comprehensive broad-based, urology surgical training programme at Specialty Registrar level (or equivalent).ORClear demonstration of equivalent experience, with a minimum of six years at a level comparable with or senior to Specialty Registrar.Evidence of training in general & emergency urology.Career progression consistent with personal circumstances. |  |
| **Clinical Knowledge and Skills** | Demonstrates ability to fulfill comprehensive general urological surgery duties at 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.Portfolio of practical clinical experience, including evidence of ability to perform all common urology procedures.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 & training experience.Willingness & ability to contribute to departmental & Trust teaching programmes. | Defined educational roles or qualifications.Evidence of teaching of undergraduates, junior doctors and multi-professional groups. |
| **Management of Change & 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 & implementation of guidance.Evidence of involving patients in practice. |
| **Innovation, Research, Publications & 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 & Leadership Experience** | Demonstrates familiarity with and understanding of NHS structures, management and current political issues, including an awareness of national strategic plans and constraints.Demonstrates willingness to lead clinical teams and develop an effective specialist clinical service. | Experience of formal leadership roles or training. |
| **Communication & Personal Skills** | Good spoken & written English language skills.Communicates effectively with patients, relatives, colleagues, GPs, nurses, AHPs and outside agencies.Ability to work with multi-professional teams and to establish good professional relationships. | Evidence of patient & colleague feedback.Excellent presentation skills; engaging audience.Information technology skills. |
| **Other Requirements** |
| **Motivation & management of personal practice** | Punctual & reliable.Good personal organisational & prioritisation skills. Achieves deadlines.Takes responsibility for personal practice and is able to cope well with stressful situations.Commitment to continuing medical education.Flexible & adaptable attitude. | Demonstrates initiative in personal practice.Willingness to undertake additional professional responsibilities at local, regional or national levels. |
| **Commitment to post** | Demonstrates enthusiasm for North Devon as a place to live and work. |  |

1. The Urology Department

## Staffing

The urology department at North Devon District Hospital is currently staffed by:

Three substantive consultant urologists, and a locum

* + Mr E Ong
	+ Mr S Misra
	+ Mr J Evans
	+ Mr A Alosta (Locum)

Two specialty doctors

* + Current Vacancy (await start date post interviews)
	+ Dr R Zaman
* a physician associate, a Core Surgical Trainee and a Foundation Year 2 doctor

In addition to medical staff, the team includes an experienced team of clinical nurse specialists. There is excellent secretarial support.

## Management

Day to day managerial & operational links are with the Lead Clinician, Mr Soumya Misra, Group Manager, Mrs Gillian Taylor and Service Manager, Miss Keeley Cooper.

## Departmental Workload and Facilities

Emergency work

The majority of the urology take goes through our surgical assessment unit supported by the oncall surgical team. There are twice daily consultant led ward rounds as per the Royal College standards. There is access to CEPOD theatre every day. Interventional radiology is available locally Mon to Fri and at RDE & Torbay hospitals at the weekends as part of network arrangements. On average there are 720 urology emergency admissions per year.

Outpatients & Endoscopy

Most GP referrals are through the electronic referral system and NDHT operates a ‘pre-choice triage’ service that gives GPs advice and guidance on patients they are considering referring, which is well regarded by the local GPs. Wherever possible, NDHT aims to operate within the 18 week referral to treatment (RTT) timescales and strives to ensure that there is clinic capacity for patients who need reviewing to support admission avoidance or discharge plans. On average per year there are 6500 outpatient appointments that are held face to face & via telephone.

Outpatient clinics are based in the recently refurbished UIU. With the changes resulting from the coronavirus pandemic, there is an emphasis on non-face to face appointments where possible for outpatients.

We also offer clinics at a number of community hospital sites, including:

* South Molton Hospital
* Bideford Hospital
* Ilfracombe Hospital
* Holsworthy Hospital

Endoscopy and prostate biopsy sessions are also held in the UIU.

Theatre

Inpatient operating is carried out in main theatres whilst day cases are done in a dedicated day surgery unit with its own recovery area and ward. Between the 2 theatre areas we operate on 880 patients on average per year. Northern Devon Healthcare Trust is 1 of 40 sites who have gained funding for redevelopment under the governments [our future hospital programme.](https://ndht.ndevon.swest.nhs.uk/our-future-hospital/)

Most inpatients are accommodated on Lundy ward and KGV ward. There is a six-bedded intensive care unit. Caroline Thorpe ward is the children’s ward, with day, inpatient and high dependency facilities.

1. Main Conditions of Service

Appointment is to the NHS Consultant Contract (2003) under the current Terms & Conditions of Service for Hospital Medical & Dental Staff (England & 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 Royal Devon University Healthcare NHS Foundation Trust. The appointee will be professionally accountable to the Medical Director and managerially accountable to the Chief Executive.

The post-holder 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 & Dental Terms and Conditions, in line with the Consultant Contract 2003. The current scale is from £84,559 - £114,003, with nine thresholds.

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. Study leave entitlement is 33 days over a fixed three year period.

Further details are available in the Senior Medical Staff Leave Policy.

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

### Domicile

Consultants are expected to reside within a reasonable distance of North Devon District Hospital; normally within 10 miles or 30 minutes. Exceptions must be agreed with the Medical Director or Chief Executive. Relocation expenses up to a limit of £8,000 may be considered if relocation is necessary to meet these requirements.

The appointee must maintain a land telephone connection to the public telephone service at their private residence.

### 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, which is arranged by mutual agreement after discussion with the Medical Director.

### Professional Performance

The Trust expects all surgeons to work within the guidelines of the GMC Guide to Good Medical Practice and the Royal College of Surgeons Good Surgical Practice. You will work with clinical & 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 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.

### 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 & Audit

Audit is supported by the Clinical Audit & Effectiveness Department. The orthopaedic department participates in a number of national audits, including submission to the National Joint Registry (NJR) and the National Hip Fracture Database (NHFD).

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 & 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. Therefore, applicants are 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 police 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 & Safety

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

### Infection Prevention & 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.

1. ROYAL DEVON UNIVERSITY NHS FOUNDATION TRUST

Royal Devon University Healthcare NHS Foundation Trust – North (NDDH), provides a full range of acute services and integrated health and social care services in North Devon, with 3000 staff serving a population of 170,000. It is expected that the population will rise to 186,000 by 2030. We also care for patients from neighbouring areas in Cornwall and Somerset and there is a significant increase in activity in the summer months, as visitors to the area access emergency services.

The Trust also provides various specialist services across the whole of Devon, including podiatry, specialist dental services, bladder and bowel services, sexual health and Sexual Assault Referral Centres.

The acute hospital is North Devon District Hospital (NDDH) in Barnstaple. NDDH offers a full range of emergency and trauma services, maternity, paediatric and neonatal services. The Trust also offers a full range of medical and surgical care, as well as many other sub-specialties within the main hospital and other locations, together with diagnostic and screening services. The Trust works with other organisations through a number of clinical networks, including working with Derriford on a neonatal network and Musgrove Park in Taunton on a vascular network. We also work with the Royal Devon and Exeter NHS Foundation Trust on a cancer network and to deliver ear, nose and throat services. We employ approximately 100 consultants in all major specialties and there are visiting consultants for some of our networked specialties.

Integrated health and social care teams operate across northern Devon and have 2500 people on their caseload at any one time. These teams include nursing, therapy, domiciliary care and specialist community teams for people with specific needs, such as lymphoedema, lung conditions and speech and language needs. The Trust runs its own domiciliary care service, Devon Cares, and operates as the prime provider, brokering care packages to local care providers.

The Trust has five community hospitals and two resource centres, which provide a range of services local to the population, including rehabilitation and outpatient clinics.

7.1. The Trust’s vision, mission and values

Vision: Working together to promote health, wellbeing and independence

Mission

We will work together to promote your health, wellbeing and independence through:

• Striving for excellence in everything we do

• Caring for you like we’d care for our own family

• Challenging ourselves to improve the care we deliver

• Having the courage to do things differently

• Taking a partnership approach at every level to make care joined up

Values

Trust staff are encouraged to act in line with five key values in everything they do. These are:

• Respect diversity

• Act with integrity

• Demonstrate compassion

• Strive for excellence

• Listen and support others

7.2. Management structure

The Trust Board is led by the Chair with a team of five non-executive directors and five executive (voting) directors.

There are three clinical divisions: Medicine, Surgery and Clinical & Support Services, which includes the community and health and social care service. General Medicine services sit within the Medicine Division. Within the division, the Divisional Director is Amanda Miles and the associate medical director George Hands.

7.3. Acute hospital facilities

North Devon District Hospital has approximately 250 inpatient beds, including intensive care and cardiac care facilities.

The x-ray department has a CT scanner, MRI scanner and DEXA scanner, as well as providing a full range of x-ray and ultrasound. The cardio-respiratory department provides physiological measurements including pulmonary function tests, exercise testing and echocardiography. EEG, vascular and carotid ultrasound, and nerve conduction studies are also performed locally.

There are nine operating theatres, an accredited endoscopy suite and a new chemotherapy unit, with plans for further development. The Trust has a successful charity, Over and Above, which is currently raising funds to build a Cancer and Wellbeing Centre on-site for patients with a cancer diagnosis and other illnesses, and their families.

We have a rolling programme to update our wards, with recent refurbishments including our combined acute stroke and stroke rehabilitation unit, physiotherapy outpatients and our Medical Assessment Unit. Our emergency department is undergoing a major refurbishment to introduce a primary care screening service, following a £1m investment from the Department of Health.

We also opened one of the first purpose-built dementia wards at an acute hospital in the UK, Fortescue Ward, which is full of features to help patients feel at home, remain independent and reduce confusion. Caring with compassion is one of our key values, and we have recently appointed an admiral nurse for dementia and support open visiting for carers in line with John’s Campaign.

Mental health services, including psychiatric liaison, are provided by Devon Partnership NHS Trust, which is currently developing its community services in a major reconfiguration. Inpatient mental health services are based primarily on the North Devon District Hospital site.

7.4. Academic facilities

The Medical Education Centre on the North Devon District Hospital site is independently funded and its primary purpose is the provision of facilities, equipment and financial support to enable a wide range of medical professionals to continue their education and training.

There is a 70-seat lecture theatre, a clinical skills centre and several classrooms. Recently, a new simulation suite has opened, creating a facility for multi-professional training, including trauma team training.

Dual-flat screen video-conference facilities linked to other units in the region are available for clinical meetings, including regional MDTs, as well as training events.

The comprehensive healthcare library is accessible to registered users 24 hours a day. The library is staffed between 8.30 and 17.30 Monday to Friday. Services include book and journal loan, interlibrary loans, PC access, literature-searching, information skills training, printing and photocopying.

Local, regional and national electronic library resources are made available across the Trust and for staff to access from home.

7.5. Medical school links

There have been changes to the Medical School provision in the South West. We previously took students from the Peninsula Medical School but now changes have been implemented, we are taking students from the recently created University of Exeter Medical School. Student numbers continue to rise year on year and there are many opportunities for involvement with teaching programmes. Candidates with an interest in medical education would be welcome to join teaching activities in Exeter/Exeter University Medical School as part of their job plan.

1. North Devon

North Devon offers 50 miles of spectacular coastline from Lynton to Bude and, with most of the remaining 500,000 acres of land being rural, the area is arguable the most attractive and unspoilt in Devon. There are many small market towns, villages and hamlets, including a number of coastal resorts.

The combination of spectacular Atlantic coastline, tidal estuaries and upland moors provides a wonderful environment in which to live and work.

Recreation facilities are excellent with a wide variety of sporting activities available, including superb surfing beaches, sailing, shore & salmon fishing, an indoor tennis centre and outstanding golf courses. There are stunning walking & cycling routes, with over 200 miles of cycle and coastal paths, including the South West Coastal Path and the Tarka Trail.

Lundy Island Marine Reserve and Dartmoor & Exmoor National Parks are on the doorstep. The local dune system has been awarded UNESCO World Biosphere Status and is a Site of Special Scientific Interest (SSSI). Several areas of the coast have been designated as Areas of Outstanding Natural Beauty (AONB) and are nationally protected to preserve the beauty of the landscape. Covering a total of 171km2 from Marsland Mouth on the Cornish border to Combe Martin on the edge of Exmoor, these areas include the Hartland Heritage Coast, North Devon Heritage Coast and Braunton Burrows.

Local theatres attract national and international performances and the annual local festival of sports & arts is nationally acclaimed.

Educational facilities are good with many excellent schools in both public and private sectors.

Agriculture and tourism form the main areas of employment, along with local government, the military bases at Chivenor & Instow and the Trust itself. North Devon also remains a popular retirement area.

Despite the rurality of the area, commuter links are good, both by road and rail. There are regular trains to Exeter and direct services to London and across the country from Tiverton. There are easily-accessible airports at Exeter and Bristol.

1. Contacts

The Trust welcomes informal enquiries; contact names are detailed below:

 Chief Executive Ms Suzanne Tracy

 (01271) 311349

 Medical Director Dr Adrian Harris

 (01271) 314109

 Lead Clinician for Urology Mr Soumya Misra

 (01271) 314129

 Consultant Urologists Mr Martin Moody

 martinmoody@nhs.net

 (01271) 322739

 Mr Eng Ong

 engong@nhs.net

 (01271) 311662

 Mr J Evans

 jwh.evans@nhs.net

 (01271) 313939

 Associate Medical Director for Planned Care Miss Cheryl Baldwick

 (01271) 311654

 Divisional Director for Planned Care Mr Sam Wadham-Sharpe

 (01271) 349597

 Group Manager for Urology Mrs Gillian Taylor

 (01271) 322681

 Service Manager for Urology Miss Keeley Cooper

 (01271) 335771

 Head of Medical Staffing Mrs Tina Squire

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