



Consultant Information Pack

Consultant Colorectal Surgeon

JOB TITLE

Consultant Colorectal Surgeon

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.



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



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 Colorectal Surgeon at the Royal Devon University Healthcare NHS Foundation Trust.

Applicants who are nearing the end of their training are encouraged to apply and start dates can be flexible.

The post has arisen as a result of retirement and the successful applicant will join a dynamic team in Colorectal and General Surgery that has expanded over recent years; with four consultant colorectal colleagues and four upper GI consultants and five emergency general surgical consultants. The colorectal team is supported by an experienced Clinical Nurse Specialist, who leads a team of skilled stoma and colorectal nurses.

The successful applicant will be expected to manage a range of elective colorectal and emergency surgical conditions. On average, the Colorectal Unit deals with 150 to 160 new cases of colorectal cancer per year. We are looking for a colleague to add sub-specialty skills to complement the department. It is, therefore, essential that candidates have sub-specialty training in colorectal surgery including advanced laparoscopic skills for colorectal resection. The trust has recently introduced a DaVinci robot and we are keen for potential applicants to have formal robotic training or be willing to undertake robotic training when appointed, however all applicants will be considered. Colonoscopic skills are essential with requirement for the candidate to have JAG accreditation in colonoscopy.

The post is based at North Devon District Hospital in Barnstaple.

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.

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

The General Surgery Department

The successful applicant will join a dynamic team in Colorectal and General Surgery that has expanded over recent years; with four consultant colorectal colleagues and four upper GI consultants and five emergency general surgical consultants. The colorectal team is supported by an experienced clinical nurse specialist, who leads a team of skilled stoma and colorectal nurses.

The successful applicant will be expected to manage a range of elective colorectal and emergency surgical conditions. On average, the Colorectal Unit deals with 150 to 160 new cases of colorectal cancer per year. We are looking for a colleague to add sub-specialty skills to complement the department. It is, therefore, essential that candidates have sub-specialty training in colorectal surgery, including advanced laparoscopic skills for colorectal resection. The trust has recently introduced a DaVinci robot and we are keen for potential applicants to have formal robotic training or be willing to undertake robotic training when appointed, however all applicants will be considered. Colonoscopic skills are essential with requirement for the candidate to have JAG accreditation in colonoscopy.

The Colorectal Department runs a weekly ward round, which includes review of all colorectal patients, a team meeting and education session. There is a weekly Colorectal Cancer MDT with a combined Hepato-biliary MDT by video-link every other week. North Devon District Hospital (NDDH) is a designated Cancer Unit, supported by oncologists from the Royal Devon and Exeter Hospital with a dedicated Chemotherapy Unit. Radiotherapy services are sited at the Royal Devon and Exeter Hospital.

We work closely with the gastroenterology consultants, particularly in management of inflammatory bowel disease, and are involved in the weekly IBD MDT. There is potential for the successful candidate to develop advanced endoscopic skills and the department support the Bowel Screening service.

The hernia centre at NDDH offers a tertiary referral service for the region and also receives national referrals for advanced management of complex abdominal wall hernias. The surgeons have developed well-defined patient pathways for the management of complex hernias and offer advanced techniques to this complex group of patients, including anterior and posterior component separation. In addition, the hernia centre has an active research program. There is scope for an interested candidate to include involvement in the hernia service.

The department has Specialty Registrars, Core Surgical Trainees and Foundation Doctors, rotating within their respective Peninsula Training Programmes. There are also a number of experienced SAS surgeons and clinical fellows. Recently, we have trained a cadre of Physician's Associates who support the teams and the emergency take. We are allied to the University of Exeter Medical School and are actively involved in teaching medical students. There are ample opportunities for teaching and training throughout the Trust and the region. The Trust encourages involvement with research and national clinical audit.

Staffing

The general surgery department at North Devon District Hospital is staffed by:

- Sixteen consultant surgeons, to which this post will be added:
 - Mr Iain Bain
Colorectal Surgeon
 - Ms Ceri Beaton (Subspecialty Lead)
Colorectal Surgeon
 - Mr Mark Cartmell
Colorectal Surgeon
 - Mrs Katie Cross
Colorectal Surgeon
 - Mr David Bunting (Subspecialty Lead)
Upper GI / Specialist Abdominal Wall Surgeon

- Professor John Findlay
Upper GI / Specialist Abdominal Wall Surgeon
- Mr Maciej Pawlak
Upper GI / Specialist Abdominal Wall Surgeon
- Professor David Sanders (Lead Clinician)
Upper GI / Specialist Abdominal Wall Surgeon
- Mr Anjum Arain
Emergency General Surgeon
- Ms Karin Pansell (Subspecialty Lead)
Emergency General Surgeon
- Mr David Williams
Emergency General Surgeon
- To Be Appointed
Emergency General Surgeon
- To Be Appointed
Emergency General Surgeon
- Miss Jenny Banks
Breast Surgeon
- Mrs Anna Conway (Subspecialty Lead)
Breast Surgeon
- Miss Anita Sharma
Breast Surgeon

In addition, two new emergency general surgeons are due to be appointed.

- Seven SAS surgeons
- Three Specialty Registrars
- Ten Junior Doctors (providing on-call cover in combination with urology)
- Two Physician's Associates

In addition to medical staff, the team includes an experienced team of nurses and therapists, including a clinical nurse specialist, a stoma nurse team and an inflammatory bowel disease nurse.

There is excellent secretarial support.

Departmental management

Day to day managerial and operational links are with the Lead Clinician, Professor David Sanders and the Service Manager, Miss Keeley Cooper.

Departmental workload

On average, the Colorectal Unit deals with 150 to 160 new patients with colorectal cancer per year. The wider general surgery workload includes:

ELECTIVE

New outpatients 5,349

Follow-up outpatients 6,199

Elective inpatients 736

Elective day cases 3,361

EMERGENCY

Emergency inpatients 2,631



Resources

INPATIENT FACILITIES

There are two main surgical wards (King George V and Lundy Wards). Children undergoing surgery are cared for in either the Day Surgery Unit or on Caroline Thorpe Children's Ward, which includes the provision of 2 paediatric HDU beds. There is a dedicated Day Case Unit.

The department has a Surgical Admissions Unit located on King George V (KGV) Ward accommodating emergency surgical and Lundy Ward accommodates elective patients. Private patient facilities for inpatients are available on Lundy Ward.

There is an eight-bedded Intensive Care/ High Dependency Unit. Operating sessions take place in the main theatre suite and in the dedicated Day Surgery Unit. There is a fully equipped Endoscopy Unit.

OUTPATIENT FACILITIES

There are new outpatient clinic rooms at North Devon District Hospital and we also provide clinics at a number of community hospital sites, including:

- South Molton Hospital
- Bideford Hospital
- Tiverton Hospital
- Stratton Hospital

Clinical commitments

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

OUTPATIENTS

There are regular elective outpatient clinics at North Devon District Hospital. Clinics at peripheral hospitals may also be scheduled. If agreed, these would not exceed alternate weeks and travel time would be included as direct clinical care (DCC). While off-site, clinical cover for inpatients would be provided by the on-call consultant.

There are Surgical Emergency Clinics each weekday during the "hot week". This enables rapid senior assessment and has been heralded by NHSI as excellent care. We have a dedicated Surgical Assessment Unit, the set-up of which was used as an exemplar by the NHS England Seven-Day Services team. This has a co-located ambulatory assessment area to facilitate rapid assessment of ambulatory patients, where possible.

ENDOSCOPY

Regular endoscopy lists are scheduled.

OPERATING LISTS

Inpatient operating lists are scheduled and there are also a number of day surgery sessions as detailed in the attached timetable. Sessions include time to see patients pre- and post-operatively and appropriate time for ward rounds of inpatients. The on-call consultant covers the dedicated emergency list during the "hot week".

WARD ROUNDS

In addition to routine and on-call ward rounds, there is a weekly Colorectal Departmental Ward round which includes review of all colorectal patients and team meeting.

ON-CALL ROTA

The on-call rota will be equally shared on a 1 in 11 basis with prospective cover included in the job plan. The emergency work is arranged as a "hot week" Monday to Thursday with a post-take session on Friday and a "hot weekend" from Friday to Monday morning with post-take sessions on Monday.

Consultants have no elective commitments during the “hot week” but remains on site from 8am to 8pm to facilitate consultant review of all new patients within 14 hours and fulfil the requirements of Seven-Day Services. Overnight cover is provided by a separate consultant to allow adequate rest.

The colorectal consultants also provide colorectal cover on weekdays when a non-colorectal surgeon is on “hot week”, primarily for advice and cancer cases. Reciprocally, there is a dedicated UGI surgeon available when a colorectal consultant is on call. The UGI and gastroenterology consultants participate in the separate GI bleed endoscopy rota, arranged to coincide with the surgical on-call as far as possible.

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. 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

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 Surgeons, 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.

The consultants in the Colorectal Department are all involved in teaching students. There may be additional opportunities for the post holders to become involved with the UEMS by taking on additional specific teaching roles or offering special study units.



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.

	PA's
DCC	
Predictable and unpredictable on-call work	1.00
Weekday emergency work	1.72
Routine outpatient clinics	0.90
Elective operating lists	1.20
Endoscopy sessions	0.81
Ward rounds	0.90
MDT meetings	0.45
CR ward round	0.34
Administration	0.81
SPA	
Generic	1.50
Non-generic	0.50
Total	10.13

Provisional Timetable

Timetables are on a 22-week cycle to accommodate the emergency working pattern; an 11-week example is given below, which is then repeated.

The emergency work is timetabled to accommodate the requirements of the national Seven Day Services standards including face to face review of all new admissions within 14 hours. Consultant “hot weeks” include time for morning and evening ward rounds, ward reviews, emergency lists and surgical emergency clinics; plus clinical administration time. PA allocations for the scheduled emergency work and the predictable/unpredictable on-call work include an appropriate amount for internal prospective cover.

DCC admin and SPA time (generic and non-generic) has not been specified in this provisional timetable but will be timetabled for clarity. It is accepted that, on occasion, administrative or SPA work may need to be time-shifted to accommodate other commitments.

Shaded boxes indicate days on which the consultant will provide overnight non-resident on-call cover from 8pm until 8am.

Week	Monday	Tuesday	Wednesday	Thursday	Friday	Weekend
1		Endoscopy	Outpatients		Day surgery	
		CR MDT	Colorectal ward round			
2	Theatre		Outpatients		Emergency Consultant	Emergency Consultant
		CR MDT	Colorectal ward round			
3	Post-take emergency work		Outpatients		Endoscopy	
		CR MDT	Colorectal ward round			
4	Endoscopy		Outpatients			
		CR MDT	Colorectal ward round			
5	Theatre		Outpatients		Endoscopy	
		CR MDT	Colorectal ward round			
6	Endoscopy		Outpatients		Theatre	
		CR MDT	Colorectal ward round			
7	Outpatients	Emergency consultant	Emergency consultant	Emergency consultant	Post-take emergency work	
8	Colorectal ward round		Outpatients		Endoscopy	
		CR MDT	Colorectal ward round			
9	Theatre		Outpatients		Endoscopy	
		CR MDT	Colorectal ward round			
10			Outpatients		Endoscopy	
		CR MDT	Colorectal ward round			
11	Theatre		Outpatients		Endoscopy	
		CR MDT	Colorectal ward round			

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). An appropriate higher general and colorectal surgical qualification.	Distinctions, Prizes, Scholarships Additional postgraduate qualifications
Professional training and memberships	Full GMC registration and license to practice. Entry on the GMC Specialist Register in General Surgery via: <ul style="list-style-type: none"> • CCT (proposed CCT date must be within 6 months of interview date) • CESR • European Community Rights Must be on the Specialist Register by the time of commencement in post.	
Clinical Experience		
Employment	Evidence of completion of a comprehensive broad-based, general surgical training program 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	

Requirement	Essential Attributes	Desirable Attributes
Clinical knowledge and skills	<p>Evidence of training in emergency general surgery and specialist training in colorectal surgery</p> <p>Career progression consistent with personal circumstances.</p> <p>Demonstrates ability to fulfil comprehensive general surgery and colorectal 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</p> <p>Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge</p> <p>Able to prioritise clinical need</p> <p>Portfolio of practical clinical experience, including evidence of ability to perform complex open and laparoscopic colorectal procedures.</p> <p>JAG accreditation in colonoscopy</p> <p>Caring approach to patients.</p>	<p>Formal robotic training or be willing to undertake in robotic training when appointed</p> <p>Demonstrates awareness of breadth of clinical issues</p> <p>Clinical feedback from colleagues and patients</p>
Non-clinical skills		
Teaching	<p>Evidence of previous teaching and training experience.</p> <p>Willingness and ability to contribute to departmental and Trust teaching programs.</p>	<p>Defined educational roles or qualifications.</p> <p>Evidence of teaching of undergraduates, junior doctors and multi-professional groups.</p>
Management of change and quality improvement	<p>Demonstrates clear understanding of quality improvement and clinical governance within the NHS.</p> <p>Demonstrates willingness to implement evidence-based practice.</p> <p>Evidence of effective personal contributions to clinical audit, governance, and risk reduction.</p>	<p>Evidence of innovative development and implementation of guidance</p> <p>Evidence of involving patients in practice development</p> <p>Evidence of willingness and ability to develop services</p>
Innovation, research, publications and presentations	<p>Understanding of the principles of scientific method and interpretation of medical literature.</p> <p>Demonstrates a critical and enquiring approach to knowledge acquisition.</p> <p>Demonstrates understanding of the research governance framework.</p>	<p>Recent evidence of relevant research, presentations or publications.</p>
Management and leadership experience	<p>Demonstrates familiarity with and understanding of NHS structures, management and current political issues, including an awareness of national strategic plan and constraints.</p> <p>Demonstrates willingness to lead clinical teams and develop an effective specialist clinical service.</p>	<p>Experience of formal leadership roles or training.</p>

Requirement	Essential Attributes	Desirable Attributes
Communication and personal skills	<p>Good spoken and written English language skills.</p> <p>Communicates effectively with patients, relatives, colleagues, GPs, nurses, allied health professionals and outside agencies.</p> <p>Evidence of ability to work with multi-professional teams and to establish good professional relationships.</p>	<p>Evidence of patient and colleague feedback.</p> <p>Excellent presentation skills, engages audience.</p> <p>Information technology skills</p>
Other requirements		
Motivation and management of personal practice	<p>Punctual and reliable.</p> <p>Good personal organizational and prioritization skills, achieve deadlines.</p> <p>Takes responsibility for personal practice and is able to cope well with stressful situations.</p> <p>Commitment to continuing medical education and professional development.</p> <p>Flexible and adaptable attitude.</p>	<p>Demonstrates initiative in personal practice.</p> <p>Willingness to undertake additional professional responsibilities at local level.</p>
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 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.
Contact names are detailed below:

Chief Executive Officer

Suzanne Tracey
Tel: 01271 311349

Chief Medical Officer

Prof Adrian Harris
Tel: 01271 314109

Medical Director

Dr Karen Davies
Tel: 01271 314109

General Surgical Lead

Professor David Sanders
Tel: 01271 370241

Colorectal Lead

Ms Ceri Beaton
Tel: 01271 370241

Medical Staffing Manager

Tina Squire
Email: tinasquire@nhs.net
Tel: 01271 349111

Postal address:

North Devon District Hospital
Raleigh Park
Barnstaple
EX31 4JB

Tel: 01271 322577