

Job Evaluation
reference number:
ST&T1114

JOB DESCRIPTION

Job Title:	Advanced Podiatrist: Foot Protection (Band 7)
Reports to (post title):	Podiatry Service Manager
Role Purpose: <ul style="list-style-type: none"> To help establish, develop, and maintain a Foot Protection Team within the community podiatry service to support people living with diabetes to prevent and manage diabetes related foot problems. To provide clinical leadership for the Podiatry Service, providing specialist support to community podiatrists, and professions in other disciplines, in relation to patients with diabetes foot complications. To implement and develop pathways linking existing Clinical Teams to the Foot Protection Team for the management of people with diabetes with a high need for intervention and management. To develop, implement and provide education and competency-based training in diabetes foot screening, risk stratification, awareness of foot problems in people with diabetes, and appropriate referrals/actions to health professionals across Nottinghamshire. To develop, implement and provide education sessions to people with diabetes and their families/carers, including prevention, how to look after their feet, when and how to seek help etc. To collaborate with the Podiatry Service Manager, team leads and clinical leads to ensure the FPT are working safely and competently, employing the most effective and evidence-based practices. To work closely with GP surgeries, primary care, and with other health care providers to ensure an equitable, collaborative approach to education, training and podiatry service awareness. To implement and facilitate clinical audit of the FPT service. To work with the Podiatry Service Manager, team leads and clinical leads to ensure that the provision of the service reflects the needs of the population and is in line with national and local policy. To collaborate with the Podiatry Service Manager, team leads, clinical leads and Single Point of Access Team (SPA) to ensure the service is delivered within agreed service level agreements and in line with Commissioning targets / requirements. 	

- To collaborate with the Podiatry Service Manager, Clinical Lead Consultant Podiatric Surgeon, team leads and clinical leads to develop and implement a podiatry clinical strategy to better meet the needs of the local population.
- To be a role model in leading and developing a highly motivated community-based podiatry team, providing a high standard of clinical care.
- To provide advanced specialist podiatric foot care and advice to patients, their families/carers, podiatrists, general practitioners and other health and social care professionals.
- To comply with professional standards, organisational and service policies, procedures and guidelines.

Role Context:

- To implement and develop new pathways linking existing Clinical Teams to the Foot Protection Team for the management of people with diabetes with a high need for intervention and management
- To establish and maintain a Foot Protection Team to support people with diabetes with urgent foot problems.
- To work closely with other members of the Foot Protection Team, to ensure service provision is maintained equally across the county.
- To provide a 'step up' service from community/primary care for rapid assessment and treatment of people with diabetes related foot problems.
- To provide a 'step down' service for people currently under the care of the Multi-disciplinary (MDT) Diabetes Foot Clinics.
- To develop, implement and provide education and competency-based training in diabetes foot screening, risk stratification, awareness of foot problems in people with diabetes, and appropriate referrals/actions to health professionals across Nottinghamshire.
- To develop, implement and provide education sessions to people with diabetes and their families/carers, including prevention, how to look after their feet, when and how to seek help etc.
- To be proactive in the planning, development and provision of the FPT, and provide reports and feedback on the service, including audits and KPI's
- To support other areas of the Community Podiatry Service as required
- To work collaboratively with colleagues and other health professionals both internally and externally to the podiatry team to develop and enhance services to meet the changing needs of the population and the national and local picture.
- To provide clinical leadership and support for the podiatry team in community based podiatric clinics and domiciliary settings to provide treatment and advice, specialist assessment, diagnostic and therapeutic skills in the management of complex foot disorders under the guidance of the Podiatry Service Manager.

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Trust Values	
<p>All colleagues are expected to demonstrate at interview and throughout employment that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values:</p> <p style="text-align: center;">Trust Honesty Respect Compassion Teamwork</p>	
Key Accountabilities	Performance Measures
<ol style="list-style-type: none"> 1. Takes clinical responsibility for caseload management and treatment of complex high-risk cases 2. Takes clinical responsibility for the work undertaken by the clinical staff working in podiatry and in the delegation of clinical and domiciliary caseloads. 3. Assist the Podiatry Service Manager in strategy and direction of the department, in line with commissioning groups and local, regional and national guidance. 4. To be actively involved in the department's clinical leadership team, by sharing best practice and ensuring a learning culture. 5. To monitor and audit activity, as appropriate, to adjust service as required, working with the Team Lead and Podiatry Service Manager to create a learning culture, to inform and develop the service as a result. 6. Audit and monitor standards of record keeping in conjunction with the Team Lead to ensure standards of excellence are reached and maintained by all staff. 7. To be a role-model by working to the highest clinical standards and competencies within scope of practice. 8. To be able to work autonomously and to be responsible for the assessment, diagnosis, care planning, management and evaluation of podiatric interventions, and know when to refer on appropriately. 9. To act as a clinical mentor to community podiatry team and provide specialist clinical observations and advice. 10. To be responsible for the maintenance of high standards of clinical hygiene, stock and equipment control. 	<ul style="list-style-type: none"> • Clinical and Managerial supervision • Performance Appraisal and Development • Clinical Audit • Essential / Mandatory Training

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<p>11. To participate in the support of placements for podiatry, AHP and other health professions students</p> <p>12. To actively support preceptorship schemes and competencies for newly qualified podiatrists.</p> <p>13. To supervise and mentor podiatrists participating in rotations within the FPT in specialised areas of care.</p> <p>14. To be actively involved in the provision of foot health education and advice to staff, patients, relatives and carers and to participate in foot health training where appropriate.</p> <p>15. To follow uni -professional and multi-professional guidelines on evidence-based practice.</p> <p>16. To be actively involved in the Professional Advisory Group, and the development and implementation of department policies, procedures and patient group directions.</p> <p>17. To follow departmental and trust policies and procedures and guidelines, but also have the discretion to make own clinical diagnosis and decisions within professional guidelines.</p>	
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Dimensions

Nottinghamshire Healthcare NHS Foundation Trust provides a weekday (Mon-Fri) community podiatry service for Nottinghamshire County, including community health centres, community hospitals, patient homes, residential/care homes and prisons.

We also provide the podiatry service to the specialist multi-disciplinary diabetes foot services at Kings Mill Hospital, Nottingham City Hospital, and Bassetlaw General Hospital.

Our podiatric surgery department is the leading provider of elective foot surgery in Nottingham, based at Park House Health and Social Care Clinic, with surgery currently offered Monday to Thursday.

Communication

- At all times to maintain effective and appropriate communication with the Podiatry Service Manager, team leads, clinical leads and/or consultant podiatric surgery lead as required
- To ensure effective communication with patients, relatives and carers using both verbal and non-verbal communication tools for such tasks as:
 - Obtaining medical history and diagnostic information.
 - Ensuring patient understanding and concordance with treatment plan.
 - Obtaining patient consent.

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- To be aware of patients' complex conditions or multiple pathologies and will frequently have emotional, physical and psychological conditions, which may affect their understanding.
- To inform and reassure patients of the treatment options available, discuss their individual needs and empathise with their concerns regarding both the presenting problem and the nature of the treatments available.
- To ensure effective communication of complex and highly sensitive and emotional information to patients, this requires excellent interpersonal, negotiation and counselling skills. This includes information regarding diagnosis, prognosis, treatment options, surgical procedures, risks and potential complications and rehabilitation.
- To be involved in the production of educational literature and other media, for patients, carers and health care professionals.
- To work effectively as a member of uni-professional and multi-professional teams.
- To maintain accurate records of all patients' consultations and related work, including computerised and paper data collection, and telephone conversations.
- To attend and actively contribute to departmental meetings.
- To ensure that all information relating to all patients and staff gained through employment within the trust is kept confidential.
- To ensure effective communications with other professional disciplines regarding professional and medical issues.

Knowledge, Training and Experience

Professional knowledge acquired through degree supplemented by postgraduate specialist training to master's level or equivalent

- **Essential Skills**

- Advanced skills and knowledge in the care of the following areas: diabetes, wound care, vascular, infection control, dermatology, biomechanics and pharmacology
- Evidence of good organisational skills and time management skills
- Excellent communication/interpersonal skills
- IT skills

- **Qualifications & Training**

- BSc in Podiatry or equivalent Diploma
- Registered with Health and Care Professions Council (HCPC)
- POM-A Local Anesthesia Certificate
- POM-S Sale and Supply Certificate
- Post graduate qualification in Diabetes e.g. MSc, or equivalent experience.

- **Experience**

- 5 years minimum post-graduate experience of working in podiatry.
- Experience in the provision of diabetes and high-risk related foot assessment and management

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<ul style="list-style-type: none"> • 5 years minimum experience of NHS podiatry clinics.
Analytical and Judgement Skills
<ul style="list-style-type: none"> • Assess and diagnose complex conditions and create and provide appropriate treatment plans includes making judgements on a range of complex podiatric problems which require investigation, analysis and assessment • Assess risk to patients/staff. • Interpret policy/clinical guidelines.
Planning and Organisational Skills
<p>Organises specialist podiatry service, teaching programmes</p> <ul style="list-style-type: none"> • Plan patient care and treatment programmes. • Manage patient caseloads and waiting lists. • Monitor and evaluate service standards.
Physical Skills
<ul style="list-style-type: none"> • Hand-eye coordination for precise treatment. • Ability to work in multiple positions to accommodate patient needs. • Manual dexterity for precise treatment. • Standard keyboard and IT skills. • Ability to stand or sit for prolonged periods • Ability to work at different locations cross county
Responsibility for Patient/Client Care
<ul style="list-style-type: none"> • Responsibility for the assessment, diagnosis and treatment of patients, in line with trust and departmental policies and procedures. • Responsibility for maintaining service standards. • Provision of specialist programmes of care/care packages and patient specific advice. • Responsibility for recording patient notes. • Responsibility to ensure safe prescribing/administration of POM's.
Responsibility for Policy/Service Development
<ul style="list-style-type: none"> • Implement policy and guidelines and make recommendations on changes to clinical practice and/or working practices to the Podiatry Service Manager. • Proposes changes, develops protocols, procedures with impact on other professions working in specialist area
Responsibility for Financial and Physical Resources
<p>Authorised signatory for small payments , orders and supplies</p> <ul style="list-style-type: none"> • Responsibility for ensuring equipment used during treatment is safe to use
Responsibility for HR
<ul style="list-style-type: none"> • To be responsible for your own day to day work allocation and supervision of junior staff. • provides specialist training to own and other professions • To contribute to the training and development of the podiatry service. • To ensure all mandatory training is undertaken. • To ensure your HCPC registration and CPD is kept up to date.

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- To provide clinical supervision to the Community Podiatry Team, and assist in staff development and mentorship.

Responsibility for Information Resources

- To be responsible for ensuring the security of information and to comply with the Data Protection Act and trust information governance policies and procedures, including passwords to computers and systems containing confidential reports and information.
- Documents information in patient records in line with trust policies.

Responsibility for Research and Development

- To contribute to departmental audit and research
- Present research findings and updated evidence-based practice to the podiatry department

Freedom to Act

- Post holder will have access to guidance and support from the Podiatry Service Manager, team leads and clinical leads.
- Post holder is responsible for assessing, clinical decision making, care planning, treatment selection and evaluation of treatment in line with scope of practice, trust policy and departmental guidelines.
- Post holder will be guided by professional standards, the organisations and service guidelines and codes of practice within which they are expected to work.
- Works as a lead specialist

Physical Effort

- The post may involve:
 - Standing or sitting for long periods
 - Raising arms above the horizontal
 - Lifting swollen and immobile limbs
 - Frequently bending or crouching to aid patients to remove/replace hosiery and shoes
 - Manoeuvring wheelchair bound patients
 - Ability to work at different locations, in order to meet the needs of the service
 - Working in small and confined spaces
 - Able to assist reduced mobility patients out of buildings in case of evacuation

Mental Effort

- The post holder may be required to concentrate for extended lengths of time on a daily basis to assess and diagnose patients.
- The post holder may be interrupted intermittently to answer queries from other staff members and provide telephone triage and/or advice. This may require a break in concentration or change of task.

Emotional Effort

Frequent exposure to distressing and emotional circumstances including:

- Managing patients or staff with nervous / anxious dispositions, needing reassurance and support.
- Managing patients or staff with complications and concerns.

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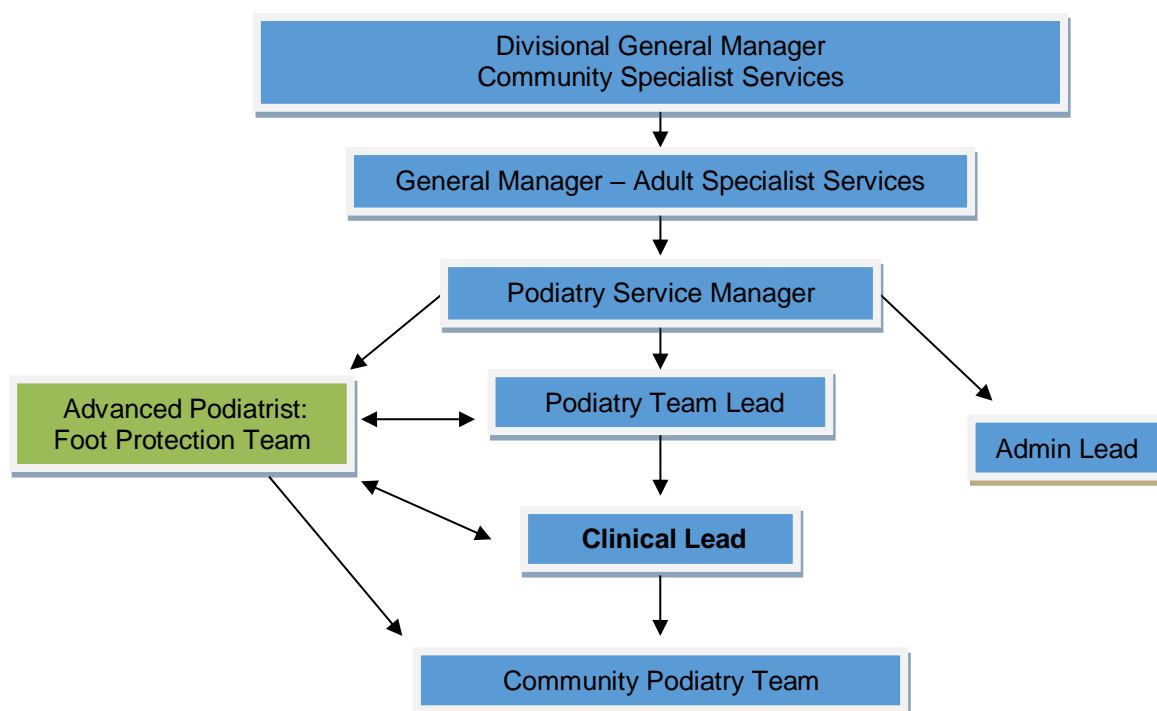
- Management of complaints and dealing with high stress situations.
- Having to discharge patients who do not meet the service's access and priority criteria (patients maybe upset or confrontational).
- Having to inform patients of the potentially limb threatening consequences of their condition (who may be in denial or antagonistic).
- Providing treatment to patients who have lesions that are limb threatening.
- Providing services to patients with mental and or physical disabilities.

Working Conditions

- Potential for lone working
- Working in a variety of settings, which may include at home, in offices, clinics, hospital settings, domiciliary visits, care/nursing homes, prisons.
- To be able to work from multiple sites.
- During domiciliary visits may be required to work in substandard conditions for infection control and in small and confined spaces.
- Exposure to infected, discharging, malodorous wounds.
- Constant potential exposure to blood and other body fluids.
- Potential for clinic over runs

Unclassified

Organisation Chart



Our promise to you

We will ensure that you are supported and lead in line with our Trust Values: **Trust**, **Honesty**, **Respect**, **Compassion** & **Teamwork**



Nottinghamshire Healthcare NHS Foundation Trust actively works to fulfil the seven elements of the NHS People Promise.

We will adhere to the promise and support all our colleagues, assuring that we are continuously striving to listen to colleagues, adapting accordingly and striving always to be the best place to work.

Unclassified



Signatures

Post holder:

Date:

Line Manager:

Date:

Next level Manager:

Date: