
JOB DESCRIPTION

DATE:

REF NO:

JOB DETAILS

JOB TITLE: Specialist Podiatrist

BAND: 6

HOURS: 37.5

DEPARTMENT: Podiatry

LOCATION: Podiatry south

REPORTS TO: Operational Lead

ACCOUNTABLE TO: Operational Manager

RESPONSIBLE FOR:

- *Be responsible for a defined population of service users in a variety of settings across the Trust including community and hospitals*

WORKING RELATIONSHIPS

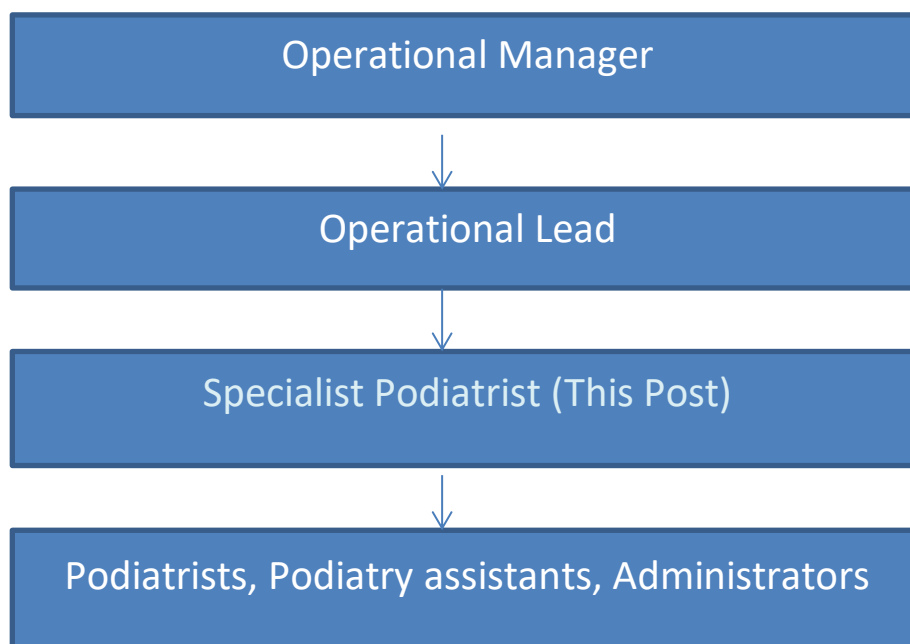
INTERNAL: Allied Health Professionals,

EXTERNAL: Families, carers, Hospital, G.P's

JOB PURPOSE.

- Be competent as appropriate to the requirements of the role.
- Be a specialist podiatrist and have a detailed professional and clinical knowledge base.
- Be responsible for a defined population of service users in a variety of settings across the Trust including community and hospitals.
- Be skilled in the assessment of complex/specialist care/support needs and in the development, implementation and evaluation of care/support packages.
- Have supervisory, training and leadership responsibilities where appropriate and will have some responsibility for team performance and service developments/improvements.
- Demonstrate initiative and be creative in finding solutions to problems.
- Work with the team leader undertaking delegated tasks in team management.

ORGANISATIONAL STRUCTURE



KEY RESPONSIBILITIES

Clinical

1. To adhere to and apply the Health and Care Professions Council (HCPC) standards of proficiency, standards of conduct, performance and ethics, and the college of podiatry code of conduct and all other relevant guidance from the HCPC, and the Trust.
2. To be professionally accountable and responsible for all aspects of own work.
3. To establish and maintain effective working relationships both within the Trust and with external organisations in order to meet service requirements and support and demonstrate the Trust's values.
4. To assess new service user referrals and care/support needs. Assesses service users and formulates, develops, implements and evaluates programmes of treatment/care support for individuals, families and carers.
5. To use professional knowledge and judgement to take into account the range of care/support packages and treatment options available. To consider each service user's personal circumstances and preferences in order to implement and adjust programmes of care and intervention.
6. To maintain and develop skills and knowledge to deliver a range of interventions and sets an example of good practice to other team members including skill sharing.
7. To maintain sensitivity at all times to the emotional needs of the service user and their carers offering reassurance and empathy, in particular when imparting potentially distressing information. This may be in regard to the nature/prognosis of their condition and implications of the same.
8. To work with individuals and carers who may find it difficult to engage with the service or aspects of the service resulting in uncooperative or challenging behaviour that has to be managed.
9. To use professional knowledge, skills and expertise when working in changing environments and across professional boundaries.
10. To maintain contemporaneous and accurate records as required by the Trust and in line with professional standards (e.g. HCPC/NMC). Support identified team members giving

guidance and direction where appropriate.

- 11. To take responsibility for the safe use and transportation of equipment between locations. To work in non-purpose built rooms involving the necessity to move furniture, therapy equipment etc.*
- 12. To ensure that the skills of identified team members are appropriately deployed and that care is delivered by staff with the relevant education, expertise and competence.*
- 13. To deliver a high standard of intervention, whilst managing the demands of unplanned aspects of the role using innovative problem solving techniques.*
- 14. To provide advice, education and training to service users, carers and professionals regarding the management and care/support of service users.*
- 15. To provide professional and clinical support and leadership to identified team members. Supports in identifying training needs of staff and encouraging practitioners to develop skills critical thinking and reflective practice, excellence in practice, and specialist knowledge and research based practice.*
- 16. To take accountability for allocated assessments, planning and implementation of care packages/ programmes of support, within their caseload.*

Supervision

- 1. To provide and receive regular supervision in order to support the continuous professional development to self and others.*
- 2. To contribute to the process of induction for new team members and other disciplines, as appropriate.*
- 3. To identify own training/educational needs as part of the supervision and appraisal process. Attains and maintains an agreed level of expertise through ongoing training and development.*
- 4. To have people management skills which incorporate compassionate and appreciative leadership.*
- 5. To set workload priorities for self, and oversee the workload of more junior team members and students as required.*
- 6. To provide training, undertake work based assessments and supervision of pre- registration students, typically for periods of 4-12 weeks as required.*
- 7. To contribute to service/policy development through active membership on working parties or professional forums.*
- 8. To undertake tasks concerning the day to day organisation and operation of the team, working with the team leader as required.*
- 9. To set priorities to achieve a balance between service user needs, supervisory duties, (may include staff work allocation, sickness cover and annual leave) and staff training within resource limitations.*
- 10. In collaboration with the team leader and/or specialist establishes clear goals and standards for the team/service in order to maintain and improve the quality of care/support.*
- 11. To work with the Team Leader/ Specialist / Professional Lead to identify clinical levels of expertise within the team, in order that talents, training and competences are identified and can be fully utilised.*

Performance & Quality

- 1. To collect and input statistical information as required within agreed timescales.*
- 2. To participate in and support the team in undertaking clinical audit.*
- 3. To contribute to, and actively promote the implementation, development and upholding of policies, procedures, guidelines and directives, along with relevant statutory measures and governmental directives.*
- 4. The post holder may be required to order stock or sign off expenses for staff.*

JOB STATEMENT

Infection Control
Maintain an up to date awareness of the infection control precautions relevant to your area of work and implement these in practice. As a minimum, this must include hand hygiene, the use of personal protective equipment, the use and disposal of sharps and communicating the importance to patients, prison staff and other health care staff you are working with. Details of the precautions and sources of advice and support to assess and manage infection control risks are provided through mandatory training which all staff must attend at intervals defined in the Trust policy on mandatory training and can be found in the Trust's infection control policies and national guidance, such as that published by NICE.
Learning and Development
As an employee of the Trust, you have a responsibility to participate, promote and support others in undertaking learning and development activities. This includes a proactive approach to ensuring you meet the statutory/mandatory training requirements of your role, and engaging in PDC / appraisal processes in line with Trust policy and guidance.
Health and Safety
As an employee of the trust you have a responsibility to abide by the safety practices and codes authorised by the trust. You have an equal responsibility with management, for maintaining safe working practices for the health and safety of yourself and others.
Constitution, Competence and Capability
As an employee of the Trust you have a responsibility to promote and abide by the rights and responsibilities outlined in the NHS Constitution. You are additionally expected to adhere to Organisational/National/Regulatory Codes of Practice relevant to the role you are employed to undertake. At all times it is expected that you will limit the scope of your practice to your acquired level of competence and capability.
Dignity at Work Statement
Midlands Partnership NHS Foundation Trust is committed to treating all of our staff with dignity and respect. You are responsible for behaving in a way that is consistent with the aims of our Equality and Diversity Policy. This includes not discriminating unfairly in any area of your work and not harassing or otherwise intimidating other members of staff.
Safeguarding Children and Vulnerable Adults
All Trust employees are required to act in such a way that at all times safeguards (and promotes) the health and well-being of children and vulnerable adults. Familiarisation with and adherence to Trust Safeguarding policies is an essential requirement of all employees as is participation in related mandatory/statutory training.

PERSON SPECIFICATION

Specialist Podiatrist

DEPARTMENT:

Podiatry

BAND: 6

*Assessed by: A = Application I = Interview R = References T = Testing

ESSENTIAL CRITERIA	*	DESIRABLE CRITERIA	*
Registration			
Registration with HCPC			A
QUALIFICATIONS & TRAINING			
<p>Degree in Podiatry or equivalent.</p> <p>Relevant Specialist Post Graduate qualifications and/or /courses and/or /development (e.g. professionally recognised courses in a specialist area).</p> <p>Up to date field work/pre-registration student training.</p> <p>Completion of all mandatory training for MPFT or equivalent.</p> <p>Completion and evidence of completing / or equivalent of MPFT competency framework.</p> <p>Evidence of Continued professional development since graduation.</p>		<p>Evidence of further clinical study since graduation.</p> <p>Modules at Masters level</p> <p>Further clinical study relevant to clinical practice such as management of long term conditions e.g. diabetes, rheumatology, biomechanics.</p> <p>Attendance at relevant Special Interest Groups</p>	<p>A</p> <p>A, I</p>

EXPERIENCE			
<p>Relevant experience to the role including assessment and management of various conditions within an area of a clinical speciality.</p> <p>Supporting service users, families and carers in dealing with issues within the area of clinical speciality.</p> <p>Working in a multidisciplinary team.</p> <p>Experience of negotiation and conflict management in clinical situations.</p>		<p>Experience of negotiation and conflict management in clinical situations.</p>	<p>A, I</p>
SKILLS, KNOWLEDGE & ABILITIES			
<p>The necessary competences required to undertake this role will be provided as a separate document on appointment. They are derived from skills for health and aligned to national occupational standards. An element of these are given below:</p> <ul style="list-style-type: none"> • Basic IT skills • Initiate, and participate in networks and discussion groups • Provide leadership in your area of responsibility • Establish a diagnosis of an individual's health condition • Discharge and transfer individuals where appropriate • Enable other individuals to reflect on their own values, priorities, interests and effectiveness • Identify and evaluate opportunities for innovation and improvement • Able to disseminate information by giving formal and informal presentations. • Communicate significant news to individuals <p>Evidence of specialist clinical knowledge relevant to the post.</p> <p>Knowledge of relevant NSF's and NICE guidance. Understanding of wider NHS agenda and its application to the local context.</p>	I		

Understanding of Information Governance, Data Protection, HCPC /College of Podiatry standards and Safeguarding Vulnerable Adults/Children.			
Special Requirements			
<p>Working across hospitals and community settings and have the ability to travel within a geographical area to meet the requirements of the post i.e. have access to a vehicle and insurance for business on said vehicle.</p> <p>Flexibility with working hours to enable 7 day working.</p>			

JOB HOLDER	SIGNATURE
	DATE
MANAGER	SIGNATURE
	DATE