

Job Title:	Band 5 Podiatrist
Reports to (job title):	Podiatry Team Lead
Line Manager to:	N/A

## Job purpose

To provide professional, high quality assessment, diagnosis and treatment for conditions of the foot, ankle and related structures to improve mobility, reduce pain and maintain tissue viability.

## Base

We provide community care from 5 locations across Farnham, North East Hampshire and Surrey Heath, and in patients own homes.

## This post is responsible for

Providing assessment, diagnosis, treatment and discharge planning using evidence-based Podiatry interventions.

- Working within a team and developing professional links across care pathways i.e. Multi disciplinary teams, vascular, orthopaedics, community nursing.
- Managing wound and ulcer care for patients with complex systemic disease (i.e. diabetes, vascular, systemic inflammatory disorders) and multiple comorbidities.
- Undertake new patient clinics, nail surgery assessment clinics, high risk foot clinics and basic msk assessments.
- Working as an autonomous practitioner, responsible for the protection of foot health and wellbeing of our patients.
- Providing care to adults and children.

Supporting other staff including students and podiatry assistants.

## Key responsibilities

- To undertake detailed assessment of new and existing patients (including vascular, neurological and biomenchanical assessment) to provide agreed individual treatment plans.

- To develop clinical skills in wound care and ulcer debridement, high risk foot care, minor surgery and offloading.
- To communicate information in an understandable way to patients, and agree cooperation from the patient for treatment. To communicate effectively with the patients to ensure best clinical outcomes using a range of communication styles e.g. motivation, persuasion and negotiating skills.
- Refer to appropriate professionals where concerns regarding health and social care are identified.
- Undertake diagnostic procedures using appropriate equipment e.g. Doppler and relevant clinical tests as required.
- To take part in clinical rotations (nail surgery & msk).
- Take part in clinical outcomes measures and audit (i.e NDFA).
- Undertake musculoskeletal assessments, prescription and manufacture of orthoses if this is your specialist area.
- Undertake health promotion activities to groups/individuals/clients and other professionals as appropriate and required.
- Work within scope of practice agreed locally to provide podiatric care as required.

## Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

### Care

- Inspire
- Understand
- Communicate

### Think

- Challenge
- Improve
- Learn

### Do

- Accountability
- Involve
- Resilience

## Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice, NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

## Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

## Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

## Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

## Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

## Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

## Medicines Management Responsibility

### **Nursing or registered healthcare professionals**

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

### **Skilled non-registered staff**

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

## Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

## General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a “non-smoking” policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

## Equal Opportunities

It is the company’s intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

## Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

## Personal Specification

### Essential

- BSc Podiatry (or equivalent)
- Full HCPC Registration
- Experience of working as a Podiatrist
- Qualified to administer Local Anaesthesia
- Must be able to drive and have access to a car to travel to various clinical sites
- Strong verbal communication skills
- Willingness to undertake professional development
- Ability to work under pressure and prioritise caseload
- Ability to work independently, without direct supervision
- Clinical expertise in high risk wound management and off loading

### Desirable

- Member of a professional body
- Diabetic foot module or Vascular training
- Experience working in an NHS Setting
- IT skills

Employee signature

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Manager signature

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