

JOB DESCRIPTION

JOB TITLE:	Specialist Podiatrist – Diabetes (Community & Acute)
BASE:	Throughout Sandwell
Clinical Group:	Primary Care, Community And Therapies Clinical Group
CONTRACTED HOURS:	37.5
GRADE	Band 6
RESPONSIBLE TO:	Clinical Lead
ACCOUNTABLE TO:	Directorate Clinical Lead

JOB PURPOSE

Provide a high standard podiatry service to in patients & out patients at risk of chronic systemic or general disease. This will specifically include diabetes within the community and in-patient facilities, specialist diabetic foot clinics, , arthropathies involving major deformities and/or disabilities, ischemic and ulcerated states, annual review/screening clinics, diabetic foot health education.

Supervise & educate junior podiatrists, student podiatrists and podiatry support workers.

JOB SUMMARY

Perform specialist podiatry assessment of patients with diverse presentations and complex physical and psychological conditions, to provide a diagnosis and to develop and deliver a specialised individual treatment programme.

Hold responsibility for own caseload and be responsible for the delivery of a community diabetic foot health service for at risk diabetic patients and to act as a source of expertise in the management of the diabetic foot for primary care, working without direct supervision. Supervision takes the form of regular formal training and clinical reasoning sessions, peer review and case conferences. Access to advice and support from a more senior podiatrist is available when required. Clinical work and documentation will be routinely evaluated.

Training of primary care staff in conducting annual diabetic foot reviews, the advice that should be given to low risk diabetics, early identification of foot complications and appropriate referral

Undertake all aspects of clinical duties as an autonomous practitioner.

Supervise and educate undergraduate podiatry students and assess their performance as required to ensure their standard of practice and knowledge meets the standards set by the professional qualification.

Undertake evidence based audit and research projects to further own and team's clinical practice and make recommendations to the clinical lead of the service regarding potential changes.

Contribute to the implementation of specific changes to practice and service protocols.

MAIN RESPONSIBILITIES

Clinical

Initiate, plan, develop, deliver and co-ordinate the foot health input into both primary and secondary care diabetes multidisciplinary team

Be professionally and legally accountable for all aspects of own work, including the management of patients in your care.

Undertake specialist assessments of patients with diverse or complex presentations and multi-pathologies using specialist analysis, assessment listening and clinical reasoning skills to receive complex & sensitive details from patients to provide an accurate diagnosis of their condition.

Use specialist skills in the assessment of high risk patients to investigate and analyse problems in the high risk foot, using specialist measuring equipment, techniques and methodology.

To use a full range of clinical skills to participate in and deliver services such as vascular and neurological assessment, nail surgery (an assessment of), chair side orthotics and the prescription of bespoke pressure relieving in shoe devices.

Formulate and deliver specialised individual podiatry treatment programmes based on specialist knowledge of evidence based practice and treatment options for the diabetic foot using clinical assessment, analysis and reasoning skills and knowledge of a range of treatment options.

Work in partnership with allied health professional colleagues to enhance the biomechanical service offered to diabetic patients.

Take delegated responsibility from more senior colleagues.

Discuss treatment options and recommend best course of intervention to patients and carers using negotiating, persuasive, motivational and reassurance skills

Assess patient understanding of treatment proposals, gain valid informed consent and have the capacity to work within a legal framework with patients who lack capacity to consent to treatment.

Be responsible for organising and planning own caseload to meet service and patient priorities, readjusting plans as situations change.

Demonstrate highly developed dexterity, co-ordination and palpating senses for assessment and treatment of patients.

Use a range of verbal and non-verbal communication techniques to communicate effectively with patients to progress rehabilitation and treatment programmes. This may include the communication of information to patients who have difficulties in understanding or communicating e.g. where English is not the first language, dysphasic, depressed, sedated, unmotivated and deaf and blind patients. This may also include those who have been subjected to extremes of physical and mental abuse

Communicate patient-related information effectively to ensure collaborative working with MDT colleagues across health & social care sectors to ensure delivery of a coordinated multidisciplinary service.

Evaluate patient progress, reassess and alter treatment programmes if required.

Manage clinical risk within own patient caseload and working environment

Maintain accurate and comprehensive patient treatment records in line with professional, Trust and departmental standards of practice.

Supervise juniors', assistants' and student podiatrists' record keeping according to professional and podiatry service standards.

Represent the podiatry service at multi-disciplinary meetings where appropriate to ensure the delivery of a co-ordinated multi-disciplinary service.

Contribute to a 7 day podiatry service.

Professional

Adhere to Professional Conduct and Practice at all times

Be responsible as required, in liaison with senior colleagues, for teaching undergraduate podiatry students on skills and knowledge within specific clinical areas during student placements.

Clinically educate and evaluate the clinical competence of newly qualified podiatrists and support staff, providing support and guidance and delegating tasks appropriately.

Maintain and develop specialist knowledge of evidenced based practice in the at risk diabetic foot care.

Critically evaluate own work and current practices through the use of evidence based practice projects, audit and outcome measures

Contribute to the development of improvements in service delivery and clinical practice using evidence-based practice to recommend and implement changes in liaison with the team leader.

Be an active member of the in-service training programme participating in and leading sessions and feeding back information from appropriate external courses

Be actively involved in professional clinical groups within therapies such as the journal clubs, clinical interest groups, peer reviews and any other professional development activities.

Organisational

Work within Trust clinical guidelines and professional guidelines and to have a working knowledge of national and local standards monitoring own and others quality of practice as appropriate.

Deputise for the senior colleagues in their absence co-ordinating, allocating and organising the work of junior and assistant staff to meet service priorities on a daily basis.

Participate in the staff appraisal scheme as an appraisee and be responsible for complying with agreed personal development programmes to meet set knowledge standards and competencies.

Appraise junior podiatrists and support workers as appropriate.

Undertake the collection of data for use in service audit and research projects.

Participate in the recruitment, induction & training programmes for new staff, undergraduate podiatry students, locum staff and work experience students.

Educational

Maintain competency by participating in identifying own training needs, engaging in continuous learning and development activities, including attending appropriate courses and taking part in peer reviews. This includes maintaining a portfolio which reflects personal development and provides evidence of application of learning to practice and fitness for purpose.

Effort

This job involves:

- The carrying out of concurrent activities involving moderate to intense physical effort manoeuvring patients (including patients who are clinically obese and those with paralysis or gross weakness) and equipment throughout the working day
- Frequent contact with patients presenting with chronic, terminal and critical conditions and those with limited recovery potential. Also frequent contact with the carers of these patients.
- Frequent, long periods of medium-intense concentration carrying out assessments, supervising more junior podiatrists and support workers and dealing with complex equipment
- Occasional interruptions from bleeps, phone calls and unpredictable work patterns
- Daily exposure to unpleasant working conditions including soiled linen, sputum and body odour and occasional exposure to vomit, blood, contaminated equipment, patients with infections or infestations and physical & verbal aggression

CONFIDENTIALITY:

The post holder must maintain confidentiality of information relating to patients, staff and other Health Service business.

HEALTH AND SAFETY:

Employees must be aware of the responsibilities placed on them under the Health & Safety at Work Act (1974) and the Manual Handling Operations Regulations (1992). This ensures that the agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors to the Trust.

If you are a manager you will be responsible for the Trust's policy on Health and Safety and for taking all reasonable steps to maintain and where necessary to improve health and safety standards. This will include training to ensure that all employees are able to carry out their health and safety responsibilities effectively.

RISK MANAGEMENT:

All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and, when requested, to co-operate with any investigation undertaken.

EQUAL OPPORTUNITIES:

The trust has a clear commitment to its equal opportunities policy and it is the duty of every employee to comply with the detail and spirit of the policy.

CONFLICT OF INTEREST:

The Trust is responsible for ensuring that the service provided for patients in its care meets the highest standard. Equally it is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The

Trust's Standing Orders require any officer to declare any interest, direct or indirect with contracts involving the Trust. Staff are not allowed to further their private interests in the course of their NHS duties.

USE OF INFORMATION TECHNOLOGY:

To undertake duties and development related to computerised information management to meet the changing needs and priorities of the Trust, as determined by your manager and in accordance with the grade of the post

SAFEGUARDING – CHILDREN/YOUNG PEOPLE AND VULNERABLE ADULTS

Every employee has a responsibility to ensure the safeguarding of children and vulnerable adults at all times and must report any concerns immediately as made clear in the Trust's Safeguarding Policies.

INFECTION CONTROL

The Trust is committed to reducing the risk of health care acquired infection. Accordingly it is essential that you adhere to all Trust infection control policies, procedures and protocols (to include hand decontamination, correct use of PPE (Personal Protective Equipment) and care and management of patients with communicable infections). You are required to report any breaches/concerns promptly using the Trust's incident reporting system.

SMOKING

This Trust acknowledges its responsibility to provide a safe, smoke free environment for its employees, service users and visitors. Smoking is therefore not permitted at any point whilst on duty, in accordance with the guidelines set down within the Trust Smoking Policy

The above duties and responsibilities are intended to represent current priorities and are not meant to be a conclusive list. The post holder may from time to time be asked to undertake other reasonable duties. Any changes will be made in discussion with the post holder in the light of service needs and will be commensurate with the grade and competencies of the post.

I agree that this Job Description is an accurate reflection of my current role and responsibilities.

Name:

Signature:

Date: