

EMPLOYEE SPECIFICATION FOR THE POST OF PODIATRIST

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation

Attribute	Essential	Weight	Desirable	Weight	How Identified
Values	<ul style="list-style-type: none"> All colleagues are expected to demonstrate at interview that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: <p>Trust Honesty Respect Compassion Teamwork</p> <ul style="list-style-type: none"> All colleagues are expected to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion (EDI) and how it applies to their role. The Trust's expectations are highlighted within our EDI Policy, and associated EDI and Human Rights legislation 	2			I
Physical requirements	<ul style="list-style-type: none"> Has the physical ability to perform the full range of duties 	2			I
Qualifications - Academic / Craft / Professional	<ul style="list-style-type: none"> BSc/Diploma in Podiatry Registrant of Health and Care Professions Council Local analgesia Certificate (POM A and S) 	2	<ul style="list-style-type: none"> IT qualification Relevant accredited courses Member of the Royal College of Podiatry 	2	A

	<ul style="list-style-type: none"> Competent IT skills 				
Experience	<ul style="list-style-type: none"> NHS Podiatry experience Experience of team working. Have had experience in a range of placements 	2	<ul style="list-style-type: none"> Experience of multi-disciplinary and interagency working Previous experience of using electronic patient record systems 	2	A,I,
Attribute	Essential	Weight	Desirable	Weight	How Identified
Knowledge	<ul style="list-style-type: none"> Understanding of podiatrist role in the NHS. Understanding of Primary Care. Understanding of relevant NHS Policy. Aware of legal responsibilities 	2	<ul style="list-style-type: none"> Evidence of Continuous Professional Development Must be able to demonstrate a clear understanding of core trust values and be able to articulate in practice Aware of wider NHS issues 	2	A,I,R
Skills	<ul style="list-style-type: none"> Demonstrates sound clinical reasoning skills. Able to manage own caseload Evidence of a range of CPD activities Ability to work effectively autonomously and as a team player, and as part of a multi-disciplinary team Must be self-motivated and able to demonstrate personal initiative Evidence of good organisational skills and time management. 	2			

	<ul style="list-style-type: none"> • Must be flexible and adaptable in meeting the needs of service users and departmental priorities • Excellent interpersonal skills • Ability to communicate effectively with members of the public and health and care providers, both verbal and written including the ability to write letters and maintain patient records • Courteous, respectful, and helpful at all times with an understanding of IG and confidentiality • Ability to deal with non-routine and unpredictable nature of the workload and individual patient contact • Ability to take part in reflective practice and clinical supervision activities • IT skills • Ability to be flexible and respond to changing needs in service provision. • To provide direct care, with frequent exposure to highly unpleasant working conditions (ulcers/ tissue breakdown and body fluids, dusts and adhesives) and uncomfortable/restrictive working environments (domiciliary visits in small, cramped area, awkward access and reduced Infection Control measures). 				
Contractual Requirements	<ul style="list-style-type: none"> • The ability to travel between locations in a cost effective and timely manner. 	2			

	<ul style="list-style-type: none"> • A Full UK driving licence and vehicle for business use is required for this post; however reasonable adjustments will be made for disabled individuals in line with the Equality Act 2010. • Reliable work record • DBS clearance • Evidence that personal behaviour reflects Trust Values 				
--	---	--	--	--	--

PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT 2010

This specification has been prepared in accordance with the Trust's Recruitment & Selection Best Practice Guide.

Post Holder Signature: Print name:.....Date:.....

Designation:.....Manager Signature:.....Date:.....