

**SECTION 1**

**JOB IDENTIFICATION**

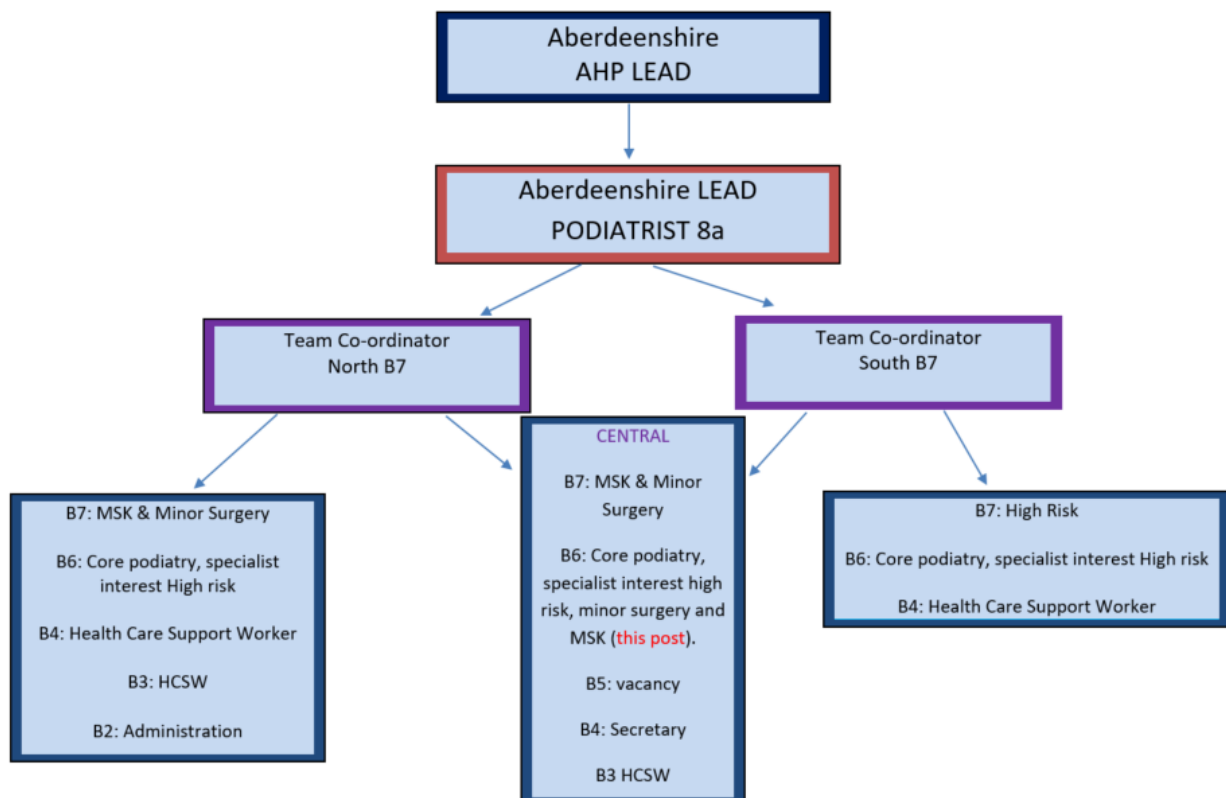
<b>Job Title:</b>	Community Specialist Podiatrist
<b>Department(s):</b>	Podiatry
<b>Location:</b>	Skene Medical Centre, Westhill.
<b>Hours:</b>	15.5 hours per week
<b>Grade:</b>	Band 6
<b>Salary:</b>	£37,831 - £46,100 pro rata per annum
<b>Contract:</b>	Permanent
<b>Job Reference:</b>	167899

## SECTION 2

### 2. JOB PURPOSE

As an autonomous clinician work as part of a team, to deliver the highest possible podiatric care to patients in a variety of locations, both palliative and corrective, maintaining mobility and foot comfort whilst liaising with other relevant Health and Social Care Professionals and other agencies as appropriate.

### 3. ORGANISATIONAL POSITION



### 4. SCOPE AND RANGE

To work as an autonomous Specialist Podiatrist within Aberdeenshire Health and Social Care Partnership. To support MSK specialist service provision. Providing evidence based care packages to a diverse patient base with specialist needs e.g. children, elderly, mental health, chronic disease, with the ability to adapt professional practice to accommodate the clinical environment i.e. clinic, domiciliary, hospital and changes to in professional/legislative clinical practice.

Based in Westhill, but may be required to work across Aberdeenshire, and work out with normal 08.30 – 16:45 hours if required.

To practice within the legal and ethical framework of the Health Professions Council.

## **5. MAIN DUTIES/RESPONSIBILITIES**

- To maintain a high standard of communication skills in order to facilitate multidisciplinary working and promote optimum patient care.
- To plan and deliver MSK assessment, diagnosis, treatment and onward referrals to Allied Health Professionals if appropriate.
- To plan and organise own workload to ensure effective time management.
- To autonomously assess, diagnose and develop specialised individual care pathways for patients with complex medical/Podiatric needs, to promote and support patients wellbeing.
- Participate in and instigate audit initiatives to ensure evidence available to support best practice, and quality service development.
- To be a recognised local source of expertise in the management of specialist podiatry care.
- To be fully aware of the implications of Clinical Governance to ensure safe practice.

## **6. SYSTEMS AND EQUIPMENT**

- As a Podiatry MSK specialist establish and develop links with a wide range of colleagues and practitioners related to your post.
- Perform intricate clinical procedures as appropriate to improve or eradicate foot disorders, using specialised podiatric instruments and equipment e.g. Nail Surgery, wound care, ulcer debridement.
- Be aware of the risks of moving and handling patients, carrying equipment, domiciliary cases.
- Clinical equipment used; nail drills, hydraulic chairs, scalpels, Doppler, monofilaments & neurothesiometers (to check vascular and neurological supply), specialist podiatric instruments, domiciliary cases.
- Other equipment used; PCs, printers, lap tops, PowerPoint projectors
- Control of Infection – MRSA, Hepatitis B, Septic lesions.

## **7. DECISIONS AND JUDGEMENTS**

- To utilise the full range of Podiatry skills and evidence based Specialist knowledge to assess patients' and care staff needs. Identify and action appropriate care packages or education. Consideration should be given to lifestyle, gender, cultural background, ensuring involvement of patients, carers, family and significant others. Ensure consideration is given where there may be barriers to understanding e.g. elderly, children, learning disability, other professionals or agencies.

- To continually assess patient needs, plan, implement, evaluate and refine specialised programmes of care, which are evidence based utilising all available resources. Ensuring consideration is given to lifestyle, gender and cultural background, involvement of patients, carers, family members and significant others.
- To diagnose and treat patients in the prescribing of foot appliances, by performing intricate clinical interventions. e.g. nail surgery, wound care, ulcer debridement.
- To provide specialist guidance and advice to empower patients and care staff to maintain or improve their foot health, taking into account there may be a requirement to impart news which the patient/carer is unwilling to hear e.g. patient and carers frequently believe there is an automatic entitlement to podiatry care, care staff/nurses often unwilling to provide basic foot care.
- To promote and represent the profession within Aberdeenshire and across multidisciplinary agencies, ensuring that both professional and departmental standards are adhered to at all times.
- To participate in the provision of high quality Podiatry education services to meet the strategic vision of the service and support the business plan of NHS Grampian.
- To order clinical and other supplies through Central Team Coordinator, to ensure effective, efficient stock control within various clinical and education settings.
- To maintain full and accurate clinical records and comply with administrative procedures. Provide clinical and statistical information as required by Line Manager
- To participate in the training of and supervision of junior members of staff, Podiatry or medical/nursing students or Health Care Support workers, as deemed appropriate.
- To prescribe podiatric orthotic devices where appropriate.

## **8. COMMUNICATIONS AND RELATIONSHIPS**

- To maintain a high professional standard of treatment and conduct throughout the working day and a high standard of professional integrity out with the workplace at all times.
- Have a pleasant and professional approach when dealing with members of the public, colleagues, GPs, Consultants and all others.
- To provide a source of education in the management of Foot Care within the Health and Social Care partners.
- To be fully aware of the implications of clinical governance to ensure safe practice. To promote adherence and development of quality standards.
- Contribute to the development and implementation of policies and protocols within the department.

- Need to manage possible conflict with patients, where the news imparted may not be what the patient wishes to hear e.g. severity of condition, discharge policy, long waiting times, reluctance to adhere to treatment plans or poor prognosis, this can be emotionally demanding and time intensive.

## **9. PHYSICAL DEMANDS OF THE JOB**

- Need for good hand/eye co-ordination. Where scalpel work is required there is a need for speed, accuracy, dexterity and manipulation in conjunction with the provision of appropriate skin tension.
- Perform intricate clinical procedures as appropriate to improve or eradicate foot disorders, using specialised podiatric instruments and equipment i.e. Nail Surgery, wound care, extensive ulcer debridement.
- To be aware of health and safety issues and actively promote good working position and Risk Assessment skills to identify actual and potential risks e.g. RSI and action appropriate management.
- To be aware of the risks of lone working – clinic and domiciliary setting e.g. aggressive behaviour from patients or others.
- On a daily basis deal with exposure to poor foot hygiene, wounds, foul odours, infection, blood and the possibility of sharps/needle stick injury, nail dust.
- Need to work on domiciliary visits where the environment is not clinically sound, and may carry clinical risk e.g. poor lighting, poor hygiene, and pets.
- On a daily basis be aware of risks relating to moving and handling patients such as assisting patients on/off treatment plinth or escort patient to/from waiting areas, carrying equipment and domiciliary requirements.
- To maintain a knowledge of current Podiatry developments.

## **10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB**

- To autonomously assess, diagnose and develop specialised education and care programmes for patients (or carers) with complex medical/Podiatric needs, to promote and support patient's wellbeing. Perform intricate clinical procedures as appropriate to improve or eradicate foot disorders, using specialised podiatric instruments and equipment e.g. Nail Surgery, wound care, ulcer debridement, fully utilising the full range of podiatry skills and knowledge to ensure care aims are easily identified and met.

- To provide specialist guidance and advice to empower patients, care or nursing staff to maintain or improve foot health, taking into account there could be a requirement to impart unwelcome news e.g. poor compliance on footwear, home remedies. Be aware of how treatment plans and episodes of care impact on the physical, mental or emotional health of patients, colleagues and on a personal basis.

## **11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB**

- Diploma/degree in Podiatric Medicine, current HCPC Registration
- LA Certificate (Local Anaesthetic) – LA is a Prescription Only Medicine, holders of LA certificate have the authority to prescribe and administer LA.
- Minimum of 2 years at Specialist Podiatrist level, ability to demonstrate an interest in MSK, adult or children. This post is not suitable for a new graduate due to remote and rural aspects of post and departments inability to provide appropriate supervision.
- Effective communication skills – written, verbal, presentations.
- To participate in NHS Grampian's Performance Appraisal and Development TURAS platform.
- To attend courses and in-service training accepting ownership of personal professional development (CPD) and to encompass the principles of reflective practice.
- To keep up to date with the latest developments and changes within social care, department, organisation and profession in general
- Awareness of NHS framework/priorities
- Ability to motivate, develop and work as part of a unit/multidisciplinary professional team.
- In conjunction with Lead Podiatrist or other Highly Specialist clinicians facilitate education within Podiatry and other areas.
- Able to lead and participate in audit.
- To maintain accurate clinical records and ability to interpret activity data and make appropriate recommendations.
- Be able to recognise a clinical emergency and act appropriately eg management of anaphylaxis, basic life support, limb at risk.
- Competent I.T. skills
- Full British driving licence, car lease scheme in operation.

## PERSON SPECIFICATION

**POST/GRADE:** Community Specialist Podiatrist / Grade 6

**LOCATION:** Skene Medical Centre, Westhill

**WARD/DEPARTMENT:** Podiatry

The Person Specification should meet the demands of the job and comply with current legislation. Setting unnecessary standards may, for example, unfairly discriminate against one sex, the disabled or minority racial groups. Applicants should be assessed in relation to their ability to meet the real requirements of the job as laid down in the job description. With the exceptions relating to displaced and disabled candidates noted in Sections 5.3 and 5.4 of this policy, shortlisted candidates must possess all the essential components as detailed below.

### GENERAL REQUIREMENTS

Factor	<u>Essential</u>	<u>Desirable</u>
Qualification & Experience	<p>Minimum of three years relevant experience working in the National Health Service.</p> <p>BSc in Podiatry</p> <p>Registered podiatrist with the Health Care Professions Council</p>	<p>Previous experience in specialist pathways.</p>
Particular requirements of the post	<p>Good leadership skills required for the potential supervision of Band 5 Podiatrists, Podiatry HCSW and Podiatry students.</p> <p>Good interpersonal skills. This should be inclusive of written and verbal communication skills.</p> <p>Ability to continually assess and evaluate the podiatric needs and associated treatment plans of both new and existing patients.</p>	<p>Evidence of leadership skills and audit.</p> <p>Able to travel across Aberdeenshire, as and when required.</p>

	Understanding of the principles of Clinical Governance / Quality Improvement.	
Personal Qualities	Ability to work independently or as part of a team Flexible approach to all aspects of work.	Evidence of team working.
Level of Disclosure check required	Full	Adult & Child