

Job Description

Job Title: Inpatient Podiatrist

Location: North East Essex / Colchester

Reports to: Lead Podiatrist

Job Purpose

The post holder will manage a defined caseload of complex patients, who require specialist evidence based interventions, working closely with the wider MDT. They will work collaboratively as part of the diabetes and vascular teams to deliver specialist podiatric care to people admitted to Colchester General Hospital to meet the standards set by NICE NG 19 (2016).

Provide a high standard of podiatric care undertaking all aspects of clinical duties as an autonomous practitioner including assessment, clinical diagnosis, treatment, evaluation and discharge.

Clinical Responsibilities – (Specific)

- Assess foot wounds/tissue breakdown on all Diabetic feet identified by Ward staff, EAU, A & E, either identified on admission or throughout stay (including pressure damage on Diabetic feet).
- Provide Specialist Podiatry input in the care plan of Diabetic Foot pathology, particularly in regards to debridement, antibiotics, dressings and offloading/Pressure relief.
- Provide specialist Podiatry input into joint Vascular and Diabetic MDT ward rounds for those Diabetic foot patients that require an MDT approach (including Diabetologist, Vascular consultant, Vascular Nurse, Orthopaedics where appropriate).
- Be the link between Inpatient (medical and surgical teams) and Outpatient care for patients with Diabetic foot complications to ensure appropriate follow-up on discharge locally and the pathway of care between community/primary care and secondary care is as seamless as possible.
- Liaise with Ipswich Hospital Diabetic Foot Clinic Team regarding Suffolk CCG patients who are admitted to the Colchester Vascular Hub for treatment (e.g., bypass surgery) and ensure appropriate hand back/follow-up occurs on discharge or repatriation.
- Engage service users in treatment planning decisions, in line with their individual goals. Implement individual or group interventions in collaboration with the patient to achieve specific goals.
- Evaluate patient progress, reassess and alter treatment programmes at each contact as required, using standardised outcome measures where appropriate.

- Provide clinical leadership by being professionally and legally accountable for all aspects of your own work. Ensure a high standard of clinical care for patients under your management.
- To work in conjunction with the diabetic teams, both hospital and community based.

Educational Responsibilities

- To educate, train and provide mentorship and clinical supervision to podiatrists and other health care professionals in the management of the high-risk foot.
- Plan and deliver Diabetic foot care education to healthcare professionals (formalised training e.g. tissue viability/diabetes link nurses training days etc.) and ad-hoc individualised training to ward staff, vascular and orthopaedic teams, student nurses etc. as identified
- Be an active member of the Focus on Feet Group and Regional Diabetes Foot Care Network.

Professional Development

You will work alongside experienced podiatrists and encouraged in your professional development.

- To ensure own practice is up to date and evidence based, and be able to demonstrate an awareness of current relevant research through educating other clinicians and peer review
- Where appropriate, keep up to date with prescribing updates
- To undertake an annual appraisal and personal development reviews.
- Actively participate in the in-service training programmes by attending and delivering presentations, tutorials, individual training sessions, peer review, external courses and professional clinical interest groups.
- To contribute to the development of protocols and standards on Diabetic foot care.
- To undertake the measurement and critical evaluation of own work and current practices through the use and application of evidence based practice and audit, making recommendations to changes in clinical practice.
- Maintain HCPC standards

Leadership

- Take ownership of a specific area of the service, providing updates to the Service Manager and contributing to service development initiatives.
- Analyse the service provided, identify opportunities, make recommendations and implement changes such as in working practice, policies and guidelines.
- Implement evidence based, procedures, policies, protocols and guidelines.
- Contribute to local policy making within the agreed Organisation strategy.

- Act as an ambassador for the Organisation in professional and public settings.
- To belong to diabetes interest groups at local and national levels, undertake presentations and disseminate information gained to HCP as appropriate.

Audit & Research

- Assist in the collection of data for National Diabetes audits including Diabetic Foot audit and devise local audits to determine impact of the Inpatient Podiatrist role and areas for improvement in delivering the pathway of care/education requirements etc. Involvement in route cause analysis of major amputations undertaken.
- Evaluate own work and current practices through the use of evidence based practice projects, supervision, reflection, appraisal, research projects, audit and outcome measures.

KEY WORKING RELATIONSHIPS

- Senior Managers
- Consultant Physicians and registrars
- Consultant Vascular Surgeons and registrars
- General Practitioners
- Specialist Diabetes Nurses
- Specialist Vascular Nurses
- Allied Health Professionals
- Community Podiatry Team
- Ipswich Hospital Diabetic Foot Team
- Service Managers
- Hospital Staff
- Professional and pathway leads
- Social Care senior staff
- People with diabetes

Financial and Physical Resources

- To be responsible for ensuring the security of information and to comply with the Data Protection Act. This also includes passwords to computers containing confidential reports and information.
- To be responsible for office security along with all the team.
- To assist in the development of services to reduce costs and ensure value for money.

Human Resources

- To be responsible for your own day to day work allocation and supervision of junior staff.

- To contribute to the training and development of the team.
- To be involved in the recruitment process.
- To assist in the induction of new members of staff.
- To ensure all mandatory training is undertaken.

Information Resources

- To ensure databases within department are maintained and data is stored in accordance with Caldicott Guidelines and that patient confidentiality is maintained at all times, changing database functions and fields as necessary.

Freedom to Act

- To take the initiative to contact and consult with staff and the Service Manager as appropriate as this is a post that requires unsupervised working and exercise of judgment in seeking assistance.
- To prioritise own workload according to service needs and to manage conflicting priorities.
- To have the confidence to make decisions.

Physical Effort

- To work at different locations and different settings including at a work station on a desktop/laptop PC for varying length of time and will be required to be near the telephone at all times.
- To work in a variety of settings which require moderate, physical effort and carry out a combination of sitting, walking or standing.

Mental Effort

- To exercise a high level of concentration in order to ensure patient treatment plans are implemented in a safe and effective way, reports, referrals and letters are processed and dealt with accurately and professionally.
- To manage frequent interruptions in the working day via telephone calls, emails and requests from managers and clinicians.
- To prioritise own workload according to the service needs and to manage conflicting priorities and deadlines.
- May require a high level of communication skills when dealing with distressed patients and their families.

Emotional Effort

- To manage situations with occasional exposure to distressing or emotional circumstances with regards to staff or patients issues.

Working Conditions

- To use VDU equipment more or less continuously on most days.
- To occasionally deal with verbal aggression from patients, relatives or clinicians and deal with these appropriately, escalating as necessary.
- Drive at all times of the day including in the dark.

Amending the job description: It is expected that as the organisation develops and changes it may be necessary to vary the tasks and/or the responsibilities of the post holder. This will be done

in consultation with the post holder and it is hoped that agreement can be reached to any reasonable changes.

Confidentiality: The post holder must at all times maintain complete confidentiality of the material and information that they handle. Any matters of a confidential nature, or in particular, information relating to diagnoses and treatment of patients and individual staff records must not, under any circumstances, be divulged or passed on to any unauthorised person or persons. The post holder must respect patient named confidentiality in keeping with “Caldicott principles”.

Data Protection: The post holder must at all times respect the confidentiality of information in line with the requirements of the Data Protection Act. This includes, if required to do so, obtaining, processing and/or using information held on a computer in a fair and lawful way, holding data only for the specified registered purposes and using or disclosing data only to authorised persons or organisations as instructed.

Policies & Procedures: The post holder will be expected to comply with all statutory legislation, the organisations governance framework and approved national and local policy. All employees are expected to comply with all of the organisations Policies and Procedures.

General: The post holder will be expected to be responsible for his/her continuing professional development and to take a proactive approach to maintaining personal and professional effectiveness in an evolving role.

The duties and responsibilities described in this Job Description are intended to be indicative but not exhaustive of the responsibilities of the post holder. As the organisation develops, the requirements of the job may change and the post holder is expected to adapt to these changes.

Health & Safety: Employees must share responsibility for abiding by health and safety policies and regulations, infection prevention and control policies and act in accordance with the Risk Management Policy. This includes compliance with The Health Act 2006 Code of Practice for the prevention and control of healthcare associated infection. In addition, be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedure is carried out to maintain a safe environment for themselves, other employees and visitors.

Equal Opportunities Policy and Anti-Harassment: The post holder will immediately report to their line manager any breach or suspected breach of both equal opportunity and anti-harassment guidelines

Safeguarding Children: Everyone employed by the organisation regardless of the work they do has a statutory duty to safeguard and promote the welfare of children. When children and/or their carers use our services it is essential that all child protection concerns are both recognised and acted on appropriately. You have a responsibility to ensure you are familiar with and follow the Southend Essex and Thurrock (SET) child protection procedures and the organisations safeguarding policy to ensure you are equipped to carry out your duties effectively, you must also attend mandatory child protection training and updates at the competency level appropriate to the work you do.

Safeguarding Adults: Everyone employed by the Organisation regardless of the work they do has a duty to safeguard and promote the welfare of vulnerable adults. When patients and/or their carers use our services it is essential that all protection concerns are both recognised and acted on appropriately. You have a responsibility to ensure you are familiar with and follow relevant policies

in relation to safeguarding vulnerable adults. To ensure you are equipped to carry out your duties effectively, you must also attend mandatory vulnerable adult protection training and updates at the competency level appropriate to the work you do.

Job Person Specification Band 7 (Band 6 to be discussed at interview)

	Criteria	Means of assessment
Qualifications/Training	Essential <ul style="list-style-type: none"> BSc or equivalent in Podiatry Current Health and Care Professionals Council Registration. Post registration training in Diabetes / diabetic footcare Desirable <ul style="list-style-type: none"> Mentorship or Supervisory Skills Training Training on CBT or Motivational Interviewing/Year of Care Non-medical prescribing qualification 	<ul style="list-style-type: none"> Application form / certificate Application form / certificate Application form / membership card Application form / membership card Application form / interview Application form / certificate
Knowledge and Experience	Essential <ul style="list-style-type: none"> Experienced in the provision of high risk treatments & diabetic assessments. Considerable experience working in different clinical settings. Experience of facilitation and working within secondary care. Experience in Audit & Research. Experience of Leadership and facilitating change. At least 4 years post registration experience including working with diabetes patients. Desirable <ul style="list-style-type: none"> Evidence of on-going Professional Development at Masters Level. Experience of Community and Acute 	<ul style="list-style-type: none"> Application form / interview / references Application form / interview / references Application form / interview Application form / interview Application form / interview Application form / interview / references Application form / interview / certificate Application form / interview

	settings.	
Skills and Abilities	<p>Essential</p> <ul style="list-style-type: none"> ▪ Excellent communication and interpersonal skills ▪ Good organisational skills ▪ Good time management and ability to prioritise own workload and work independently ▪ Ability to use own initiative ▪ Positive attitude to change ▪ Good clinical leadership skills ▪ Networking skills ▪ Ability to influence & problem solve ▪ Able to produce high quality reports ▪ Creative & innovative approach to development ▪ Committed to an integrated approach ▪ Good presentation, teaching & facilitation skills ▪ Ability to reflect and appraise own performance ▪ Be able to respond to unpredictable work patterns and frequent interruptions ▪ Be prepared to deal with sensitive information and complex patients ▪ Be able to deal with distressed clients, relatives and staff. <p>Desirable</p> <ul style="list-style-type: none"> ▪ Good clinical leadership skills ▪ Advanced IT skills 	<ul style="list-style-type: none"> ▪ Application form / interview / references ▪ Application form / references ▪ Application form / interview / references ▪ Application form / interview / references ▪ Interview ▪ Interview ▪ Interview / references ▪ Interview / references ▪ Application form / interview ▪ Interview / references ▪ Application form / interview ▪ Application form / interview ▪ Interview / references ▪ Application form / interview ▪ Application form / interview ▪ Application form / interview ▪ Application form / interview
Training and Professional Development	<p>Essential</p> <ul style="list-style-type: none"> ▪ Evidence of commitment to lifelong learning ▪ Demonstrate own practice is up to date 	<ul style="list-style-type: none"> ▪ Application form / interview / references ▪ Application form /

	and evidence-based and be able to demonstrate an awareness of current relevant research and national guidelines	interview / references
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