

Diabetes Ireland

Senior Podiatrist Job Description 2019

Service

You will work within the Integrated Services Directorate; working as part of a multi-disciplinary team delivering a co-ordinated approach to client care.

As a Senior Podiatrist working in the area of the High Risk foot, you will have the vision and drive to bring together professionals working in different areas of healthcare in the regional referral area. Together, you will provide optimal diagnoses and treatment in order to improve outcomes for patients who are at increased risk of, or have developed, serious foot complications.

You will be responsible for the commencement, development and continued provision of a quality, responsive and effective podiatry service to both prevent deterioration in foot health and, to minimise the necessity for hospital admissions for limb salvage.

You will provide education and training to both patients/patient groups and other health care providers so that together, disease prevention can be optimised in the population.

You will be expected to actively participate in the co-ordination of strategic planning and development of Podiatry services in consultation with line management.

Purpose of the Post

All people identified as high risk of developing foot complications should be reviewed on a yearly basis and managed in conjunction with their medical specialist at a level 3 / 4 acute medical centre and the clinical guidelines for that medical condition in line with national guidelines. As part of a multidisciplinary team in providing a quality, person centered, evidence based podiatry service to meet the needs of service users, you will be expected to undertake the following duties:

- To identify, treat and manage a clinical caseload of patients who are at risk of developing foot complications across all care groups (patients with Diabetes, Rheumatoid Arthritis, Peripheral Vascular Disease, Neurological complications)
- To utilise effectively your clinical skills and skills in Biomechanics, gait analysis, insoles, orthotics, footwear prescription and off-loading practices.
- Liaise closely with other members of the multidisciplinary team, consultants and hospital personnel, patients, carers and others on matters relating to the management and treatment of patients with foot problems.
- To develop local care pathways in accordance with nationally agreed clinical pathways for diabetic foot care and develop pathways for the management of at risk patients.
- To promote foot health and advise on self-care.
- To facilitate clinical practice placements for podiatry undergraduate students and others as appropriate.
- To facilitate community healthcare staff to identify, manage, and treat appropriately at risk patients through guidance, training and support.

Principal Responsibilities and Duties

Professional / Clinical

You will:

- adhere to the National Multi-disciplinary Footcare model.
- ensure professional standards are maintained in accordance with “The Society of Chiropodists and Podiatrists (UK) Guidelines on Minimum Standards of Clinical Practice“ for Podiatry.
- work as part of a team or independently to ensure effective day to day co-ordination and prioritisation of the podiatry service within the designated work / activity areas.
- co-ordinate clinic appointments, organise time and ensure deadlines are met.
- provide a comprehensive holistic patient assessment and a care process devised in collaboration with the multidisciplinary team in the hospital/ community setting ensuring the optimum treatment for patients referred
- interpret and analyse clinical and non-clinical facts to form an accurate diagnosis and prognosis for a wide range of complex conditions through the HSE’s Professional Line Management structure
- be directly responsible for the assessment and treatment of patients referred, including those with a complex presentation using investigative analytical skills.
- monitor and evaluate outcomes of treatment for individual patients through the HSE’s Professional Line Management structure.
- be responsible for the recording and updating of notes following assessment and treatment of patients.
- participate in Health Promotion activities making use of available local and national tools and opportunities.
- work as part of a multi-disciplinary team and to liaise with other staff and disciplines, attend case conferences, and meetings as appropriate and ensure timely referral to other services as required.
- engage in team building and change management initiatives.
- develop and maintain good working relationships with team members, hospital staff and other general and specialist services to ensure an integrated service for clients and provide proactive support to members of that team.
- communicate with senior and/or junior staff, provide case supervision to less experienced Podiatrists, write reports and present data as required.
- take responsibility for a number of areas of practice working with a variety of client groups (e.g. people with diabetes, rheumatoid arthritis/chronic disease, chronic neuropathy, vascular disease, wound management/tissue viability, biomechanics, footwear fitting, off-loading techniques and nail surgery).
- participate in community needs assessment and ongoing community involvement.
- provide an excellent, high standard of service to patients, in terms of sharp debridement and ulcer management and good staff morale.

Education and Training

- act at all times as an effective role model by demonstrating skilled Podiatry practice within the clinical situation.
- maintain and develop personal specialist skills in the clinical area through personal study, attending lectures, courses, in-house training, and to act as a resource for other members of staff and Diabetes Ireland initiatives.
- act as a mentor, providing advice and support to junior staff, sharing knowledge to maintain professional standards and good work practice.
- discuss present performance and future development needs with line management.
- participate in continuous improvement and other quality initiatives
- actively seek opportunities to improve client care within resources available
- work effectively using common computer software and engage in Information Technology development as they apply to client and service administration
- be responsible for keeping up to date with organisational development within the Health Service Executive and Diabetes Ireland.

Health & Safety

- work in a safe manner with due care and attention to the safety of self and others.
- implement agreed policies, procedures and safe professional practice by adhering to relevant legislation, regulations and standards.
- be responsible for risk minimisation and management of own area of work and report any potential hazards of any aspect of the service to the line manager.
- document appropriately and report any near misses, hazards and accidents and bring them to the attention of the relevant person(s).

Administration

- participate in relevant planning activities to ensure that the podiatry services provided are adequate and developed according to patients needs in consultation and agreement with line management.
- contribute to the development and implementation of information sharing protocols, audit systems, referral pathways, individual care plans and shared care arrangements.
- understand and adhere to the policies, procedures and protocols of the Service and participate in the development of such policies as appropriate.
- carry out clinical/administrative audit to ensure standards are met by junior staff and co-operate with any audit processes undertaken by the line manager.
- be responsible and accountable for the care and maintenance of equipment and stock control and other such duties that may be assigned by line management, e.g. to be responsible and accountable for the economical use of resources of the service.
- prepare, store and maintain such records / data as required by HSE Management.
- to be aware of the implications of the GDPR and Freedom of Information legislation.
- notify HSE line management and Diabetes Ireland of annual leave in advance and sick leave, as soon as possible in accordance with policy

Skill Mix

You must demonstrate:

- the ability to critically analyse and apply clinical reasoning skills in the selection of appropriate assessment techniques including neurological, vascular, dermatological, biomechanical and other podiatric assessments in the context of diabetes podiatric practice.
- the knowledge and ability to undertake a comprehensive assessment of the vascular and neurological status of the lower limb including use of Doppler, Ankle Brachial Pressure Index calculation, and tests for sensory and motor dysfunction.
- experience in lower limb musculoskeletal assessment, gait analysis and evaluation of plantar pressures.
- knowledge of and experience in prescription and fitting of orthotic devices, casting techniques, and provision of off-loading devices.
- knowledge of tissue viability and experience in treating chronic diabetes foot ulceration and other care group conditions.
- a high standard of wound care including sharp debridement skills and knowledge of standard and advanced topical therapies.
- the ability to detect signs of infection, to determine level of infection, take wound swabs and make the necessary and appropriate referral/s.
- knowledge of dermatological conditions associated with diabetes.
- knowledge and experience of effective models of Podiatry assessments and treatments.
- clinical knowledge and understanding of quality issues relating to services.
- good knowledge and experience in nail surgery and the use of local anaesthesia in the high risk foot.
- experience of supervision of junior staff / students in the clinical setting and knowledge / experience of a mentor scheme for junior staff.
- experience of working in specialist clinics or using specialist skills in general clinics in the care of the Diabetic and high risk foot.
- knowledge of national issues/developments in Podiatry
- ability to train and support other healthcare professionals in the identification and management of the at risk foot.
- involvement in health promotion and disease management.
- evidence of effective planning and organising skills including awareness of resource management and importance of value for money.
- the ability to work independently as well as part of a team.
- effective communication and interpersonal skills.
- a commitment to providing a quality service and is sympathetic and understanding of the needs and expectations of others.
- innovation, enthusiasm and self-motivation in your approach to service delivery, health promotion and customer care.
- the ability to evaluate information, problem solve and make effective decisions.
- good working knowledge of common computer software packages.
- knowledge of the Acute Medicine Programme and HSE Primary Care Strategy and how they relate to Podiatry.

Reporting Relationship

Administration, employment and outcomes reporting will be under the line management structure of Diabetes Ireland.

Professional reporting relationship for clinical governance and clinical supervision will be to the Head of Discipline through the HSE's regional area professional line management structure.

Until such time as arrangements have been finalised on a system for the management of the day to day operation of teams within the Integrated Services Directorate, existing reporting relationships to the HSE's regional area Head of Discipline will continue.

The above job specification is not intended to be a comprehensive list of all duties involved and consequently, you may be required to perform other duties as appropriate to the post which may be assigned to you from time to time and to contribute to the development of the post while in office. The reform programme outlined for the Health Services may impact on this role and as structures change the job description may be reviewed.