

JOB DESCRIPTION

JOB DETAILS:

Job Title:	Senior Podiatrist
Band:	6
Directorate:	Clinical Support and Cancer Services (CSCS)
Department:	Podiatry
Base:	Countywide service – base to be confirmed
Responsible for:	
Responsible to:	Operational Manager / Head of Service
JD updated:	December 2023

Department Core Purpose

We are foot specialists who focus on the protection and treatment of the high-risk foot, providing intermediate care for patients with complex foot needs. We work across community and acute teams with a multi and inter-disciplinary team approach to prevent limb-threatening complications. We empower patient self-management through signposting and providing patient education to improve the quality of life of our patients.

Job Purpose:

To be part of a highly motivated team providing a comprehensive range of Podiatry treatments to the population of Somerset. This includes the assessment, development, implementation and review/discharge of treatment plans and health education. The post holder will have a specific role of responsibility within the department, to be determined by service requirements, but an excellent knowledge of diabetes, wound care and biomechanics is seen as being vital to the role.

Duties and Responsibilities

Communication and Key Working Relationships

- Podiatry Operational Manager
 - Podiatry Head of Service
 - Podiatry Professional Lead
 - Diabetes Specialist Podiatrists – Acute Trusts
 - Podiatric Surgeon
 - Directors, senior managers, commissioners
 - Service managers, clinicians and clinical teams within Somerset NHS Foundation Trust
 - General Practitioners, nurses and other professional & practice staff within the Trust
 - Acute Trust Consultants
 - Administrative staff
 - Members of the public, patient users and relatives and carers
 - Relevant networks, outside agencies, voluntary organisations and associations.
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- To use effective oral, written and listening communication skills to accurately assess complicated, difficult and sometimes compromising information, thereby ensuring that along with the patient's clinical needs their social, cultural and economic issues are fully assessed and addressed, enabling them to understand and participate in their own care plan. A range of communication methods, including the use of interpreting services and, when necessary, engaging family members, carers and other support workers as an aid to communication.
 - To provide feedback to referrers to the service on specific assessment, diagnostic results and aims of treatment plan. To ensure effective communication with other professionals in the necessary delivery of all aspects of patient care, thereby developing a multi-disciplinary team culture and care plans which are understood, and supported by, the wider health care network.
 - To maintain accurate records of all patient consultations, and related work carried out at each clinical session, including computerised data collection, to ensure a consistent approach to patient care by the team whilst still maintaining confidentiality.
 - To establish good communication with the clerical support staff to ensure a well organised patient focused appointment system.
 - To communicate outline of patient's treatment plan (package of care) to patients GP following initial assessment.
 - To communicate the patients discharge plan to their GP when closing a case.

- To provide specialised, planned self-care / information talks to patients, relatives, carers, professional carers, self-help groups, the public and other disciplines to promote understanding of the aims of Podiatry and encourage self-care.
- To monitor the effectiveness of own communication.
- To ensure that all annual, sick and study leave, and other non-clinical data is recorded in line with the service requirements.

Planning and Organisation

- To participate in the planning and delivery of departmental in-service training.

Analytics

- To be involved with and undertake clinical audit to review current working practices, clinical activity, and effectiveness. To implement changes as required and propose further changes as appropriate.
- To undertake daily, essential administrative tasks including statistical collection and analysis as agreed, returning all information requested in a timely manner.

Responsibility for Patient / Client Care, Treatment & Therapy

Specific tasks:

- The post holder will have developed high levels of post-graduate knowledge and skills in all areas of specialist Podiatry care enabling them to assess and treat their own highly prioritised caseload of patients with specialist care needs. This will include recent practical and theoretical experience within the NHS giving knowledge of a wide range of specialist podiatric conditions, enabling them to deliver high standards of clinical care. Podiatrists at this grade will be expected to work alone within a set of defined parameters but expected to decide for themselves how best to achieve the desired result in both the community and acute settings with guidance if required.
- The job involves working in isolation in a variety of settings including hospitals, single chair clinical situations, and patients' homes and as part of a care team in residential care homes and in acute sites. The post holder will act as specialist lead for a designated site within a community clinical setting.

- The role will involve treating a caseload of patients made up of both adults and minors, and patients with learning difficulties. This will involve the independent assessment, interpretation of complex problems, and consideration of differential diagnoses to develop, monitor, adjust and implement individualised care programmes for patients with a wide variety of complex clinical needs. As patient empowerment is of paramount importance to effective service delivery, the post holder will be expected to provide specialist care to such patients and highly specialised advice for such patients and/or their carers/relatives or other disciplines involved in their care. Effective liaison with administrative staff is required to ensure effective implementation of the treatment plan/package of care.
- The post holder will be expected to independently assess, interpret complex problems, and consider differential diagnoses to develop, monitor, adjust and implement individualised care programmes for patients with a wide variety of complex clinical needs, such as diabetes, rheumatoid disease, chronic peripheral neuropathy, peripheral vascular deficiency, musculoskeletal abnormalities, and ulceration.
- The post holder will be actively involved in the provision of foot health education on a one-to-one basis or group sessions to patients, relatives and carers.
- Podiatrists will experience and need to overcome communication barriers which could otherwise be detrimental to the delivery of patient care/understanding, whilst displaying an awareness of, and sensitivity to, social, cultural and economic issues.
- The post holder will be required to frequently use highly, developed physical skills, requiring precision hand eye co-ordination in safe and effective scalpel technique across the spectrum of podiatric care, including 'At Risk Feet' and ulceration, over prolonged periods during each shift. Moderate repetitive physical effort to control and position the foot and lower limb is required to achieve this skill safely.
- The podiatrist will provide care in a range of primary and secondary care settings often working in isolation in difficult conditions that involve the moving and handling of patients who may be immobile, in a wheelchair or bed bound, in accordance with manual handling policy and guidelines.
- The position supports senior colleagues in the areas of wound care / diabetes, emergency clinics, biomechanics, and nail surgery. The job also requires participation in clinical rotation, supervision, peer review, audit and research and development.
- The post holder will maintain clinical competence through Continuing Professional Development to maintain their registration with the Health and Care Professions Council.
- The post holder will report any accidents, incidents, complaints and near misses according to trust policy and notify team leader if they feel that a patient is at risk of harm.
- The post holder must identify any potential contra-indications to specific interventions and must respond to any actual adverse reaction to an intervention with an appropriate degree of urgency, instigating modifications and recording all such information appropriately in the patient's records and informing other staff.

- To ensure that pharmacy stocks are stored in accordance with COSHH guidelines.

Clinical:

- To provide podiatry treatment, using a wide range of specialist podiatric skills, to patients across Somerset based on clinical need, and having used the decision-making process to identify when a patient requires the intervention of another profession and / or departmental specialist area.
- To be actively involved in the patient access and assessment programme, and in defining realistic and holistic care plans, always recognising equality and diversity, and involving the service user.
- To maintain professional standards of treatment and conduct and to keep up to date with, and adhere to, departmental Guidelines, Policies and Procedures including all current Trust Manual Handling and Infection Control guidelines, legislation, and policies.
- To ensure continuous Infection Prevention and Control policy compliance and ensure Health and Safety legislation is always complied with the post holder will frequently be dealing with blood and exudate from open infected clinical wounds and with blood during surgical procedures and, as there is close patient/podiatrist contact, may encounter contact with other bodily fluids, perspiration, odour, or lice during the course of treatment with certain patients.
- To liaise with the GP/Nurse/AHP Prescribers where antibiotics are required.
- To provide Podiatry services in a variety of primary and secondary care settings including:

Rotation into Acute Multidisciplinary Foot Teams in YDH/MPH/RUH
 Hospital clinics / Wards GP Surgery Clinics
 Health Centre Community Clinics Patient's Home
 Nursing Homes Mental health units
 Physical /learning disability homes

Many of these locations will require the clinician to work autonomously, guided by departmental protocols; national guidelines and evidence based best practice.

- To work effectively as a part of a multidisciplinary team or as a lone practitioner, independently assessing, interpreting complex collated medical information, and considering differential diagnoses, to develop; monitor; evaluate, adjust, and implement individualised packages of care for patients, identified as 'high risk' patients, with a wide variety of complex clinical needs requiring specialist knowledge, such as:
 - High risk diabetes
 - Foot ulceration and poor tissue viability
 - Biomechanics
 - Chronic neuropathy
 - Chronic diseases e.g., rheumatoid arthritis

- Vascular disease
 - Enduring mental health problems
 - Auto-immune conditions
 - Terminal illness
 - High risk blood borne diseases e.g., MRSA/Hepatitis/HIV
- As part of the initial and re-assessment process, to undertake vascular and neurological risk assessment, using diagnostic equipment and clinical evaluation, recording details of all information collated in the patient's individual records, completing, and forwarding screening forms to the patient's GP and developing realistic and holistic treatment care plans in agreement with the patient.
 - To work as an autonomous practitioner with the ability to identify risk factors and categorise patients into an appropriate risk banding. To identify when patients require the intervention of specialist Podiatric areas, or intervention from another discipline such as:

Acute wound care Biomechanics Nail surgery	Physiotherapy Orthopaedic consultant Voluntary service
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 - To follow agreed departmental clinical pathways and referral processes with reference to the appropriate onward referral of patients, after discussion with, and agreement from, the patient. The post holder will be expected to liaise with voluntary and statutory bodies, when necessary, to ensure that patients' needs are addressed.
 - To be responsible for the formulation and communication of highly specialised and individualised treatment plans, recording all information and aims and objectives of the care plans in patient records. To inform the patients/carers/parents why the service needs to collect medical information on them, and who might have access to such information.
 - To overcome, communication barriers which could otherwise be detrimental to the delivery of patient care/understanding, whilst displaying an awareness of, and sensitivity to, social, cultural, and economic issues and acknowledging equality and diversity. As communication will often be with patients who have complex emotional, physical, and psychological conditions, e.g., deafness, immobility, depression etc, expert use of a range of verbal and non-verbal communication skills will be required.
 - To assess and meet the specific foot health needs of a patient whose ability to maintain self-care is compromised due to immobility, being wheelchair or bed-bound, or with learning difficulties or mental health issues. Additionally, to assist patients with limited mobility within clinical and domiciliary settings in accordance with Manual Handling Policy and Guidelines.
 - To provide patients/carers with sufficient written and/or verbal information for the patient/carer/parent to agree to and sign up to the package of care and the level of podiatric intervention required to meet its aims and objectives. The post holder will

be required to overcome communication barriers to re-assure, educate, and negotiate potentially complex treatment options where denial of potential pathological complications or compliance with treatment may be an issue.

- To provide high quality, specialist treatment as required in the care of the lower limb over prolonged periods during each shift, with dexterity of the physical skills demanded for effective intervention. These skills include the use of highly developed, intricate clinical scalpel work requiring precision hand eye co-ordination and advanced wound care techniques.
- To have the high level of focus and concentration required to work in an environment of interruptions and distractions, whilst simultaneously performing complicated and physically demanding treatments.
- To regularly undertake local anaesthetic injections as part of minor-op nail surgery procedures.
- To maintain full, clear, comprehensive, and accurate records, always adhering to departmental quality standards for all patient consultations, assessment and treatment plans and related clinical work, in line with organisational and departmental policies and professional guidelines, maintaining confidentiality at all times.
- To produce and record details of specifications for chair-side appliances to meet individual patient needs; supply the appliance to the patient advising on use and maintenance; monitor the effectiveness of the appliance and adapt as required as part of the patient's specific treatment plan, recording all modifications in patient's records.
- To identify any potential contra-indications to specific interventions; to respond to any reaction to intervention with an appropriate degree of urgency; to evaluate the effectiveness of the patient's care plan and to instigate and record adverse reactions and/or modifications in the patient's records.
- To apply one's own skill, knowledge, and experience to enable patients to realise and maintain their potential for self-care and to co-operate with preventive measures identified.
- To develop practice to support the choice of self-care by patients or the public. Empowering them with a greater sense of wellbeing and independence by directing them to existing sources of advice and information on departmental/local self-care initiatives.
- To regularly provide highly specialised advice, foot health education and instruction to patients and/or their carers/relatives, or other disciplines.
- To evaluate and review treatment outcomes and implement discharge policies for those patients meeting the discharge criteria.

- To participate in the departmental rota for nail surgery and promote best practice in this area to all clinicians across Somerset Podiatry Service.
- To keep up to date with relevant evidence-based research, apply findings to practice and undertake reflective practice on an ongoing basis.
- To undertake and participate in clinical supervision and peer review.
- To be able to demonstrate in evidence, the level of skills and knowledge in the care of the following areas: wound care, biomechanics, rheumatoid diseases, stroke, diabetes, and nail surgery, rotating throughout specialist areas within the department.

Professional Responsibilities:

- To maintain registration with the Health and Care Professions Council (HCPC) and maintain professional standards of treatment and conduct in line with HCPC, Royal College of Podiatry (RPod) and Trust guidelines.
- To develop and maintain good relationships with other health professionals, other, Trusts, Integrated Care Board (ICB) and other agencies.
- To encourage multi-disciplinary working between all professional disciplines, developing a liaison culture.
- To regularly attend locality multidisciplinary meetings to share information on local needs and initiatives and support the development of the Podiatry service.
- To be an effective member of the Podiatry Service Team, attending and actively participating in regular team meetings.
- To ensure all duties are carried out to the highest standard and in accordance with current quality initiatives within local areas and to meet departmental activity targets.
- Actively participate in, and show personal commitment to, structured Continuing Professional Development (CPD) and a variety of learning opportunities outside structured CPD, to develop new skills, and maintain and update existing skills.
- To participate in individual Performance Development Reviews (PDRs) with the line manager.
- To ensure high quality delivery of the Podiatry service by fulfilling CPD requirements and objectives identified through the appraisal process.
- To produce a Personal Development Plan to identify what learning needs may be required in line with the KSF framework and HCPC registration requirements.

- To self-evaluate and record in a personal portfolio the effectiveness of changes implemented as a result of applying knowledge and skills acquired through CPD. To feedback this information to the department.
- To attend all mandatory training sessions as required by the Trust.
- To undertake skills training and updates in line with Trust policy.

Policy, Service, Research & Development Responsibility

- To participate in the service's Clinical Governance initiatives and the development and implementation of standards, guidelines, and protocols.
- To be actively involved in the design and implementation of research to evaluate aspects of the service and identify areas for development, maintenance, and improvement.
- To provide input into policy development and contribute to developing the department's Quality Assurance documents.

Responsibility for Finance, Equipment & Other Resources

- To ensure that clinics are maintained to a high standard, that instruments and equipment are kept in good working order and decontamination procedures are always adhered to, in accordance with infection control and Podiatry Service guidelines.
- The post holder must ensure that they know how to handle and use all relevant medical devices and that training and competencies are up to date for using specific pieces of equipment in accordance with Trust policy.
- Frequent physical effort is required on a daily or weekly basis for transporting necessary equipment / medicaments / materials when visiting patients outside an appropriately equipped podiatry surgery.
- To act in an efficient and responsible manner in the use of resources and quality issues and to encourage the team to act in a similar manner.
- To ensure maintenance of stock levels, checking off and reporting on stock delivered in line with departmental policy and passing the delivery note onto the appropriate person for receipting on the IT procurement system.

Responsibility for Supervision, Leadership & Management

- To supervise Podiatry Assistants/Assistant Practitioners, newly qualified Podiatry staff and to take an active part in the observational and practical placements of undergraduate Podiatry students, acting as a mentor where appropriate.

- To act as a mentor to colleagues in clinical supervision and professional development, supporting the Podiatry team by providing expertise in the management of foot related problems encountered by patients suffering from rheumatoid diseases and diabetes.
- To ensure that when the care of a patient is temporarily delegated to an Assistant Practitioner a clear, written, agreed treatment plan, with expected outcomes and target dates, is in place as a result of a completed assessment and diagnosis and that a supervisory review date is set.

Information Resources & Administrative Duties

- To be responsible for maintaining accurate and comprehensive patient treatment records in line with Trust procedures, the Royal College of Podiatry (RCPod) and the Health and Care Professions Council (HCPC) Codes of Practice

Any Other Specific Tasks Required

- To be flexible and provide cover for other for colleagues, where appropriate and as directed by line manager, at short notice or during periods of sickness or absence in other local areas and to undertake any other duties that may be required from time to time.
- The post holder is required to participate in the rota to provide cover for the Friday late clinic, as part of the Trust's commissioning agreement.

Review of this Job Description

This job description is intended as an outline indicator of general areas of activity and will be amended in the light of changing service needs. This job description is to be reviewed in conjunction with the post holder on an annual basis.

General Information

At all times promote and maintain the safety of children by working according to the Trust's Child Protection Policy and supporting guidance. Being pro-active and responsive to child protection concerns by early reporting, recording and referral of issues according to Trust arrangements. Attending child protection training that is appropriate to your role.

Confidentiality

The post holder will maintain appropriate confidentiality of information relating to commercially sensitive matters in regard to Trust business, and also to personal information relating to members of staff and patients. The post holder will be expected to comply with all aspects of the General Data Protection Act (2018), the Staff Code of Confidentiality and the IT Security and Acceptable Use Policy.

Equality & Diversity

Somerset NHS Foundation Trust is committed to achieving equality of opportunity for all staff and for those who access services. You must work in accordance with equal opportunity policies/procedures and promote the equality and diversity agenda of the Trust.

Safeguarding

All employees have a duty for safeguarding and promoting the welfare of children and vulnerable adults. Staff must be aware of the Trust's procedure for raising concerns about the welfare of anyone with whom they have contact.

Risk Management / Health and Safety

Employees must be aware of the responsibilities placed on them under the Health & Safety at Work Act 1974, ensure that agreed safety procedures are carried out and maintain a safe environment for employees, patients and visitors.

Records Management

The post holder has responsibility for the timely and accurate creation, maintenance and storage of records in accordance with Trust policy, including email documents and with regard to the Data Protection Act, The Freedom of Information Act and any other relevant statutory requirements.

Clinical Governance

The post holder will be expected to participate in clinical governance activities to assist the Trust to provide high quality services.

Prevention and Control of Healthcare Associated Infection

The post holder is expected to comply with Trust Infection Control Policies and conduct themselves at all times in such a manner as to minimise the risk of healthcare associated infection.

Smoking

The Trust operates a 'non-smoking' policy. Employees are not permitted to smoke anywhere within the premises of the Trust or when outside on official business.

Policies & Procedures

Trust employees are expected to follow Trust policies, procedures and guidance as well as professional standards and guidelines. Copies of Trust policies can be accessed via the staff intranet or external website or via your manager.

Sustainability Clause

Somerset NHS Foundation Trust is committed to creating a sustainable business. Staff employed by the Trust, are required to think about their actions in the course of their work and make positive steps to reducing, reusing and recycling wherever and whenever possible.

Person Specification

Requirement	Essential / Desirable	How Assessed
<u>PROFESSIONAL REGISTRATION</u> <ul style="list-style-type: none"> Registration with the Health and Care Professions Council. 	E	Application
<u>QUALIFICATIONS & TRAINING</u> <u>Evidence of Qualifications required</u> <ul style="list-style-type: none"> Degree/Diploma in Podiatric Medicine. Evidence of CPD and to have undertaken post registration training. Evidence of post graduate study. Wide range of relevant short courses. Diabetic foot module. 	E E D D D	Application / interview
<u>KNOWLEDGE</u> <ul style="list-style-type: none"> Specialist knowledge in neurovascular assessment, diabetes, wound care, biomechanics, nail surgery and infection control. Health promotion and patient empowerment to self-care. Able to identify adult protection concerns, raise alerts and participate in safeguarding enquiries/investigations/case conferences. Training in relevant clinical specialist fields including wound care, diabetes and biomechanics. 	E E E D	Application / interview
<u>EXPERIENCE</u> <ul style="list-style-type: none"> Experience in diabetes / chronic disease management and biomechanics. Experience of working as part of a multi-disciplinary team. 	E E	Application / interview

<p><u>SKILLS & ABILITIES</u></p> <ul style="list-style-type: none"> • To demonstrate good leadership skills. • The ability to take instruction and work effectively as part of a team. • Computer literate with ability to demonstrate IT skills. • Ability to recognise and manage challenging situations in a professional manner. • Presentation skills. • The ability to multitask. 	<p>E E E E E</p>	<p>Application / interview</p>
<p><u>COMMUNICATION SKILLS</u></p> <ul style="list-style-type: none"> • Able to demonstrate a good standard of English language. • Listens to other views, respecting and valuing individual patient needs. • Exceptional interpersonal skills. • To demonstrate the ability to communicate effectively with colleagues, patients, carers and relatives remaining sensitive and emphatic. 	<p>E E E E</p>	<p>Application / interview</p>
<p><u>PLANNING & ORGANISING SKILLS</u></p> <ul style="list-style-type: none"> • Excellent organisational skills and time management. 	<p>E</p>	<p>Application / interview</p>
<p><u>OTHER</u></p> <ul style="list-style-type: none"> • Flexible, adaptable attitude to meet the needs of patients. • Sympathetic and considerate towards patients, carers and relatives. • Able to work under pressure. • Self-motivated / confident. • Conscientious. • Compassionate-open minded, treats colleagues, patients, carers and relatives with dignity and respect. • Intuitive and caring nature. • To be able to demonstrate an awareness and responsibility whilst recognising the impact frequent exposure to distressing circumstances has on care and compassion. • Willingness to use technology to improve standards of care and support to our patients. 	<p>E E E E E E E E E</p>	<p>Application / interview</p>

- Car driver or otherwise mobile with appropriate business insurance and ability to travel independently between clinics / across county.
- Willingness to travel.

SUPPORTING BEHAVIOURS

To carry out this role successfully the post holder needs to be fully aware of and adhere to Trust values.

- Kindness
- Respect
- Teamwork

SUPPLEMENTARY INFORMATION

Physical Effort	Yes	No	If yes – Specify details here - including duration and frequency
Working in uncomfortable / unpleasant physical conditions	✓		Frequently, in the delivery of care whilst debriding and dressing wounds.
Working in physically cramped conditions	✓		Occasionally, in delivering care on domiciliary visits.
Lifting weights, equipment or patients with mechanical aids	✓		Rarely, assisting patients with reduced mobility
Lifting or weights / equipment without mechanical aids	✓		Rarely, assisting patients with reduced mobility
Moving patients without mechanical aids	✓		Occasionally, assisting patients with reduced mobility.
Making repetitive movements	✓		Frequently, when delivering Podiatric care – nipper and scalpel work.
Climbing or crawling		✓	
Manipulating objects	✓		Frequently, as required in delivery of Podiatric care.
Manual digging		✓	
Running		✓	
Standing / sitting with limited scope for movements for long periods of time	✓		Frequently, in delivery of Podiatric care.
Kneeling, crouching, twisting, bending or stretching	✓		Frequently, in delivery of Podiatric care.

Standing / walking for substantial periods of time	✓		Frequently, in delivery of Podiatric care.
Heavy duty cleaning	✓		Frequently, in delivery of Podiatric care and preparation of clinic / facilities.
Pushing / pulling trolleys or similar	✓		Frequently, in delivery of Podiatric care and preparation of clinic/facilities.
Working at heights		✓	
Restraint ie: jobs requiring training / certification in physical interventions	✓		Rarely, in line with Prevention and Management of Violence and Aggression (PMVA) Training & Trust Policy
Mental Effort	Yes	No	If yes - Specify details here - including duration and frequency
Interruptions and the requirement to change from one task to another (give examples)	✓		Frequently, in delivery of Podiatric care around discussion of patient care/planning
Carry out formal student / trainee assessments	✓		Frequently, in delivery of Podiatric care.
Carry out clinical / social care interventions	✓		Frequently, in delivery of Podiatric care.
Analyse statistics	✓		Occasionally, in delivery of Podiatric care.
Operate equipment / machinery	✓		Occasionally, in delivery of Podiatric care.
Give evidence in a court / tribunal / formal hearing	✓		Rarely, in delivery of Podiatric duties.
Attend meetings (describe role)	✓		Rarely, in delivery of Podiatric duties.
Carry out screening tests / microscope work			Occasionally, in delivery of Podiatric duties (diabetic foot screening).
Prepare detailed reports	✓		Frequently, documenting patient care planning, treatment and advice.
Check documents	✓		Frequently, documenting patient care planning, treatment and advice.
Drive a vehicle	✓		Frequently, travelling between clinics and in domiciliary care as required by the service.
Carry out calculations	✓		Occasionally, in line with Podiatric care in delivery of local anaesthesia.
Carry out clinical diagnosis	✓		Frequently, in delivery of Podiatric care around discussion of patient care/planning.
Carry out non-clinical fault finding	✓		Occasionally, in line with Podiatric care and procedures.

Emotional Effort	Yes	No	If yes - Specify details here - including duration and frequency
Processing (eg: typing / transmitting) news of highly distressing events	✓		Frequently in line with Podiatric care and planning.
Giving unwelcome news to patients / clients / carers / staff	✓		Frequently in line with Podiatric care and planning.
Caring for the terminally ill	✓		Occasionally, in line with Podiatric care and planning.
Dealing with difficult situations / circumstances	✓		Occasionally, in line with Podiatric care and planning.
Designated to provide emotional support to front line staff	✓		Occasionally, in line with Podiatric care and planning.
Communicating life changing events	✓		Occasionally, in line with Podiatric care and planning.
Dealing with people with challenging behaviour	✓		Frequently/Occasionally, in line with Podiatric care and planning.
Arriving at the scene of a serious incident	✓		Rarely, in the delivery of Podiatric clinics/ domiciliary visits.
Working conditions – does this post involve working in any of the following:	Yes	No	If yes - Specify details here - including duration and frequency
Inclement weather	✓		Rarely, in line with Podiatric care and planning.
Excessive temperatures	✓		Rarely, in line with Podiatric care and planning.
Unpleasant smells or odours	✓		Frequently, in line with Podiatric care and planning.
Noxious fumes	✓		Rarely, in line with Podiatric care and planning.
Excessive noise &/or vibration	✓		Rarely, in line with Podiatric care and planning.
Use of VDU more or less continuously	✓		Frequently, in line with Podiatric care and planning.
Unpleasant substances / non household waste	✓		Rarely, in the delivery of Podiatric clinics/ domiciliary visits.
Infectious Material / Foul linen	✓		Rarely, in the delivery of Podiatric clinics/ domiciliary visits.
Body fluids, faeces, vomit	✓		Rarely, in the delivery of Podiatric clinics/ domiciliary visits.

Dust / Dirt	✓		Rarely, in the delivery of Podiatric clinics/ domiciliary visits
Humidity	✓		Rarely, in the delivery of Podiatric clinics/ domiciliary visits.
Contaminated equipment or work areas	✓		Rarely, in the delivery of Podiatric clinics/ domiciliary visits.
Driving / being driven in Normal situations	✓		Frequently, in the delivery of Podiatric clinics/ domiciliary visits.
Driving / being driven in Emergency situations		✓	
Fleas or Lice	✓		Rarely, in the delivery of Podiatric clinics/ domiciliary visits.
Exposure to dangerous chemicals / substances in / not in containers	✓		Rarely, in the delivery of Podiatric clinics/ domiciliary visits.
Exposure to Aggressive Verbal behaviour	✓		Occasionally, in the delivery of Podiatric clinics/ domiciliary visits.
Exposure to Aggressive Physical behaviour	✓		Occasionally, in the delivery of Podiatric clinics/ domiciliary visits.

The Knowledge and Skills Framework (KSF) outline for this post which demonstrates the skills and competencies required once in post should be considered in conjunction with this document.

Job Profile Agreement

Agreed and Signed:	(Manager)	Date:	
Agreed and Signed:	(Post Holder)	Date:	
Date Role Description is Effective From:			