

Job Description

Job Title:	Diabetes & Wound Care Team Lead
Job Band:	Band 7 Mat cover
Department:	Podiatry
Responsible to:	Service Manager

Why join The Dudley Group?

Here at the Dudley Group our patients and staff are at the heart of all that we do to offer a high-quality patient experience in a caring and supportive environment that aligns with our vision of providing excellent health care, improved health for all.



Job Summary

To be the Clinical Lead and expert resource in the provision of evidence based assessment and management of wounds of complex patients within the Podiatry Service and across the Dudley Group Community Services.



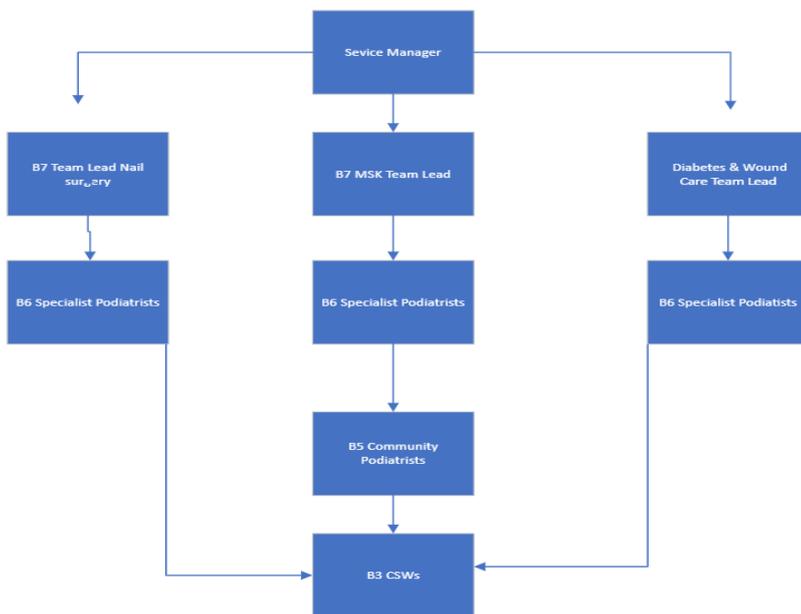
Multi-disciplinary working will be an important aspect of this role to ensure best outcomes for the patient. Sharing of best practice with podiatrists and other relevant clinicians will be key to this role and will involve patients, carers and support agencies in delivery of care.

The Clinical Lead will be responsible for managing the community caseloads of complex need patients within Dudley and their associated clinical needs and requirements. High risk patients require intensive management and advanced clinical skills and debridement methods.

To work closely with community nursing to case manage complex patients in the community to facilitate early, smooth and coordinated care between hospital and community. This will involve admission avoidance.

This role operates in community clinics, based primarily at Brierley Hill Health and Social Care Centre. You will be working in conjunction with the Community Specialist Podiatrists, Podiatry Team, Podiatric Surgery Team, Orthotics team and other community services.

Structure Chart



Principal Duties & Responsibilities

Clinical Responsibilities

 CARE <small>A CARING, KIND AND COMPASSIONATE PLACE: We will support people to have joy in work and to treat each other with compassion and kindness.</small>	 RESPECT <small>A PLACE WHERE COLLEAGUES RESPECT ONE ANOTHER: We will behave with respect towards everyone we meet to encourage an inclusive culture where we all believe in and live by our Trust values.</small>	 RESPONSIBILITY <small>A WORKFORCE FOR NOW AND THE FUTURE: Making Dudley the place people want to be and stay because everyone has a role to play and takes responsibility for themselves and their teams.</small>
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To provide expert clinical line management of the complex need patients with wound care to the Podiatry team by exhibiting high standards of professional behavior at all times.

Responsibility as the clinical specialist lead and role model in the area of complex wound care for the assessment, diagnosis and through advance clinics skills the evaluations and treatment of complex patients with wounds through individualised care packages in a variety of settings across the community.

To provide highly specialised podiatry treatment to patients within Dudley through application of research & evidence based wound care.

To autonomously work at a highly specialised level in the Podiatric management of patients with wounds, seeking advice when necessary from colleagues within the MDfT and other secondary partners.

To provide a high standard of care to High Risk patients, many who have complex pathology / diagnostic needs

To have highly developed physical skills which include the skilled debridement techniques of acute/chronic neuropathic and ischaemic wounds, through precision hand and eye co-ordination.

To act as the clinical lead for this specialist area and provide specialist knowledge, advice, education and guidance to colleagues, other health care professionals, patients and their carers in all aspects of diabetes and wound care.

To be integrally involved in the operational management of the podiatry department, and advise the Service Manager on service developments/improvements in the wound care specialism.

To manage and facilitate rotation programmes for all level of staff, so that the team deliver safe, effective care and are able to attain and maintain a high level of clinical competence in wound care and the care of complex patients.

To embrace evidence based medicine and developments in practice and to monitor clinical governance through auditing and research to evaluate and improve service delivery.

.Always aiming to achieve maximum independence with each patient by promoting self-care and self-management. Work with a high risk and high expectation caseload to improve their overall health to promote wound healing. Including coaching and life changing advice for example smoking cessation and weight management.

Ensure that personal professional knowledge and skills are commensurate with knowledge and skills framework.

Maintain full and accurate clinical records that are secure in line with the Data Protection Act and Caldicott Guardian requirements.

To ensure all patients are safe guarded and escalated to the correct agencies when identified as vulnerable and at risk through local policies and procedures.



Demonstrate empathy to ensure patient care is at the heart of clinical practice and goals setting, even where language, cultural, sensory, illness and disability barriers make the process more complex.

Knowledge and Experience

To have expert knowledge in the specialist area of wound care and act as a source of guidance & knowledge for the service.

To develop and build working relationships with our secondary care partners, in the MDfT, Vascular, Orthopedic, Rheumatology and other Secondary Services, to ensure that patients care is seamless, timely and is embedded by latest evidence based MDT practices, to prevent delay in care and deterioration of the patient.

To act as a source of knowledge on the specialist area and work with the Service Manager by providing clinical advice and guidance on the development and implementation of service developments and improvements.

To be professional and legally accountable for all aspects of own practice.

To autonomously work within the scope of practice and in line with professional standards and guidelines as set out by the Society of Chiropractors & Podiatrists (SOCAP) and the Health Professions Council (HCPC) and adhere to trust and National Policies and Procedures

Leadership & Management

To be the Lead for the community based Diabetic Foot Protection team.

To lead and professionally support a team of podiatrists within the specialist area, ensuring the provision of an excellent podiatry service within the community team.

To actively manage and develop the Podiatry team within the specialism of Diabetes and wound care. Be involving in determining the goals of the team and carry out the necessary tasks to facilitate the achievement of these goals.

To provide effective line management to the community Podiatry team to ensure that all staff within the team are appropriately managed , and that associated resources are controlled and utilised effectively, demonstrating value for money and high quality patient care.

To lead and work with the Podiatry Team to ensure foot health promotion of the complex patient is an integral part of daily

To take the lead professional role in the Multidisciplinary clinics with colleagues for Tissue Viability Services, District Nursing and alongside the Diabetes team, providing expert assessment and patient management.

Lead and participate in audits and research & development activities to ensure that the specialist service is cost efficient and effective.

To carry out robust systems for managing and reducing sickness and other forms of absence



To lead and manage on a day to day basis a team of podiatrists within the specialist area, through appraisals, and performance/conduct and capability issues.

Communication & Partnership

To develop working partnership with secondary care provider in the MDfT. To provide seamless transitional care for all diabetic patients within Dudley in line with NG19

To liaise with all staff and other professionals within the Trust and statutory bodies/allied agencies in order to promote effective patient-centred inter-agency working.

To work with the Podiatry Services Manager and the Podiatry team to reduce foot health inequalities for wound care patients with complex health needs across the Dudley Partnership Community Health Service.

Excellent communication skills and interpersonal skills and be able to communicate sensitive information at the relevant and appropriate level for the audience.

To attend and fully participate in staff meetings and clinical team reviews.

To lead on wound care and complex patient clinical supervision sessions and case conferences.

Key Working Relationships:

Community Podiatry Team	Podiatrists within MDfT
Admin Manager and Admin Team	Podiatry Service Manager
Diabetes Specialist Team	Tissue Viability Team
Community Matron	Community Nursing Staff
Consultants	Other Hospital Staff
General Practitioners	Practice Nurses
Infection Control Nurse	Safe Guarding Team
Carers & Relatives	Nursing & Residential Homes
Social Services	Patient Advocates
Voluntary Agencies	Dudley CCG

Most Challenging part of the job:

Dealing sensitively and appropriately with a caseload of complex health need patients, assisting individuals to manage their health needs effectively.

To work within primary and community care teams and with secondary care teams to provide a multi-disciplinary approach to improving foot pathologies for the Dudley population.

Always aiming to achieve with each patient maximum independence through patient centred self-care.



There may also be a requirement to undertake other similar duties as part of this post in order to provide a quality service. These will be consistent with the level of responsibilities outlined above.

This job description may be reviewed from time to time in light of developments and may be amended in consultation with the post holder.

Organisational Values

The post holder will:

Care: You will listen, be respectful and treat others with compassion and kindness.

Respect: You will behave with respect to everyone you meet and encourage an inclusive culture where we respect the contribution everyone makes.

Responsibility: You will take responsibility for yourself and your team.

There may also be a requirement to undertake other similar duties as part of this post to provide a quality service. These will be consistent with the level of responsibilities outlined above.

This job description may be reviewed from time to time considering developments and may be amended in consultation with the post holder.

Location

The Trust provides services from different sites. You may be expected to work at any of the Trust locations. These include Russells Hall Hospital, Dudley Guest Hospital and Corbett Hospital as well as various community-based sites across the borough.

Code of Conduct

It is expected that all staff would be able to show that they live our trust values in their work and that they will deliver the essential behaviours in their role.

Staff are expected to adhere to Trust policies and procedures which establish standards of good practice as well as follow any codes of conduct which are relevant to their own profession.

Equality, Diversity, and Inclusion

All Trust staff have a responsibility to embrace the diverse cultures of both our staff and the communities that we serve, and as such, all staff should ensure that equality, diversity, and inclusion



are embedded in their work philosophy and reflected in their behaviour. Equality, Diversity, and inclusion are pivotal to the values and vision of the Dudley Group so that they shape everything that you do every single day.

Safeguarding Children and Adults

All Trust staff have a responsibility to ensure the safeguarding of children, young people, and vulnerable adults. This includes attending statutory and mandatory training, adhering to local Safeguarding Children and Adults policies and procedures and inter-agency guidance as showed in the Trust’s Safeguarding policies and procedures.

Improvement Practice

The trust has a long-term commitment to its continuous quality improvement programme; “Dudley Improvement Practice.” As part of your role, you will be asked to take part in improvement activity relevant to your post.

No Smoking

The Trust is a completely Smoke Free Organisation and all premises will be considered No Smoking Zones.

Health and Safety

The Trust has a duty of care to employees and will ensure that, as far as is practical, adequate training, facilities and arrangements for risk avoidance are in place.

It is the individual employee’s responsibility, however, to manage their own health and wellbeing.

All Trust employees must follow relevant Health and Safety legislation and the Trust’s policies relating to Health & Safety and Risk Management.

Prepared by:	Maria Mateunas
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Job evaluation completed:	
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