

Cheshire & Merseyside Additional Roles Recruitment Scheme (ARRS) Recruitment Pack Podiatrist

This complementary guidance has been provided to support Primary Care Networks (PCNs) and candidates in the recruitment or engagement of Podiatrists. It is based on the role outline included in section B of the NHS Network Contract DES, which can be found [here](#), and also incorporates wider responsibilities that Podiatrists may undertake which PCNs may wish to include in the JD as appropriate.

However, they are intended as helpful resources only: **they are not mandatory for use and PCNs will have their own versions to align to their individual needs.** PCNs will design the job descriptions and person specifications for the relevant roles over a broad range of responsibilities. However, PCNs must ensure that, in order to be acceptable for reimbursement through the Network Contract DES Additional Roles Reimbursement Scheme, they contain as a minimum the role requirements outlined in section B, which can be found [here](#).

Candidates should ensure they understand the role requirements specifically of the role before asked for by the individual PCN before entering recruitment and contract discussions.

Job Title: Podiatrist

Responsible to: To be determined by the PCN

Accountable to: To be determined by the PCN

Hours of work: To be determined by the PCN

Salary: To be determine by the PCN [note: the role outline and reimbursement is based on indicative AfC Band 7]

Job Scope

This post requires a podiatrists who is highly specialised and has considerable knowledge, clinical skills and experience at a senior level, in the management of patients with lower limb pathology e.g. musculoskeletal, dermatological, neurological and vascular.

The post holder will provide effective and efficient delivery of care for foot and lower limb problems, using precision clinical skills and providing highly developed diagnostic services. The podiatrist can work autonomously as part of a motivated PCN team providing a high standard of clinical care in a variety of settings.

The post holder will be skilled in all aspects of lower limb disease management including but not limited to biomechanics, casting, injection therapy, footwear and orthotic provision. The podiatrist will work as part of a multi-disciplinary team within the PCN.

Key Duties and Responsibilities

1. Act as an expert advisory resource in the management of lower limb care of people with musculoskeletal, dermatological, neurological and vascular pathologies and those at high risk as a result of chronic disease e.g. Diabetes, rheumatology, peripheral arterial disease
2. Provide a high standard of assessment, diagnosis, planning, implementation and delivery of lower limb care
3. Examine and assess complex patients using highly specialised clinical reasoning skills to select and provide highly specialised forms of treatment from a wide range of options
4. Work with clinicians, multi-disciplinary team (mdt) colleagues and external agencies to ensure the smooth transition of patients discharged from hospital back into primary care
5. To arrange further investigations and onward referrals as appropriate e.g. radiological, vascular, surgical, falls, dermatological in line with local and national protocols.
6. Develop, implement and evaluate a seamless nutrition support service across the PCN, working with community and secondary care where appropriate, and aimed at continuously improving standards of patient care and multi-disciplinary team working
7. Communicate outcomes and integrate findings into their own and wider service practice and pathway development
8. Utilise and provide guidance to patients on equipment such as surgical instruments, dressings, treatment tables, and orthotics
9. Prescribe and arrange for the provision of orthotics, pressure relieving insoles and shoe modifications where appropriate
10. Utilise highly specialist skills in biomechanics to prescribe, modify and fit orthoses
11. Utilise highly specialist skills e.g., including injection therapy, joint manipulation
12. Utilise a range of prescribing and administration of medicines e.g., use of POM A, POM S, PGDs and Independent and supplementary prescribing

13. Undertake a range of bed side diagnostics including non- invasive vascular studies and ultrasound scanning to determine pathology
14. Provide triage service for patients who may require prescription footwear liaising with surgical appliances and where necessary conferencing on complex cases
15. Provide assessment of new patients with the subsequent production of individual care packages and the provision of appropriate foot health education advice
16. Provide specialist treatment and support for high-risk patient groups such as the elderly and those with increased risk of amputation
17. Support patients through the use of therapeutic and surgical techniques to treat foot and lower leg issues (e.g. Carrying out nail and soft tissue surgery using local anesthetic), while also delivering foot health education to patients
18. Be actively involved in the design and implementation of research and audit in order to evaluate and identify opportunities to develop the podiatry service
19. Be responsible for the monitoring of podiatry clinical activity and for producing reports as required
20. To follow uni-and multi-professional guidelines for evidence-based practice in the care of patients with lower limb pathologies and who are at risk as a result of chronic disease
21. Implement all aspects of effective clinical governance for their own practice, including undertaking regular audit and evaluation, supervision, and training
22. Provide education and specialist expertise to pcn staff, raising awareness of good practice in good foot health
23. Undertake a range of administrative tasks such as ensuring stock levels are maintained and securely stored, and equipment is kept in good working order

Supervision

The postholder will have access to appropriate clinical supervision and an appropriate named individual in the PCN to provide general advice and support on a day to day basis.

Person Specification

Element	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • has a BSc in podiatry under a training programme approved by the College of Podiatry • Health & Care Professions Council (HCPC) registration • able to operate at an advanced level of clinical practice 	<ul style="list-style-type: none"> • Pre-reg MSc in Podiatry under a training programme approved by the College of Podiatry • Post registration training in Diabetes • Non-medical prescribing qualification • Working towards advanced clinical practitioner status
Knowledge	<ul style="list-style-type: none"> • Experience in managing a designated caseload using theoretical and practical experience, completing assessments, planning, implementing interventions, and evaluating outcomes aligned to care plans • Working knowledge of microsoft and gp practice and prescribing data monitoring systems • Ability to write comprehensive clinical notes, implement and evaluate care plans • Experience of assessment and treatment delivery in long term conditions and active management • Ability to undertake nails surgery assessments, procedure and post-operative care • Be aware of data protection (GDPR) 	<ul style="list-style-type: none"> • Mentorship or supervisory skills training • Cognitive behavioural and motivational interviewing approaches/ skills • Evidence of developing clinical governance requirements experience in staff development/ supervision

Element	Essential	Desirable
	<ul style="list-style-type: none"> • Skills in injection therapy/ local anesthesia 	
Analytical skills	<ul style="list-style-type: none"> • Ability to evidence a sound understanding of the NHS principles and values. • Ability to analyse and interpret complex/ often incomplete information, preempt and evaluate issues, and recommend and appropriate course of action to address the issues • Risk assessment experience • Independent thinker with good judgement, problem-solving and analytical skills 	<ul style="list-style-type: none"> • Experience of working within a primary care setting • Evidence of working across organisational boundaries within health and social care
Communication	<ul style="list-style-type: none"> • Excellent interpersonal and organisational skills • Excellent interpersonal and communication skills, able to influence and persuade others articulating a balanced view and able to • Constructively question information. • Ability to negotiate effectively • Build effective relationships with a range of stakeholders which are based on openness, honesty trust and confidence • Evidence of success in efficient and effective project and programme management • Evidence of inspiring and motivating teams with the ability to communicate passionately, effectively and 	<ul style="list-style-type: none"> • Clear communicator with excellent writing, report writing and presentation skills capable of constructing and delivering clear ideas and concepts concisely and accurately for diverse audiences • Experience of primary care setting / ed / or mius • Experience of offering mental health support. • Experience of offering vocational support • Significant post-registration experience



Element	Essential	Desirable
	<p>persuasively across a diverse set of stakeholders</p>	
<p>Personal attributes & abilities</p>	<ul style="list-style-type: none"> • Strong and inspirational leadership • Ability to co-ordinate and prioritise workloads – able to multi-task as well as be self-disciplined and highly motivated 	<ul style="list-style-type: none"> • High degree of personal credibility, emotional intelligence, patience and flexibility • Ability to cope with unpredictable situations • Confident in facilitating and challenging others • Demonstrates a flexible approach in order to ensure patient care is delivered