



Accelerate

Job description

Clinical Lead for Podiatry & Biomechanics

Summary of role

The podiatry role within Accelerate developed from an understanding that mobility and healthy biomechanics play a key role in the physical and mental health of the individual. The inclusion of podiatry has an impact on clinical understanding and is part of achieving realistic and excellent outcomes.

The knowledge of its importance has been generally accepted for some time however Accelerate has embedded it within the bedrock of the entire team rather than it being an adjunct therapy. This is a unique approach and relies on the podiatrist to support and educate colleagues and service users. Accelerate and its podiatrist have historically been in the forefront of developing the role of mobility, and biomechanics in wound care and more lately Lymphedema and the post holder would be required to continue this work.

Effective podiatry within Accelerate means becoming an integrated part of the Accelerate Clinical team in order to achieve common goals and outcomes. In order to accomplish this, there needs to be understanding and agreement with Accelerate's philosophy and values; which underpin the Company and the work that is done. A knowledge of the strategic objectives of the organisation is a key part of achieving this.

Salary: Salary scale £44,000 - £51,000

Hours: 37.5 hours per week

Location: Centenary Wing, St Joseph's Hospice, Mare Street, Tower Hamlets community and other sites including out of area venues where specified.

Purpose

The role within Accelerate is to work in the multidisciplinary team, offering

- ✓ Podiatry leadership and insight to the Accelerate team and to the wider healthcare community
- ✓ Support for the wider MDT team in understanding the role of mobility
- ✓ Facilitation of reflective practice within the MDT
- ✓ Support wider knowledge of the impact of altered mechanics and mobility individuals living with long term swelling or wounds by delivering education under the direction of the Director of Education and Research
- ✓ Elevate the role of biomechanics and mobility's impact on wound care and lymphedema at a national level
- ✓ Podiatry assessments that will determine key issues relating to patient activity levels, mobility safety and intrinsic biomechanical issues
- ✓ Communicate effectively with patients regarding treatments/ treatment options in an understandable way, enabling and giving the patients options to agree their care
- ✓ To work within the specialist area of Podiatric biomechanics/MSK in the management of a broad range of lower limb, gait and orthopaedic/musculoskeletal related conditions providing a high-quality care
- ✓ Core podiatry will include providing assessments, diagnoses, developing and implementing individualised care programmes for patients with a wide variety of clinical needs including but not limited to wounds of varied aetiology, lymphoedema, lipidemia and diabetes

Responsibilities and duties

- ✔ Contribute to a multidisciplinary strategy of care and self-management plan that considers patients choices, understanding and ways of living
- ✔ Be creative in looking at ways that patients can monitor behaviour change and meet specific goals
- ✔ Maintain clear records using the Accelerate record keeping frameworks
- ✔ Write requisite letters and reports
- ✔ Develop the Podiatry role within Accelerate by:
 - ✔ Establishing work boundaries and being clear about role impact
 - ✔ Data collection which is specific to the role with an attention to agreed outcomes
 - ✔ Identification of themes and trends that will contribute to future projects
 - ✔ Participation at key Accelerate events such as 'Away Days'

This role will be embedded within a multidisciplinary clinical team. As such there will be an expectation that the inherent knowledge and skills will be used to:

- ✔ Facilitate reflection within the clinical team and on occasions the Business support team
- ✔ Contribute to patient engagement initiatives and projects. This will include the creation of information leaflets
- ✔ Create learning tools that are linked to outcomes
- ✔ Audit and survey patient experience. This will include tracking people's journeys and capturing key themes
- ✔ Write articles and present at national conferences as part of Accelerates strategy for reaching out into the wider healthcare setting
- ✔ Establish a good working relationship with wider team ensuring that the team appreciate the confidentiality that must be maintained but passing on essential information that may impact on the delivery of care.
- ✔ Ensure that attention is given to accuracy and detail in diagnosing biomechanical condition and prescribing foot orthoses.

Key responsibilities

Uphold the vision and values of the company

As an employee of Accelerate you will be expected to understand and espouse the philosophy and values of the organisation and at all times represent the organisation in a positive and professional way.

Management

There is an expectation that the post holder will be representing Accelerate and so will need to:

- ✔ Adhere to Accelerate's policies and procedures including standards of behaviour
- ✔ Maintain patient confidentiality
- ✔ Be professional at all times
- ✔ Have excellent time keeping
- ✔ Complete core mandatory training modules via Bluestream
- ✔ Be accountable and responsible for own clinical practice.
- ✔ Maintain State Registration with Health Professional Council (HCPC).
- ✔ Work within the HCPC code of Conduct, Trust policies and procedures.

Governance and responsibilities for resources

Each team member at Accelerate has a personal accountability and responsibility to ensure patient safety at all times, to ensure that care is given in line with plans and direction, to report incidents, accidents and any adverse events involving clients and to deal with any emergencies appropriately.

It is your responsibility to convey and report any concerns to the Senior Leader on duty.

Communication and relationships

Effective communication holds the key to good results and the building of trust. Collaborative working is essential. As such you will need to:

- ✔ Give due consideration to how you communicate with others ensuring that clear understanding is your goal at all times whatever medium of communication you may be using
- ✔ Build and maintain strong working relationships that partner key stakeholders to achieve mutually agreed goals.
- ✔ Close partnership working with the Senior Leadership Team to create consensus and strength to the programme



- ✔ Maintain confidentiality in regard to clients and their privacy and dignity; thus you will need to be sensitive to the individual needs of clients and at all times promote principles of equality, diversity and personal rights. This includes acting in a non-judgemental way and respecting the choices, culture, values and beliefs of individuals

Data collection, research and audit

Audit and research are important components of Accelerates work. As part of any workstream you will be required to collect data. In audits there will be an expectation that you will both participate in and be actively involved in the evolution of and collection of data.

An understanding of the patient population will be a key asset which you will be required to develop. As part of this there is an expectation that you will promote the activity and governance of all aspects of evaluations and research.

Personal development, health and safety

You are expected to take ownership for your personal developmental learning needs and for your performance. In line with revalidation this includes keeping a record of your personal development plans and activities and playing a proactive role in your objective setting and appraisal process incorporating reflection.

You should be familiar both with legal issues pertinent to your role and with the changing structures of health care provision that may impact on the position of the company.

It is also your responsibility and duty to observe standards of health safety and security which includes adopting appropriate infection control procedures, ensuring work areas are clean safe and free from hazards and reporting any potential risks.

Information governance

Accelerate adheres to the principles of information governance. This involves but is not limited to:

- ✔ Data Protection Act of 1998 and any code which details the standards for information handling. Incorporated within this is confidentiality, records management, information security
- ✔ Data Protection Act 2018 including the General

Data Protection Regulation (EU) 2016/679) in particular sections 6 and 9 and the working group 36

- ✔ Freedom of Information Act 2000. Compliance with these standards is embedded within Accelerate and it is expected that all employees will observe and comply with these legal requirements

Duty of Candour

Accelerate fully endorses the principles of being open and embraces the Duty of Candour. We are committed to an open and fair culture and the overall approach expected within the organisation is one of help and support rather than blame and recrimination. All staff are expected to follow this approach.

Equal opportunities

It is the aim of Accelerate to promote equal opportunities for its staff and in its working with the public including clients and other agencies. Through this we intend that any person coming into contact with Accelerate will not be disadvantaged on the basis of sex, race, colour, culture, nationality or ethnicity, religion or disability.

Each member of Accelerate will have a personal responsibility to ensure that equality and good relations are integrated throughout the organisation.

Adult and child protection

Accelerate promotes a safeguarding child and adult culture. It will be the responsibility of each staff member to ensure that the risk status of all patients will be assessed for safeguarding issues.

Any individual whose welfare is deemed at risk will be referred to the appropriate safeguarding team. All staff will receive the appropriate safeguarding training and required updates to ensure that they are able to identify risk and follow specified guidance.

This job description is subject to periodic review.



