

Band 7: Specialist Podiatrist – Biomechanics – Summary of Role

Accelerate CIC is a social enterprise operating in the health sector with a strong and determined focus on making a positive impact on the lives of the communities we serve, specifically individuals experiencing podiatric and biomechanical issues.

The role of the Podiatrist Specialist is to utilise their passion for podiatry, alongside their advanced skills in the care and management of patients with complex lower limb issues. The specialist will bring innovative thinking to solve podiatric and biomechanical challenges, addressing both psychosocial and medical complexities. This role is about applying your growing expertise to benefit your patient group, solving issues to further develop your specialist field. Your development and collaboration within your team will act as a role model both internally and externally, contributing to enhanced podiatric care.

Title: Extended Scope Podiatrist, Biomechanics & Podiatry

Salary: £50,739 - £58,708

Accountable and Responsible to: Clinical Lead, Biomechanics and Podiatry

Hours: 37.5 hours per week, Monday – Friday 9-5pm - flexibility to deliver weekend services, with a minimum of 2 days per month, included as part of the 37.5 hours a week.

Location: Centenary Wing, St Joseph's Hospice, Mare Street, London, E8 4SA, plus other sites as required.

Purpose

The Podiatrist Specialist will support the Clinical Lead by overseeing complex cases and delivering specialist care in podiatry and biomechanics. This includes contributing to team objectives and collaborating to deliver patient-centred care, particularly for individuals with complex lower limb conditions. You will take a proactive approach to care, supporting individuals to manage their conditions and improve their quality of life. Being a proactive and organised team member with excellent attention to detail is essential. When required deputise for the Clinical Lead.

Essential Outcomes of the Role:

1. Provide specialist podiatric care, including biomechanics assessments, and general lower limb assessments, delivered thoughtfully and collaboratively within the Centre of Excellence and community settings.
2. Take responsibility for all aspects of podiatric assessment and service delivery, creating efficiencies and productive working under the direction of the Clinical Lead.

3. Critically assess and provide feedback on podiatric/biomechanic management, supporting creative team work to drive quality improvement.
4. Serve as a role model for junior staff, supporting their development as the role progresses, and provide line management where appropriate.
5. Champion individualized care plans that enable patients to participate in their treatment, improving outcomes through tailored podiatric solutions.
6. Collaborate with the Clinical Lead to implement quality improvement initiatives, KPIs, and audits related to podiatry and biomechanics.
7. Collaborate with the multidisciplinary team, ensuring a holistic approach to patient care that includes physical therapy, orthotic management, and podiatric interventions.
8. Collaborate with the Director of Accelerate Academy on the Education portfolio delivery.

Responsibilities and Duties

The post holder will work under the leadership of the Clinical Lead to deliver expert podiatric / biomechanics care. This will encompass:

- Comprehensive assessment of patients with complex lower limb issues, such as gait abnormalities, musculoskeletal disorders, and conditions requiring custom orthotics.
- Applying podiatric/biomechanical principles to manage and treat lower limb conditions.
- Delivering evidence-based treatment plans and collaborating with the multidisciplinary team to ensure holistic patient care.
- Supporting research and audits related to podiatric care and lower limb health, contributing to ongoing service improvements.
- Providing high-quality podiatry care that aligns with all professional standards that are applicable to your professional practice.

Key Responsibilities

- Uphold the mission and values of the organisation, ensuring the delivery of excellent, patient-centred care.
- Demonstrate leadership and management skills through case management, prioritising patient care, and guiding junior staff.
- Promote positive communication within the team and with external stakeholders, ensuring effective collaboration and patient advocacy.

- Clinical Care and Therapy: Provide expert care and management for patients with complex musculoskeletal and lympho-vascular podiatric needs, including gait dysfunction and musculoskeletal ankle and foot conditions. .

Education and Training

- Act as a role model for Accelerate CIC by delivering both formal and informal education on podiatry and biomechanics to colleagues within and outside the organisation.
- Support the identification of educational needs and facilitate the development of learning materials related to podiatry.
- Contribute to educational initiatives aimed at advancing the knowledge and skills of podiatrists, nurses, and other healthcare professionals.

Data Collection

- Ensure accurate data collection related to podiatric assessments, patient outcomes, and the impact of interventions.
- Lead and participate in service wide audits and quality improvement initiatives to enhance the delivery of podiatric care.
- Maintain accurate, timely, and reliable records in line with Accelerate CIC's, Health & Care Professions Council standards.

Governance and Responsibility for Resources

- Ensure patient safety at all times, adhere to care plans, and report any adverse events or concerns.
- Maintain high standards of hygiene and health and safety protocols, including infection prevention and safeguarding measures.
- Demonstrate your role in quality improvement initiatives
- Demonstration of your expert practice and the impact on colleagues (internal/external)
- Demonstration of collaborative working to effect change and improvement in outcomes or systems

Personal Development, Health, and Safety

- Take ownership of personal learning and development, ensuring alignment with registration requirements.

- Contribute to ongoing professional growth through active participation in educational events, research activities and lower limb compression management development.

Data Collection, Research and Audit

Data collection and audit is an important component of Accelerates work. All members have collection of data and audits within their workplans. This is based on the belief that an understanding of the patient population will be a key asset to all business and clinical areas. As part of this there is an expectation that you will promote the governance of all aspects within audit and data collection.

Governance and Responsibility for Resources

Each member of staff of Accelerate CIC 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.

Good governance results in satisfied clients and a safe working environment. In line with good governance, you will be expected to record patient information accurately on AIMS and ensure that company guidelines are followed at all times. This includes maintaining the security of patient identifiable data.

You will need to

- Be familiar with and adhere to Accelerates policies and procedures
- Report any incident using the correct process
- Maintain patient safety at all times

Personal Responsibility Within Development, Health and Safety

You are expected to take ownership for your personal developmental learning needs and for your performance; 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.

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.

Adult and Child Protection

Accelerate CIC 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.

Information Governance

Accelerate CIC adheres to the principles of information governance and data protection. All employees must abide by the UK General Data Protection Regulation (UK GDPR) tailored by the Data Protection Act of 2018. Incorporated within this is confidentiality, records management, information security as well as the Freedom of Information Act 2000. Compliance with these standards is embedded within Accelerate CIC's day to day responsibility and it is expected that all employees will observe and comply with these legal requirements.

Equal Opportunities

Accelerate is committed to creating and sustaining a positive working environment for our team and for our patients. Our aim is to ensure that all our members are equally valued and that our membership is representative of our society. We believe we all stand to benefit from this diversity of thought, experience, and identity; the actions taken to be an inclusive employer will ensure that our community is well served and that Accelerate is a safe place in which to work and grow. We are clear that we do not tolerate any unacceptable behaviour, discrimination or bullying within the membership or from users of the service. Each of us has our personal responsibility for implementing equality so that all are treated with dignity and respect.

This job description will be subject to periodic review