

Job Description – Clinical Lead for Podiatry & Biomechanics

Summary of Role

The Clinical Lead for Podiatry & Biomechanics role within Accelerate developed from an understanding that optimal mobility and biomechanics play key roles in the physical and mental health of the individual. The inclusion of podiatry with a biomechanical focus has an impact on achieving realistic and excellent outcomes for our patient population.

This important role at Accelerate is embedded within our clinical nursing teams rather than being an adjunct therapy. This is a unique approach and relies on the Clinical Lead for Podiatry & Biomechanics to support and educate colleagues and service users. This role has historically been in the forefront in developing the role of mobility and biomechanics in wound care, lymphoedema and lipoedema and the post-holder would be required to continue this work. The podiatry and biomechanics role is an integrated part of the Accelerate Clinical Team working to achieve our mission and company strategy in delivering specialist care for people living with chronic wounds, lymphoedema and lipoedema.

Salary: £55,524 - £63,161 per annum

Hours: 37.5 hours per week

Location: Centenary Wing, St Joseph's Hospice, Mare Street, London, E8 4SA

Purpose

The role within Accelerate is to work autonomously and in the multidisciplinary team (MDT), offering:-

- 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 in individuals living with long-term swelling or wounds, by delivering education under the direction of the Director of Education & Research.
- Elevate the role of biomechanics and mobility with a focus on the impact of management on wound care and lymphoedema at a national level.
- Undertaking podiatry assessments that will determine key issues relating to patient activity levels, mobility safety and biomechanical issues.
- Communicate effectively with patients regarding treatment / treatment options in an understandable way, enabling and giving the patients options to agree their care.
- Work within the specialist area of Podiatric biomechanics / MSK podiatry in the management of a broad range of lower limb, gait and orthopaedic / MSK-related conditions, providing 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, lipoedema and diabetes, and other chronic conditions that affect lower limb health.

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Responsibilities & Duties

- Contribute to an MDT strategy of care and self-management plan that considers patient choice.
- 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 podiatry specific professional boundaries and being clear about role impact.
 - Undertaking 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”.
- 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 Accelerate’s strategy for reaching out into the wider healthcare setting.
- Establish a good working relationship with the wider team ensuring that the team appreciates 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 conditions 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 always 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:-

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- 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 & Care Professions Council (HCPC).
- Work within the HCPC code of conduct and Accelerate's policies and procedures.

Governance and Responsibilities for Resources

Each team member at Accelerate has a personal accountability and responsibility to always ensure patient safety, 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 Lead on duty.

Communication & 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 regarding 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-judgmental way and respecting the choices, culture, values and beliefs of individuals.

Data Collection, Research & Audit

Audit and research are important components of Accelerate's work. As part of any workstream you will be required to collect, analyse and disseminate data. In audits there will be an expectation that you will both participate in and be actively involved with clinical and operational audits.

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.

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Personal Development, Health & 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 with both legal issues pertinent to your role and with the changing structures of healthcare 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 1998 and any code which details the standards for information handling. Incorporated within this is confidentiality, records management and 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 encountering 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.

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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.

This job description will be subject to periodic review