



## DIABETES SPECIALIST PODIATRIST

### INFORMATION FOR CANDIDATES



## ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are The Princess Royal Hospital (PRH) in Telford and The Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 people, and hundreds of colleagues and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at The Royal Shrewsbury Hospital, Friends of The Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at The Royal Shrewsbury Hospital.



# OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

## Our Vision:

“To provide excellent care for the communities we serve”

## Our Values:



# OUR VISION

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

# OUR VALUES

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective, and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is, so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.

# COLLEAGUE BENEFITS

## GENERAL

27 days annual leave entitlement at joining, increasing with length of service, plus 8 bank holidays

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

Greener travel initiative, including cycle to work scheme and lift share

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

## FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

## HEALTH AND WELLBEING

### PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

### PHYSICAL SUPPORT

- Fast track physiotherapy service Free
- eye test vouchers

### HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

- Slimming World referral scheme Staff
- cervical screening service Long Covid support
- Access to wellbeing/rest rooms
- Menopause support including advocates, webinars, toolkits, clinics, and bi-monthly meet ups Men's
- Health - Bi-monthly forums and men's MOT
- Sleep School Wellbeing Support

Discounts with local gyms

## LEARNING AND DEVELOPMENT

### COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

### LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

### ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

### APPRENTICESHIPS

There are a growing number of apprenticeship opportunities at SaTH across all disciplines

Secondment and acting-up opportunities

Support to complete qualifications such as NVQ, Masters etc. whilst on the job





## JOB DESCRIPTION

<b>Job Title</b>	<b>Diabetes Specialist Podiatrist</b>
<b>Band</b>	<b>7 (subject to A4C)</b>
<b>Directorate</b>	<b>Diabetes and Endocrinology Services</b>
<b>Accountable to</b>	<b>Centre Manager</b>
<b>DBS Required?</b>	<b>Yes</b>

## JOB OVERVIEW

The main duties of the job are to provide efficient, high quality, evidence-based specialist podiatry for people with diabetes and complex foot problems at the Shrewsbury and Telford NHS Trust. This includes diabetes patients with acute and chronic foot wounds and patients with neuropathic and vascular complications. The post holder will be clinically responsible for treatment of the high-risk caseload working autonomously as well as work as part of the multidisciplinary team. The post requires accepting emergency referrals from A & E, GPs, community podiatrists, and other health professionals and will provide responsive specialist care.

The successful candidate will be part of a well-established Multidisciplinary Diabetes Footcare Team (MDFT) providing excellent, holistic acute footcare to patients in Shropshire. Clinics are held at Royal Shrewsbury Hospital and Princess Royal Telford. An example working week consists of inpatient, out-patient and MDFT clinics with access to consultant input as required all week. The wider MDFT consists of Diabetologists, Vascular surgeons, Microbiologists, Orthotists, and the Tissue Viability Team to provide a comprehensive service.

The post holder will act as a skilled and knowledgeable resource in diabetes foot care and provide support and education to all staff. They will contribute to team working, demonstrating excellent communication and interpersonal skills, particularly in linking with other healthcare teams in both community and primary care. The candidate should be highly organised, using their initiative and be keen to make a positive contribution to the promotion and development culture of effective patient and health care services which have measurable, achievable and desirable outcomes for patients.

### **Organisational Structure**

The postholder will work in conjunction with the Diabetes Podiatry Lead, and AHP Professional Leads to develop and deliver safe and effective services, in accordance with key national targets, Trust standards, service priorities and performance indicators set by ICB commissioners and the Trust. This will include working collaboratively with community and primary care providers.

### **MAIN DUTIES AND RESPONSIBILITIES**

- To provide a high quality and responsive, highly specialist podiatry services to the patients at SaTH.
- To carry out advanced assessment and treatment of those with active foot disease.
- To maintain an in-depth knowledge of wound management and tissue viability.
- To create and implement tailored treatment and specialised care plans using a variety of appropriate treatment regimens for a range of patient groups.
- To adopt a problem-solving approach, engaging patients, and carers in their treatment plan, negotiating on agreed outcomes, gaining consent, and educating users on self-care.
- To be an integral part of the wider MDFT and communicate well with and to show respect to fellow colleagues.
- To have highly developed physical skills which include the skilled debridement techniques of acute / chronic neuropathic and ischaemic wounds.
- To demonstrate a highly skilled knowledge, understanding and ability to apply new research evidence and established theory into clinical practice across the diabetic foot speciality within the Podiatry department.
- To develop tailored care packages dependent on patient, need and utilise extended skills such as the application and use of offloading devices such as casts.
- To follow departmental policies / guidelines but have the discretion to make own clinical judgement and diagnosis within professional boundaries.
- To make direct referrals to X-Ray / pathology as assessed as necessary to provide effective care.
- To evaluate and review treatment outcomes and implement discharge policies for those patients meeting the discharge criteria.
- To act as a point of contact within the hospital for all clinical queries regarding specialist area.
- Ensure that the condition of clinical rooms is maintained in accordance with infection control and Podiatry Service guidelines.
- To maintain accurate patient records, including assessment and treatment plans in accordance with departmental and professional guidelines. To ensure consultations and record keeping is completed within given time.
- To support service and professional development by active participation in audit and quality improvement.
- To take an active role in planning and delivering Health Promotion and training events within the Service, including promoting the department's services to other healthcare professionals to ensure appropriate patients are referred to the service.

- To take initiative and act on behalf of the Trust and Service when representing Podiatry in developing the Diabetic Foot and Wound care services within both the clinical network and the Secondary Care forum. This may include attending steering groups, membership of professional forums or attending task and finish groups.
- To ensure that all patients are safe guarded and escalated to the correct agencies when identified as vulnerable and at risk through local policies and procedures.

### **Communication and Relationships**

- To ensure effective communication with patients, relatives and carers using both verbal and non-verbal communication tools: obtaining medical history and diagnostic information, ensuring patient understanding, shared decision making and adherence with treatment programs prior to consent and being aware of patient's complex conditions or multiple pathologies including those emotional, physical and psychological conditions which may affect their understanding.
- To inform and reassure patients of their available treatment options. Discuss their individual needs and empathise with their concerns regarding both the presenting problem and the nature of the treatments available.
- To participate in the effective communication of complex, highly sensitive and emotional information to patients, which requires excellent interpersonal, negotiation counselling skills. This includes information regarding diagnosis, prognosis, treatment options, surgical procedures, benefits, risks and potential complications, and rehabilitation.
- To work effectively as a member of the multidisciplinary team and ensure effective communication with other professional disciplines regarding professional and medical issues

### **Knowledge and Experience**

- To have expert knowledge in the specialist area of wound care and offloading and act as a source of guidance & knowledge for the service.
- The Post holder will assist in co-ordinating and delivering training and education
- To develop and build working relationships with our secondary care partners, in the MDFT, Vascular, Orthopaedic, 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 support and invest in junior colleagues to extend their knowledge and confidence.
- 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 Chiropodist & Podiatrists (SOCAP) and the Health Professions Council (HCPC) and adhere to trust and National Policies and Procedures

### **Analytical and Judgement skills**

- Can make judgements on a range of complex podiatric problems which require investigation, analysis and assessment.

### **Planning and Organisational skills**

- To attend and actively contribute to departmental meetings.
- Apply personal effectiveness skills in terms of time management, prioritisation, resource management, self-motivation and teamwork.
- To participate in the planning and delivery of in-service training.

### **Physical Skills**

- To provide specialist debridement of diabetes foot wounds using dexterity and fine co-ordination skills, often for prolonged periods, requiring intense concentration
- To participate in the podiatric assessment, diagnosis, planning, implantation, delivery and evaluation of Podiatric interventions such as undertaking cardiovascular assessment and lower limb vascular assessment using Doppler and TPI.
- Applying appropriate removable or non-removable plaster casts.

### **Patient/ client care**

- To assess patient understanding of treatment proposals, gain valid informed consent, and have the capacity to work within a legal framework with patients who lack capacity to consent to treatment.
- To be actively involved in the provision of foot health education and advice to patients, relatives and carers, and to participate in foot health training where appropriate.
- Create a physical and psychological environment conducive to providing optimum patient care.

### **Policy and service development**

- To participate in the department's clinical governance initiatives and the development and implementation of standards, guidelines, policies, protocols and clinical pathways
- To be actively involved in the development and implementation of policies, and procedures for diabetes foot management.
- To follow department and trust policies procedures and guidelines, but have the discretion to make own clinical diagnosis and decisions within professional guidelines

### **Financial and Physical resources**

- To be responsible for the maintenance of high standards of clinical hygiene, stock levels and equipment control.

### **Leadership & Management**

- To Manage own caseload and time effectively and efficiently responding appropriately to frequently changing demands and unexpected urgent changes.
- To adhere to Trust and professional policies and procedures regarding own advanced role and contribute to their ongoing development and review.
- To ensure all aspects of clinical governance are dealt with effectively and efficiently e.g. Datix reports are completed when required, patient complaints are processed in a timely manner and all mandatory training is completed when required.
- To propose changes for own service area where appropriate and liaising with other disciplines when these protocols and guidelines impact on other clinical areas and professions.



- To professionally support the other podiatrists within the specialist area, ensuring the provision of an excellent podiatry service. To act as a mentor to junior colleagues, new team members, health care assistants and visiting students/colleagues.
- To help develop the Podiatry team within the specialism of Diabetes and wound care. Be involved in determining the goals of the team and carry out the necessary tasks to facilitate the achievement of these goals.
- To lead and work with the Podiatry and wider Team to ensure foot health promotion of the complex patient is an integral part of daily routine.
- Lead and participate in audits and research & development activities to ensure that the specialist service is cost efficient and effective.

#### **Research and Development.**

- To be involved in the production of literature for patients, carers and health care professionals.
- Commitment to CPD and lifelong learning is essential for personal development and education.
- To Participate in the planning and delivery of in-service training.
- To participate in established nationwide and local audit review programs to ensure continued delivery of best practice

This job description is an indication of the type and range of tasks that are expected of the postholder, and other duties may be required, in line with the role and the banding. It will be reviewed and amended from time to time in consultation with the postholder to take account of changing organisational need.



## PERSON SPECIFICATION

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.

# QUALIFICATIONS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Recognised BSc Honours degree in Podiatry.</li> <li>• HCPC registration</li> <li>• Evidence of continuing postgraduate training in wound care/vascular/diabetes.</li> <li>• IRMER</li> </ul>	<ul style="list-style-type: none"> <li>• Registered member of The College of Podiatry</li> <li>• MA/MSc relevant to wound care/diabetes</li> </ul>

# EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Previous clinical experience managing a wound case load and of assessment and diagnosis of complex foot pathologies.</li> <li>• Evidence of highly specialised treatment planning, patient management and appropriate autonomous working of the above.</li> <li>• Demonstrate up to date awareness of evidence-based practice within diabetes.</li> <li>• Evidence of continual Professional development.</li> <li>• Experience of multi-disciplinary team working within an acute service.</li> <li>• Experience of leading service improvement and implementing new initiatives.</li> <li>• Evidence of clinical education and in service training of less experienced staff/students and assistants</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Involvement in audit and research.</li> <li>• Experience in Casting</li> <li>• An understanding of the broader NHS agenda</li> <li>• Involvement in audit, research and understanding quality improvement</li> </ul>

## SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Excellent interpersonal skills and communication skills.</li> <li>• Excellent organisational, planning and prioritisation skills</li> <li>• Ability to motivate and negotiate to encourage reluctant and challenging patients.</li> <li>• Ability to work as part of a team showing cooperation and collaboration with other team members</li> <li>• Enthusiasm for continued learning and both professional and clinical improvement.</li> <li>• Ability to handle sensitive situations</li> <li>• Good problem-solving skills</li> <li>• Ability to work using own initiative and be self motivated.</li> <li>• Enthusiasm to improve patient care and develop service improvements</li> <li>• Computer literate</li> <li>• Able to adapt to different working environments eg, ward visits, MDT, stand alone clinic.</li> <li>• Ability to undertake vascular assessments such as toe pressures and interpret the results</li> </ul>	

## OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Ability to travel between hospital sites</li> </ul>	



# GENERAL CONDITIONS

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

## HEALTH & SAFETY

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

## INFECTION PREVENTION AND CONTROL (IPC)

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

# INFORMATION GOVERNANCE AND CYBER SECURITY

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- Disclosure of Information - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action.
- Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

# PROFESSIONAL STANDARDS AND PERFORMANCE REVIEW

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

# SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a personal and a professional responsibility within the Trust to identify and report abuse.

As an employee of the Trust, you have a responsibility to ensure that:

- you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines
- you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role

## SOCIAL RESPONSIBILITY

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

## CONTINUOUS IMPROVEMENT

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

## EQUAL OPPORTUNITIES AND DIVERSITY

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

## NO SMOKING POLICY

The Trust is a no smoking/e-cigarette/vaping organisation except for designated external areas, in accordance with Trust Policy.

## MISCELLANEOUS

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.







## The Royal Shrewsbury Hospital

Telephone: 01743 261000

Minicom: 01743 261213

Address:

The Royal Shrewsbury Hospital

Mytton Oak Road

Shrewsbury

SY3 8XQ

Getting to The Royal Shrewsbury Hospital

## The Princess Royal Hospital

Telephone: 01952 641222

Minicom: 01952 641222 Ext: 4995

Address:

The Princess Royal Hospital

Apley Castle

Telford

TF1 6TF

Getting to The Princess Royal Hospital