This complementary guidance has been provided to support PCNs in the recruitment or engagement of podiatrists. It is based on the role outline included in section B of the Network Contract DES, which can be found [here](https://www.england.nhs.uk/wp-content/uploads/2020/03/network-contract-des-specification-pcn-requirements-entitlements-2020-21.pdf). Also incorporated are the wider responsibilities that podiatrists may undertake as deemed appropriate.

PCNs can design the job descriptions 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](https://www.england.nhs.uk/wp-content/uploads/2020/03/network-contract-des-specification-pcn-requirements-entitlements-2020-21.pdf).

**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 podiatrist 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 assessment, diagnosis and care planning for undifferentiated, undiagnosed foot and lower limb problems. The podiatrist will use precision clinical skills and provide highly developed diagnostic services. The podiatrist can work autonomously as part of a motivated multi-disciplinary PCN team providing a high standard of clinical care in a variety of settings.

**Key duties and responsibilities**

1. Act as an expert advisory resource in the diagnosis, management and care planning of lower limb care for people with musculoskeletal, dermatological, neurological and vascular pathologies and those at high risk of poor health as a result of chronic disease e.g., diabetes, rheumatology, peripheral arterial disease
2. Provide a high standard of assessment, diagnosis, and implementation of care planning, utilising a range of clinical diagnostic techniques, e.g., non-invasive vascular assessment or ultrasound examination
3. Examine and assess complex cased-based presentations, using highly specialised clinical reasoning skills, utilising additional test as required, e.g., blood tests, to select and provide 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 referral as appropriate e.g. radiological, vascular, surgical, falls, dermatological; in line with local and national protocols
6. Work with community and secondary care services, where appropriate, and aim to continuously improve standards of integrated pathway and MDT care planning and provision
7. Communicate relevant individual and service level outcomes and integrate findings into their own and wider service delivery and pathway development
8. Utilise or provide guidance to patients on medical consumables such as dressings or orthoses
9. Utilise a range of prescribing and administration of medicines e.g., use of POM A, POM S, PGDs and Independent and supplementary prescribing as appropriate
10. Provide onward referral for patients who may require prescription footwear liaising with surgical appliances and where necessary providing specialist guidance
11. Provide person centred education to patients to MDT colleagues as appropriate
12. Provide education and specialist expertise to PCN staff, raising awareness of good practice in good foot health
13. Be actively involved in the design and implementation of improvement methods such as research or audit, to evaluate and identify opportunities for service improvement
14. Be responsible for the leading and monitoring of podiatric clinical activity and for producing reports as required
15. 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 of ill health due to chronic disease
16. Implement all aspects of effective clinical governance for their own practice, including undertaking regular audit and evaluation, supervision, and training

**Supervision**

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

**Person Specification**

|  |  |  |
| --- | --- | --- |
| **Element** | **Essential** | **Desirable** |
| **Qualifications** | * Has a BSc in podiatry under a training programme approved by the Royal College of Podiatry

Minimum of 3 years post registration experience* Health & Care Professions Council (HCPC) registration
* Demonstrate level 7 clinical competency either through MSc or equivalent
 | * Relevant MSc
* Non-medical prescribing qualification
* Working towards advanced clinical practitioner status
 |
| **Knowledge** | * Experience in managing a designated caseload using theoretical and practical experience, completing assessments, care planning, implementing interventions, and evaluating outcomes aligned to care plans
* Working knowledge of Microsoft
* Ability to write comprehensive clinical notes, implement and evaluate care plans
* Experience of assessment and treatment delivery in long term conditions and active management
* Be aware of data protection (GDPR)
* Skills in injection therapy/ local anesthesia
 | * Mentorship or supervisory skills training
* Cognitive behavioural and motivational interviewing approaches/ skills
* Evidence of developing clinical governance requirements
* Experience in staff development/ supervision
 |
| **Analytical skills** | * 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
 | * Experience of working within a primary care setting
* Evidence of working across organisational boundaries within health and social care
 |
| **Communication** | * 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 persuasively across a diverse set of stakeholders
 | * 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 / Multi-disciplinary teams
* Experience of offering mental health support.
* Experience of offering vocational support
* Significant post- registration experience
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| **Personal attributes & abilities** | * Strong and inspirational leadership
* Ability to co-ordinate and prioritise workloads – able to multi-task
 | * 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
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