

Job Profile - Level 5 Assistant Practitioner in Podiatry

Who is this job profile aimed at?

Support workers, within England, educated to a foundation degree level, such as podiatry assistant practitioners. This group of workers may choose to articulate their foundation degree with the BSc (Hons) podiatry degree.

What is the pay scale?

This post would typically hold a pay scale against the Agenda for Change NHS Band 4. The entry step point for this band would be £25,147 annually (according to current **NHS pay scales 2023/24**).

Delegation and supervision

Support worker roles at bands 2-4 as stated within the foot health standards will work in a supervised role under the delegation of a podiatrist.

Note

It should be noted that this profile has been adapted from **HEE Foot Health Standards** and includes capabilities from the **Integrated Diabetic Lower Limb Care: A Users Guide**.

The job profile is not exhaustive and can be adapted to compliment the employing organisation. If during the employment there is a change of need, leading to a modification of structures and job roles and responsibilities, changes to the job profile must be discussed with the post holder. Any new duties, appropriate to the grade and scope of the post, must be followed up with the appropriate education, training, and mentorship.



This job profile is designed for use within the NHS as per the foot health standards. It can be adapted to reflect independent practice workforce need and is suggested to adhere to the same quality assurances.

JOB DESCRIPTION AND PERSONAL SPECIFICATION

Employer name/Organisation:

Specific to employer

DBS level:

Enhanced DBS with Both Barred Lists Check

Accountable to:

Specific to employer

Reports to:

Specific to employer

Location:

Specific to employer

Hours and Duration:

The commitment and type of contract specific to the employment

Job summary

The principal role for the level 5 Foot Care Assistant Practitioner in Podiatry is to demonstrate the associated knowledge, skills, and attributes within the following areas:

- Clinical Standards
- Health and wellbeing
- Person centred care, treatment, and support
- Communication
- Team working
- Personal, people and quality improvement

- Health, safety, and security
- Duty of care and candour, safeguarding, equality and diversity
- Basic life support.

MAIN DUTIES AND RESPONSIBILITIES:

Educational Standards

Key and Transferable skills

1. Apply problem-solving skills in practice settings taking account of relevant social, cultural, psychological, and ethical issues
2. Use effective communication skills to support patients with different cultural and socioeconomic needs, dealing with both straightforward and complex clinical scenarios
3. Communicate complex, sensitive information to a wide variety of professionals using a variety of methods including the use of interpersonal skills, written and verbal effectiveness
4. Promote equality of opportunity and respect diversity of patients, carers, and the wider healthcare team
5. Demonstrate a professional value base, and through self-reflection take professional responsibility for their own role boundaries and scope of practice
6. Maintain and further develop their own skills and knowledge, and that of others, through recognised Continued Professional Development (CPD) activities enabling flexibility in practice and in response to changing service needs
7. Adhere to relevant professional standards for conduct and ethics
8. Demonstrate appropriate leadership within the scope of the role to effectively manage their own defined caseload
9. Apply interdisciplinary skills for both straightforward and complex work, in one- to-one and in group and team situations to plan, organise, allocate, review and evaluate their own practice in a variety of settings.

Practical Skills

1. Provide and promote holistic patient/person-centred care and support, demonstrating duty of care and safeguarding of individuals
2. Demonstrate competence in a range of relevant clinical, technical, and administrative procedures relevant to their role boundaries and scope of practice
3. Take a detailed patient history, using local protocols to refer when necessary
4. Follow a stepwise and holistic approach to patient assessment, undertaking relevant physiological measurements using appropriate equipment in a safe and effective manner
5. Apply problem-solving and critical thinking skills in practice settings taking account of relevant social, cultural, psychological, and ethical issues
6. Safely and effectively provide a range of footcare interventions that fall within their own role boundaries and scope of practice
7. Provide patients with information about how to maintain their foot health
8. Appropriately, refer patients to members of the wider healthcare team to maximise outcomes for patients
9. Maintain a safe clinical environment in clinical and domiciliary settings
10. Maintain accurate and detailed patient records
11. Keep information confidential and make appropriate use of technology.

Knowledge and Understanding

1. Apply interdisciplinary skills for both straightforward and complex work, in one-to-one and in group and team situations to plan, organise, allocate, review, and evaluate their own practice
2. The physiology, organisation and function of the human body and healthcare needs across the lifespan in health and disease
3. The common health conditions that affect the foot and lower limb
4. The common disorders affecting skin and nails of the foot and lower limb

5. The concepts that underpin infection control and how to prevent cross-infection and the importance of health and safety in all practice settings
6. How to present qualitative and quantitative data when making referrals
7. How to critically analyse current practice-based evidence to improve the quality of patient care
8. How to integrate principles, theory and practice in the context of health and social care utilising information from a wide variety of sources including current research.
9. The legal and ethical frameworks in which patient care is provided
10. Have a responsibility to support the employer in its duties by adhering to all relevant national and local policies, procedures, practice guidance and professional codes; promptly reporting any concerns to the appropriate authority in line with safeguarding policy and guidance
11. Attending any mandatory training and being familiar with individual and employer requirements under relevant legislation.

Behaviours

1. Reflects on and improve their own practice with support from supervisor/ senior colleagues.
2. Constructively challenges inappropriate practices
3. Utilises available professional networks for support, reflection, and learning
4. Takes own responsibility for continuing professional development.

Areas of clinical practice

You will work with the patient classification, as per the American Society of Anaesthesiologists' (ASA) Physical Status Classification with patients who identify as **ASA I, ASA II, ASA III and ASA IV within the clinical domains noted within this job profile**. The exception to this would be when offering an orthosis fitting or assisting in theatre.

Please see eligible clinical domains below:

ASA I = A normal healthy patient

ASA II = A patient with mild systemic disease

ASA III = A patient with severe systemic disease

ASA IV = A patient with severe systemic disease that is a constant threat to life.

Clinical domains include

1. Health check/screening. e.g., Ankle Brachial Pressure Index and Toe Brachial Pressure index, Pressure ulcer prevention, Malnutrition Universal Screening Tool, Waterlow, BP, Atrial Fibrillation screen
2. Nail and skin care including foot health advice except for patients with unstable limb threatening ischemia. e.g., scalpel debridement of physiological callus and corns***
3. Dermatological foot health advice including children's foot health e.g. blisters, Athletes Foot, Management of skin conditions in patients with diabetes having glucose/glycaemic variability, Hyperkeratosis/fungal infection in PAD and diabetes.
4. MSK foot health advice with strapping and padding**
5. MSK accommodative and off the shelf prefabricated orthosis* e.g., Accommodative and off the shelf prefabricated orthoses
6. Wound management and dressing (excluding debridement) e.g., redressing of foot ulceration ***
7. Assisting in theatre*

* These clinical domains can be carried within all ASA physical status classification under delegation and supervision

** These clinical domains must not be carried out on ASA III or ASA IV

*** These clinical domains must not be carried out on ASA IV.

Further considerations for employment contracts

Other areas to be considered within the job specification include, not limited to, environment factors, health and safety, data protection, equality and diversity, fraud, and bribery. These areas

are listed below with examples adapted from NHS job advertisements. The exemplified explanations can be edited to suit the individual job profile and contract of employment.

Environmental factors

The Health and Safety at Work etc Act 1974 is the legal requirements set out to guide the employer, employee and self-employed covering occupational health and safety in Great Britain. Examples for consideration for employment into a support worker role would be:

- Physical effort
- Mental effort
- Working conditions

Health and Safety

It is the duty of the post holder to ensure that a safe working environment and safe working practices are always maintained. Any specific duties required to fulfil as part of the employment will be detailed as part of your job description. All employees must comply with the duties imposed on them by the **Health and Safety at Work Act 1974**.

Data protection

It is the duty of the post holder to uphold the data protection principles in accordance with UK law and Health and Care codes of practice.

Data Protection Information

Department of Health Code of Practice: Confidentiality

Equality and Diversity

The postholder will be expected to provide services that meet the diverse needs patients, staff, and other stakeholders, so none are placed at a disadvantage over others.

The Equality Act 2010



Fraud and bribery

Considerations and being aware of the risk of fraud and bribery is within the NHS and HCPC codes of professional. The post holder will be expected to be vigilant to any abuse of position.

NHS counter fraud authority.