

Job Profile - Level 4 Foot Health Practitioner

Who is this job profile aimed at?

Support workers, within England, educated to a level 4, such as Foot Health Practitioners. This level is recognised as completing the first half of an undergraduate programme accredited against The Royal College of Podiatry's support worker accreditation process (due to be completed in 2024).

What is the pay scale?

This post would typically hold a pay scale against the Agenda for Change NHS Band 3. The entry step point for these bands would be:

Band 3: £22,816 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 pre-designed for use within the NHS, as per the foot health standards, when uptake of the role enters employment. 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 4 Foot Health Practitioner 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. Have a commitment to quality and care for patients and carers ensuring patient-outcomes are maximised
2. Adhere to relevant professional standards for conduct and ethics, such as those provided by professional bodies
3. Apply problem-solving skills in practice settings taking account of relevant social, cultural, psychological and ethical issues
4. Promote equality of opportunity and respect diversity of patients, carers and the wider healthcare team
5. Be open and honest with individuals choosing the most appropriate way of communicating
6. Respect confidentiality and personal information about patients and others
7. Work closely and collaboratively in an open/honest and supportive way, acting in the best interest of patients and others
8. Take a personal responsibility for the quality of care they provide within their own role boundaries and scope of practice
9. Maintain and further develop own skills and knowledge through reflective practice and recognised continued professional development activities within a structured and managed framework.

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 technical and administrative procedures relevant to their role boundaries and scope of practice
3. Take a relevant patient history
4. Follow a stepwise and holistic approach to patient assessment, undertaking relevant physiological measurements using appropriate equipment in a safe and effective manner
5. Safely and effectively provide a range of footcare interventions that fall within their own role boundaries and scope of practice
6. Communicate clinical findings accurately and reliably to patients, carers and health care professionals, using structured protocols
7. Provide patients with information about how to maintain their foot health
8. Maintain accurate and detailed patient records about all aspects of a patient's history assessment, treatment, and ongoing advice
9. Appropriately, refer patients to members of the wider healthcare team to maximise outcomes for patients
10. Maintain a safe clinical environment in clinical and domiciliary settings.

Knowledge and understanding

1. How to integrate theory and practice in the context of health and social care utilising information from a wide variety of sources
2. The basic structure and function of the healthy foot and lower limb
3. The common localised and systemic health conditions that affect the foot and lower limb
4. The common disorders affecting skin and nails of the foot and lower limb
24. The different forms of communication used with patients, carers and the wider healthcare team
5. The concepts that underpin infection control and how to prevent cross-infection and the importance of health and safety

6. How to evaluate the effectiveness of the care provided
7. How to use clinical guidance to inform patient care
8. The legal and ethical frameworks in which patient care is provided
9. How to present basic qualitative and quantitative data in patient notes and when communicating with your delegated supervisor
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 1, ASA 2 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.

Clinical domains include:

1. Health check/screening
2. Nail and skin care with foot health advice e.g., scalpel debridement of physiological callus and corns
3. Dermatological foot health advice including children e.g., Athletes Foot
4. MSK foot health advice e.g., Padding and strapping
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., Post op nail surgery dressing and dressing for infected corn.
7. Assisting in theatre*.

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

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.