

Competencies for Band 5 Podiatrist

A. Professional Practice

1. Professionalism

- 1.1. Interpreting professional codes of conduct, standards of practice, professional and organisational policies as well as legal and ethical standards and incorporates them into practice.
- 1.2. Adhere to the ethical, legal and professional practice standards that inform safe and ethical Podiatry practice.
- 1.2. Understanding and recognizing the role of the Podiatrist in the multidisciplinary team, respecting own scope of practice and managing overlap of professional roles, seeking help where necessary.
- 1.3. Demonstrating appropriate professional conduct, behaviours and attitudes.
- 1.4. Recognizing own limitations and when it is appropriate to refer decisions to a higher level of authority liaising with senior staff and other team members when appropriate.
- 1.5. Recognise when it is appropriate to make decisions in collaboration with others.
- 1.6. Maintain and respect patient confidentiality
- 1.7. Demonstrating adequate preparation.
- 1.8. Demonstrating initiative and willingness to learn.
- 1.9. Exercise a professional duty of care to service users, promoting self advocacy in and acting as an advocate for clients where appropriate.
- 1.10. Write accurate, clear, contemporaneous records in accordance with legal and professional requirements.
- 1.11. Represent self and the profession at a local level, in a competent and confident manner within their own service area and own organisation.
- 1.12. Act as an advocate for the profession and represent their profession confidently within their own service area and own organisation
- 1.13. Promoting initiatives that will ensure professional practice and uniformity of standards.
- 1.14. Maintaining knowledge of ongoing work being done within the professional body and healthcare and applying same to practice as appropriate.
- 1.15. Demonstrating effective planning / preparation for meetings, case conferences, in-services training..
- 1.16. Managing own work life balance and supporting relevant others in the management of same.

2. Therapeutic and Professional Relationships

- 2.1. Engage in therapeutic and professional relationships with service users, carers, colleagues and other services.
- 2.2. Treat individuals in a fair, equitable and inclusive manner, in all therapeutic and professional relationships.

3. Communication

- 3.1. Managing communications in a professional manner.
- 3.2. Communicating effectively with the patient and family/carer.

- 3.3. Communicating effectively with colleagues (e.g. Podiatry colleagues, ward staff, health professionals, administration staff, porters etc).
- 3.4. Communicating oral and written information in a clear, structured and concise manner which is free from unnecessary jargon appropriate to the content and the target audience
- 3.5. Demonstrating appropriate presentation skills.
- 3.6. Use effective listening, verbal & nonverbal communication skills, both informally and formally.
- 3.7. Give and receive feedback in an open and honest manner.
- 3.8. Modify language and/or education for the listener, which is accessible and appropriate.
- 3.9. Facilitating and maintaining communication within own department and across multi-disciplinary teams.
- 3.10. Promoting and improving communication in their area of responsibility.
- 3.11. Negotiating effectively with relevant others

4. Teamwork

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- 4.1. Communicate effectively as a member of a team.
- 4.2. Facilitate the inclusion of the service user in the team.
- 4.3. Form collaborate working relationships within multidisciplinary and interprofessional teams.
- 4.4. Demonstrate an understanding of roles and responsibilities within group and team structures.
- 4.5. Respect diversity within the team
- 4.6. Demonstrate a working knowledge of group dynamics as appropriate to therapeutic and professional level of responsibility.
- 4.7. Deal constructively with obstacles and conflict within teams to ensure service user focused interventions.
- 4.8. Contribute to the creation and maintenance of a positive team spirit.
- 4.9. Demonstrating effective team working in a client centred framework as a component of efficient case management to ensure an optimum service is provided for all service users.

5. The Podiatry Process

- 5.1. Integrate Podiatry skills with current Podiatry theory and relevant supporting evidence based knowledge.
- 5.2. Facilitate a client centred approach
- 5.3. Apply the principle of informed consent prior to and throughout interventions
- 5.4. Facilitate the service user (or person(s) acting on his/her behalf) to make informed decisions re Podiatry interventions.
- 5.5. Use observation and interviewing to gather information
- 5.6. Select appropriate standardised and non-standardised assessment tools to identify occupational and functional needs in the areas of self care, productivity and leisure.
- 5.7. Collaboratively identify goals for intervention with the service user (or people acting on his/her behalf)
- 5.8. Plan, grade, implement and modify interventions that are outcome based and relevant to person's goals.
- 5.9. Facilitate effective individual and group work interventions.
- 5.10. Evaluate outcomes in collaboration with all parties.
- 5.11. Make onward referrals to other agencies or professionals to optimise responses to service user needs

5.12. Plan and implement discharge and follow-up with all parties

6. Professional Reasoning

7.1. Engage in reflection and evaluation on practice.

7.2. Demonstrate a logical and systematic approach to problem solving and decision making.

7.3. Engage in clinical reasoning based on Podiatry practice and supporting evidence

B. Providing a Quality Service

1. Caseload Management

1.1. Prioritizing and managing their caseload under supervision according to the needs of the department

1.2. Demonstrating effective team working as a component of efficient case management to ensure an optimum service is provided for all service users.

1.3. Assess and recommend for assistive technology/equipment in accordance with service user's needs.

1.4. Delegating clinical caseload appropriately for service area.

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Assessment

1.3. Demonstrating appropriate background knowledge prior to commencing assessment.

1.4. Retrieving relevant information from available sources.

1.5. Performing a subjective examination.

1.6. Performing an objective examination.

1.7. Demonstrating appropriate handling skills and performing assessment safely.

1.8. Ensuring patient comfort and dignity during assessment.

1.9. Interpreting and evaluating assessment findings

1.10. Using clinical reasoning skills to set appropriate goals.

1.11. Assessing, developing and implementing programmes of care and treatment for clients with routine and/ or complex needs using service delivery models in line with local service and professional guidelines

Intervention

1.11. Planning an appropriate treatment programme with realistic goals.

1.12. Justifying the treatment programme using evidence based practice.

1.13. Implementing a treatment programme.

1.14. Carrying out treatment tasks within a reasonable time period.

1.15. Educating patient appropriately.

1.16. Managing the end of the patient care episode.

1.17. Demonstrating appropriate manual handling skills for self and patient during treatment.

1.18. Implementing safe practice during treatment.

1.19. Demonstrating an appreciation of a holistic approach to patient treatment and management.

Documentation

1.20. Accurately recording the assessment findings showing evidence of clinical reasoning.

1.21. Demonstrating evidence of clinical reasoning in documentation.

1.22. Recording clear, concise, legible notes that have appropriate use of

abbreviations.

1.23. Adhering to legal requirements, local guidelines and professional standards regarding documentation/signature..

2. Planning and maintaining a quality service

- 2.1. Understanding the role of their service area and their department within the larger organisation.
- 2.2. Recognizing requirements for service development within their service area.
- 2.3. Communicating service development needs and changes in a clear and comprehensive manner in collaboration with their senior.
- 2.4. Provide flexible interventions to meet the varied needs of individual service users.
- 2.5. Balancing clinical demands with other responsibilities (e.g. departmental responsibilities, CPD, organisational, service development) through effective time management and organisational skills.
- 2.6. Optimizing the use of available resources to achieve effective outcomes when planning and delivering a flexible service that meets the needs of all service users.
- 2.7. Promoting quality by review and evaluating service delivery regularly in response to changing need and opportunities in collaboration with team striving to find ways in which standards of quality and efficiency can be improved within their service area.
- 2.8. Identify and address potential risk factors in practice for self and others.
- 2.9. Advocate for the promotion of Podiatry to the benefit of the service user.
- 2.10 Developing and monitoring adherence to local policies, procedures and guidelines.
- 2.11. Developing and implementing service / business plans, quality initiatives, audits and reporting on outcomes in collaboration with line manager.
- 2.12 Identifying and availing of opportunities to contribute to operational service developments and strategic planning.

3. Research and Evidence Based Practice

- 3.1. Demonstrating a good knowledge of current literature and applying same to practice.
- 3.2. Reviewing and critically analysing available evidence based information and literature and integrating into clinical practice
- 3.3. Monitoring and evaluating effectiveness of interventions through the use of evidence based practice and outcome measures and modifying practice accordingly in consultation with service users
- 3.4. Demonstrate and apply contemporary evidence based practice principles to Podiatry
- 3.5. Integrate evidence based practice principles into Podiatry to ensure quality standards of practice.
- 3.8. Developing and applying advanced clinical knowledge and skills in a defined clinical area
- 3.9 Developing and updating clinical guidelines for own areas of practice in accordance with evidence and professional body guidelines.

Research

- 3.6. Source, analyse and critique literature and research findings relating to practice.

- 3.7 Understand principles and methodology of research which underpin an analytical approach to clinical Podiatry practice
- 3.8 Apply research skills as applicable to Podiatry practice.
- 3.9. Identifying potential research projects to address service needs.
- 3.10. Demonstrating research skills as appropriate Podiatry practice
- 3.11. Initiating and/or collaborating in research to inform evidence based practice
- 3.12. Engaging with all relevant stakeholders in respect of research issues
- 3.13. Presenting/publishing or contributing to the presentation/publication of research projects

4. The Context of Professional Practice

- 4.1. Practice within professional boundaries as defined in current job specifications
- 4.2. Acknowledge and respect the specific local context of practice, including the socio-cultural diversity.
- 4.3. Demonstrate understanding and application of relevant legislation and policies.
- 4.4. Recognise the impact of inequality, poverty, exclusion and diversity on occupational performance.
- 4.5. Analyse and adapt environments to increase function, social participation and quality of life.

C. Education and Development

1. Continuing Professional Development

- 1.1. Identifying own personal and professional development needs and putting structures in place to meet these in collaboration with line manager
- 1.2. Setting appropriate learning outcomes.
- 1.3. Demonstrating initiative and willingness to learn.
- 1.4. Acting on and accepting guidance and/or feedback
- 1.5 Take responsibility for personal and professional development.
- 1.6. Actively engage in supervision and utilise professional support.
- 1.7. Demonstrate awareness of own personal and professional strengths and limitations.
- 1,8Maintain and develop personal and professional competencies through ongoing learning.
- 1.9. Maintain a record of professional development.
- 1.10. Contribute to the learning and education of others including students.
- 1.11 Identifying and availing of appropriate formal and/or informal learning opportunities within Podiatry and multidisciplinary contexts to remain informed on contemporary clinical best practice.
- 1.12. Analysing and applying learning from formal and informal CPD activities and applying same to practice

2. Education

- 2.1. Recognizing the need to provide training within the department and MDT.
- 2.2. Planning, delivering and evaluating education, training and health promotion activities within the department and MDT.
- 2.3. Promoting the importance of CPD within their team.
- 2.4. Managing, participating and playing a key role in the practice education of student therapists.
- 2.5. Assisting Podiatry Assistant staff in identifying own development needs and facilitating resolution of same through planned learning and professional support as

required.

2.6 Planning, delivering and evaluating health promotion activities as appropriate.

3. Supervision

3.1. Providing support for other staff including mentoring, coaching and formal development training.

3.2. Acting as a positive and supportive team leader in their own area.

3.3. Identifying performance problems within the department in a timely manner and dealing with same in collaboration with manager.

3.4. Empowering staff by appropriately delegating responsibility and authority.

3.5 Demonstrating adaptability / flexibility in managing others.

4. Clinical Resource

4.1. Acting as a clinical resource to colleagues and students within their own organisation.

4.2. Acting as an advanced clinical resource to colleagues, MDT and students in own organisation.