

Competencies for Band 6 Specialist 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 own practice.
- 1.2 Adhere to the ethical, legal and professional practice standards that inform safe and ethical Podiatry practice
- 1.3. Exercising a professional duty of care to clients and acting as an advocate for clients' right to self determination and autonomy.
- 1.4. Represent self and the profession at a local level, in a competent and confident manner within their own service area and own organisation.
- 1.5. Demonstrating effective planning/preparation for meetings, case conferences, in-services training etc.
- 1.6. Promoting initiatives that will ensure professional practice and uniformity of standards
- 1.7. Maintain and respect patient confidentiality
- 1.8. 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.
- 1.9.. Recognizing own limitations and strengths and when it is appropriate to refer decisions to a higher level of authority liaising with senior staff and other team members when appropriate.
- 1.10 Managing own work life balance and supporting relevant others in the management of same
- 1.11. Keeping up to date with developments in own organisation, professional body and global healthcare and applying the same to practice as appropriate.
- 1.12. Promotes the profile of the speciality and profession locally
- 1.13. Contributing professional expertise to wider organisation initiatives/committees/steering groups at local level.
- 1.14 Practice within the professional boundaries of practice in Ireland.
- 1.15. Apply knowledge of relevant legislation and policies and implement legislation as it applies to practice.
- 1.16 Understand the role of the Podiatry Service within the context of the larger organisation.
- 1.17 Recognise the specific local context of practice, including the socio-cultural diversity.
- 1.18 Recognise and respond to the impact of inequality, poverty, exclusion and diversity on occupational performance.
- 1.19 Analyse and adapt the environment to increase function, social participation and quality of life.
- 1.20 Demonstrate knowledge of contemporary developments within the NHS

2. Therapeutic & Professional Relationships

- 2.1. Actively engage in effective 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. Caseload Management

- 3.1. Assessing, planning and the implementation, evaluation and modification of treatment programs for service users.
- 3.2. Demonstrating clinical skills in keeping with current evidence based practice.
- 3.3. Demonstrating clinical reasoning according to evidence based practice.
- 3.4. Applying evidence based outcome measures to evaluate efficacy of treatment and quality of care.
- 3.5. Working in collaboration with clients and colleagues to manage complex patients.
- 3.6. Delegating a clinical caseload and other tasks to relevant team members.
- 3.7. Balancing clinical demands with other responsibilities (e.g. departmental responsibilities, practice education, CPD, organisational, service development, administration and managerial demands) through effective time management and organisational skills.
- 3.8. Apply and develop caseload management procedures including prioritization.
- 3.9. Allocate caseload responsibilities to Podiatrists, Podiatry Assistants and students.
- 3.10. Recognise the personal and professional competencies of assigned staff and students when allocating caseload responsibilities.
- 3.11. Co-ordinate interventions with other members of the team and with other agencies to ensure an optimum service is provided for all service users.
- 3.12. Manage the evaluation of the service user's assistive technology/equipment needs, as appropriate.
- 3.13. Evaluate effectiveness of current caseload management procedures in collaboration with manager and team.
- 3.14. Identify current and future development needs for Podiatry to meet the needs of the service user, community or population, including those in complex situations

4. Communication

- 4.1.. 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
- 4.2. Managing communications in a professional manner.
- 4.3. Facilitating and maintaining communication within own department, across multi-disciplinary and practice education teams.
- 4.4. Promoting and improving communication in their area of responsibility.
- 4.5. Presenting lectures and research projects at local level.
- 4.6. Negotiating clearly and effectively with relevant stakeholders
- 4.7 . Actively engage in effective listening, verbal & non-verbal communication, both informally and formally.
- 4.8. Give and receive feedback in an open, honest and constructive manner.
- 4.9. Modify language and/or education for the listener, which is accessible and appropriate.
- 4.10 . Present oral and written information in a clear, concise and well structured manner
- 4.11. Communicate complex information in terms that meet the needs of the target audience.
- 4.12. Use skills and ability to put structures in place to promote and improve communications.

5. Teamwork

- 5.1. Communicate effectively as a member of a team.
- 5.2. Facilitate the inclusion of the service user in the team.
- 5.3. Actively promote collaborative working relationships within multidisciplinary and inter-professional teams.
- 5.4. Take on active roles and responsibilities within group and team structures.
- 5.5. Respect diversity within the team.
- 5.6. Apply a working knowledge of group dynamics as appropriate to therapeutic and professional level of responsibility.
- 5.7. Deal constructively with obstacles and conflict within teams to ensure service user focused interventions.
- 5.8. Contribute to the creation and maintenance of a positive team spirit.
- 5.9. Demonstrate leadership within a team, keeping the rights and needs of the service user central to the leadership of integrated services.

6. The Podiatry Process

- 6.1. Skilfully integrate Podiatry skills with current Podiatry theory and relevant supporting evidence based knowledge.
- 6.2. Facilitate a service user centred approach
- 6.3. Adhere to the principle of informed consent prior to and throughout interventions.
- 6.4. Facilitate the service user (or person(s) acting on his/her behalf) to make informed decisions re Podiatry interventions.
- 6.5. Use skilled observation and interviewing, including in complex situations.
- 6.6. Select, implement and analyse the outcomes of standardised and nonstandardised assessments that identify functional needs in the areas of self care, productivity and leisure, including in complex situations.
- 6.7. Collaborate skilfully with the service user (or person(s) acting on his/her behalf) to identify goals, including in complex situations.
- 6.8. Apply skilled clinical reasoning to plan, grade, implement and modify interventions that are outcome based and relevant to person's goals.
- 6.9. Facilitate individual and group interventions in a skilled manner.
- 6.10. Evaluate and apply outcomes of intervention in collaboration with all parties.
- 6.11. Make onward referrals to other agencies or professionals to optimise responses to client focused needs.
- 6.12. Plan and implement discharge and follow-up with all parties, including in complex situations.

7. Professional Reasoning

- 7.1. Engage in and articulate 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.
- 7.4. Critically evaluate the impact of contemporary issues relating to the profession.

B: Providing a Quality Service

1. Planning and maintaining a quality service

- 1.1. Identifying and prioritizing the requirements of their service area.
- 1.2. Collecting, evaluating and reporting data on therapy outcomes for service user group.

- 1.3. Developing and implementing service/ business plans, quality initiatives audits etc and reporting on outcomes in collaboration with line manager.
- 1.4. Providing a flexible service that is responsive to service user needs in the context of available resources.
- 1.5. Identifying and engaging with all relevant stakeholders in order to deliver a quality service.
- 1.6. Optimizing appropriate resources (e.g. manpower, equipment, physical environment) within own area to achieve effective outcomes.
- 1.7. Understanding the role of their service area and their department within the larger organisation
- 1.8. Be accountable for standards of practice in service area.
- 1.9 Provide flexible interventions to meet the varied needs of individual service users.
- 1.10. Demonstrate effective time management.
- 1.11. Implement quality improvement mechanisms at service level.
- 1.12. Identify and address potential risk factors in practice for self and others.
- 1.13 Value and include service users as active participants in the monitoring, evaluation and systematic development of service delivery.
- 1.14. Apply an awareness of the need for equality, value for money and accountability to all areas of practice.
- 1.15. Review and evaluate service delivery in response to changing needs and opportunities in collaboration with team and line management.
- 1.16. Identify and prioritise the requirements of change within service area.
- 1.17. Advocate for the promotion of Podiatry to the benefit of the service user and the organisation.
- 1.18. Design and develop new and non-traditional service delivery models which aim to promote a comprehensive and integrated service within evolving healthcare structures..
1. 19 Lead or support activities that contribute to the improved effectiveness of the service and the organisation.

2. Documentation

- 2.1 Write and maintain accurate, clear, contemporaneous records in accordance with legal and professional requirements.

3. Leadership and Service Development

- 3.1. Acting as a positive and supportive team leader in their own area with strong and appropriate leadership skills.
- 3.2. Identifying the changing needs and opportunities to improve services in the organisation.
- 3.3. Identifying and prioritizing the requirements of change within their service area.
- 3.4. Driving change and promoting and encouraging others when implementing change
- 3.5. Challenging the standards of quality and efficiency in service provision and striving to find ways in which standards of care can be improved.
- 3.6. Identifying and availing of opportunities to assist /contribute to strategic planning.
- 3.7. Identifying changing needs and opportunities to improve services in the organisation and wider health care structure.
- 3.8. Developing and implementing new service initiatives in collaboration with appropriate stakeholders (other seniors in area, Clinical Specialist Podiatrist , line manager, MDT etc).

4. Managing Peoplec.

- 4.1. Supervising and supporting assigned staff.
- 4.2. Delegating responsibility appropriately to assigned staff and students.
- 4.3. Giving appropriate and effective feedback and is also receptive to feedback.
- 4.4. Assisting staff in identifying their own development needs.
- 4.5. Facilitating resolution of same needs through planned learning, clinical supervision, professional support and coaching as required.
- 4.6. Mentoring Podiatrists and Podiatry Assistants
- 4.7. Developing and/ or operating systems to support the supervision of assigned staff in collaboration with service manager.
- 4.8. Identify performance issues for self and assigned others and deal with same in collaboration with manager.
- 4.9. Use adaptable and flexible approaches in managing assigned staff and students.
- 4.10 Provide clinical leadership within own service and organisation.
- 4.11 Recognise and respond to workplace stressors for self and others.

5. Research and evidence based practice

- 5.1. Critically evaluating relevant literature and incorporating into evidence based practice in all areas e.g. clinical guidelines and standards, assessment, treatment etc.
- 5.2. Monitoring and evaluating effectiveness of interventions and modifying accordingly where the evidence base is incomplete.
- 5.3. Understanding the principles of research and research methodology which underpin an analytical approach to clinical practice.
- 5.4. Promoting and demonstrating best practice at all times.
- 5.5. Participating in research projects relevant to their clinical area.
- 5.6. Disseminating available evidence based information to influence the clinical practice of all staff within the area of responsibility.
- 5.7. Matching research projects to their service and professional need.
- 5.8. Collaborating with all the relevant stakeholders in respect of research issues.
- 5.9. Demonstrate a working knowledge of contemporary Podiatry evidence based practice.
- 5.10. Integrate evidence based practice into the service to ensure quality and improve standards.

Research

- 5.11. Source, appraise and apply relevant literature and research findings to practice.
- 5.12. Understand principles and methodology of research applicable to Podiatry practice.
- 5.13 Demonstrate research skills as applicable to Podiatry practice.
- 5.14 Engage in and/or collaborate in research to inform evidence based Podiatry practice..
- 5.15. Disseminate research e.g. presentations, publication.
- 5.16 Participate in interdisciplinary research

C: Education and Development

1. Acting as a Clinical Resource

- 1.1. Acting as a clinical advisor to colleagues, MDT and students.
- 1.2. Facilitating collaborative client consultation with colleagues, clients and carers.

- 1.3. Identifying the need for appropriate onward consultation (e.g. Clinical Specialist Podiatrist, MDT specialist etc).
- 1.4. Displaying specialist knowledge and skills in a defined clinical area.
- 1.5. Acting as an advanced clinical resource in own organisation and responds to queries from internal and external resources

2. Continuing Professional Development

- 2.1. Identifying and taking responsibility for own personal and professional development needs (PDP and CPD).
- 2.2. Putting structures in place to meet these needs in consultation with line manager.
- 2.3. Tailoring own CPD to match service needs.
- 2.4. Promoting the importance of CPD within their team and beyond.
- 2.5. Maintain and develop personal and professional competencies through ongoing learning.
- 2.6. Engage in supervision and utilise professional support.
- 2.7. Maintain a record of professional development.
- 2.8. Appraise and learn from experience gained through participation in practice education with students.
- 2.9 Develop and/or implement systems to support and to record continuing professional development within the service

3. Education

- 3.1. Recognizing the need to provide training for team, and other relevant stakeholders.
- 3.2. Planning, delivering and evaluating education, training and health promotion activities to meet service needs within the department and MDT.
- 3.3. Identifying and availing of formal and / or informal learning opportunities within Podiatry and multidisciplinary contexts.
- 3.4. Ensuring there is a balance between staff education and service delivery.
- 3.5. Managing, participating and playing a key role in the practice education of students (in collaboration with practice education teams).
- 3.6. Delivering effective training and support to ensure the successful implementation of new initiatives.
- 3.7. Contribute to the learning and education of others including students as applicable.
- 3.8. Enable staff and students to identify future learning needs and development goals.
- 3.9. Collaborate with service manager, the Higher Education Institute, practice tutors and regional facilitators to provide practice education opportunities for students
- 3.10 Use creative and flexible teaching and learning approaches.
- 3.11. Present at conferences and courses relevant to practice in competent and confident manner