

Position Description

Role title:	Podiatrist, Home Team
Reports to:	Unit manager Community Allied Health Services.
Directorate:	Community Allied Health
Direct reports:	None
Location:	Dunedin Hospital, Southern District Health Board

Role of the District Health Board

Our Vision:

- Better Health, Better Lives, Whanau Ora.

Our Mission:

- We work in partnership with people and communities to achieve their optimum health and wellbeing.
- We seek excellence through a culture of learning, enquiry, service and caring.

Our Values:

Kind Manaakitanga	Looking after our people: we respect and support each other. Our hospitality and kindness foster better care.
Open Pono	Being sincere: we listen, hear and communicate openly and honestly. Treat people how they would like to be treated.
Positive Whaiwhakaaro	Best action: we are thoughtful, bring a positive attitude and are always looking to do things better.
Community Whanaungatanga	As family: we are genuine, nurture and maintain relationships to promote and build on all the strengths in our community.

Our Statutory Purpose:

- To improve, promote and protect the health of our population.
- Promote the integration of health services across primary and secondary care services.
- Seek the optimum arrangement for the most effective and efficient delivery of health services.
- Promote effective care or support for those in need of personal health or disability support services.
- Promote the inclusion and participation in society and the independence of people with disabilities.
- Reduce health disparities by improving health outcomes for Maori and other population groups.
- Foster community participation in health improvement, and in planning for the provision of, and

<p>changes to the provision of services.</p> <ul style="list-style-type: none"> Uphold the ethical and quality standards expected of us and to exhibit a sense of social and environmental responsibility. 	
<p>Purpose of the Role</p>	
<p>The post holder will coordinate and deliver highly effective and comprehensive care to patients under the Care of Te Whatu Ora Southern. The role of the Home Team is facilitated smooth discharges and prevention of avoidable hospital admissions. To this end the post holder will manage patient pathways across community and acute settings working as part of a multidisciplinary team to ensure smooth delivery of care. They will provide care that contributes to maintaining the patient's mobility and independence.</p>	
<p>Organisational Competencies</p>	
<p>Customer Focus</p>	<p>Is dedicated to meeting the expectations and requirements of internal and external customers; gets first hand customer information and uses it for improvements in products and services; acts with customers in mind; establishes and maintains effective relationships with customers and gains their trust and respect.</p>
<p>Integrity and Trust</p>	<p>Is widely trusted; is seen as a direct, truthful individual; can present the unvarnished truth in an appropriate and helpful manner; keeps confidences; admits mistakes; doesn't misrepresent him/herself for personal gain.</p>
<p>Drive for Results</p>	<p>Can be counted on to exceed goals successfully; Is constantly and consistently one of the top performers; very bottom line oriented; steadfastly pushes self and others for results.</p>
<p>Managing Diversity</p>	<p>Manages all kinds and classes of people equitably; deals effectively with all races, nationalities, cultures, disabilities, ages and both sexes; hires variety and diversity without regard to class; supports equal and fair treatment and opportunity for all.</p>
<p>Key Relationships</p>	
<p>Internal Emergency and Medicine Dept. MAU Charge Nurse Managers Clinical Nurse Specialists, Associate Charge Nurses, Clinical Co-ordinators Inpatient Medical, Nursing and Allied Health staff Clinical Support staff</p>	<p>External Patients and their families / whanau Primary Health providers Community Health providers Aged residential Care / Care facility providers</p>

Knowledge, Experience and Skills required

Essential Criteria:

- Must have a national Diploma in Podiatry/Bachelor of Health Science (Podiatry)
- Registration with the Podiatrist Board of New Zealand as a Podiatrist and hold a current Annual Practising Certificate
- Possess excellent communication skills, have the ability to work as part of a team, motivate staff and patients, with ability for goal achievement
- Have the vision and flexibility to accommodate change
- Promote accountable podiatry practice
- Ability to work independently within a team
- Experience of musculoskeletal conditions and rehabilitation

Desirable:

- Experience of the wound care
- Experience in falls prevention and mobility assessments.
- Knowledge of level one mobility aids.

Personal Attributes:

- Sense of humour
- Honesty/Integrity
- Good time keeping/punctuality

The intent of this position is to provide a representative summary of the major duties and responsibilities performed by staff in this job classification. Staff members may be requested to perform job related tasks other than those specified.

Key Accountabilities / Deliverables

- Podiatry assessment and management of acute and non-acute referrals, from GP's, Diabetes Centre physicians, hospital wards and other Health Professionals
- Providing an education service for Health Professionals, students, community groups, patients and the public

Example Measures

- Assessment of referrals from all sources and appropriate decision making within their scope of practise, as outlined in the Section 11 of the Health Practitioners Competence Assurance Act 2003.
- Acute triage of referrals to ensure treatment is commenced and continued in a timely manner
- Demonstrates the safe practice of podiatry. The diagnosis, treatment and discharge/referral, of 'high risk' diabetic feet
- Demonstrates competence in establishing rapport with patients and identifying problems
- Has an awareness of concepts of health and illness, and ways in which these may differ across cultures
- Is familiar with support services and other agencies and can readily access them
- Participates in educational programs for medical and paramedical personnel in both hospital and community

- Participation and appropriate communication with the multi-disciplinary diabetes team and outside services to provide an efficient and effective service

- To maintain up to date podiatry skills and knowledge in relation to diabetes management

- Maintaining quality podiatry standards and involvement with the development of the podiatry service and the Diabetes Centre as a whole

- Increasing public and Health Professional awareness of diabetic foot disease through education
- Is an effective teacher and communicator, and will develop foot health awareness amongst at risk patients
- Participates in the development of educational material and audits it every 6 months to ensure it is relevant and up to date

- Respects the roles of other Health Professionals and staff
- Makes evaluation results and management plans available to referral source
- Is an active, collaborative member of the health team and contributes to patient conferences and multi-disciplinary meetings
- Appropriate communication with other departments as required, particularly orthotics, hospital wards, podiatry outpatients, vascular and orthopaedic services
- Ensuring telephone enquiries are dealt with in an appropriate and timely manner
- Development and maintenance of referral protocols for other Health Professionals detailing how and when to refer to the 'high risk' diabetes podiatry service

- Participates in National Podiatry Diabetes Conferences and wound care conferences
- Applies podiatry, scientific and technical knowledge to ensure adequacy of new products and equipment
- Objectively evaluates own performance as a resource person in the speciality
- Is self-directed in learning and shows a willingness to adapt to changes
- Participates in health education research
- Shares knowledge and information with colleagues and is receptive to ideas and suggestions

- Development of policies and procedures for podiatry care within the Diabetes centre, based on national guidelines
- Involvement in audit or other appropriate method of evaluation to ensure the services provided best meet the needs of the

<ul style="list-style-type: none"> To undertake other duties as reasonably requested by the Clinical Director or Unit Manager 	<p>population</p> <ul style="list-style-type: none"> Involvement of multi-disciplinary Diabetes Centre meetings, discussion and groups in order to contribute to the development of the service as a whole Demonstrates up to date specialist knowledge of the care of the diabetic foot All duties required to be performed from time to time in best interest of the Diabetes Centre are done so, in an effective and competent manner
<p>Other</p>	

For Job Evaluation Purposes:

Number of direct reports: *Nil*

Are you accountable for a budget – *No - nil*

What are your delegations of authority? Level 1 -5 or none? *NONE*

Do you have approval to spend the budget of higher authority? Yes/No - What amount? *NO*

Note: The above example measures are provided as a guide only. The precise performance measures for this position will require further discussion between the job holder and manager.

I have read and understand the above job description:

Name: _____

Signed: _____

Date: _____