

Employment

# Position Description

<b>Position:</b>	Podiatrist – Allied Health Services – Community Services
<b>Award:</b>	Lyndoch Living Allied Health Professionals Enterprise Agreement 2018-2022
<b>Classification:</b>	Grade 1 or 2 dependent on skills and experience
<b>Status:</b>	As per Contract of Employment
<b>Qualifications:</b>	Bachelor of Podiatry or equivalent qualification Registration with the Australian Health Practitioner Regulation Agency (AHPRA)

## Position Objective(s)

The position requires a Podiatrist to:

- Utilise specialist knowledge to assess, develop, implement and review goal directed therapy / treatment programs; specifically addressing the impacts of aging, disability and/or health issues on quality of life
- Provide therapy/treatment in a holistic, goal focused and person centred manner, with a strong emphasis on self-management and reablement
- Deliver treatment within a variety of different settings
- Work closely with the multidisciplinary allied health team to provide a flexible and responsive service that works to meet each consumer's identified goals

## Lyndoch Living Vision

By recognising each person for the individual they are, we will strive to provide them with the specific services, care and support they need to enjoy a lifestyle that is their own – dignified, engaging, fulfilling and rewarding.

## The Lyndoch Way

To support a positive work environment and culture that we believe will best fit the future we are strategically planning for, "nine pillars" have been identified.

### **One Team**

We value and recognise individuality as a vital part of developing a unified voice.

### **Pride**

We support pride and passion in our work and in doing so, we attract others who share our values.

**Welcoming Workplace**

We encourage warm, friendly and respectful interactions across all aspects of our service.

**Yes Culture**

We always start with 'yes' in every deliberation.

**Customer Service**

We ensure that customers feel engaged and valued in every interaction.

**Innovation**

We will enhance our services and exceed customers' expectations, by embracing innovation and fresh ideas.

**Fun and Enjoyment**

We recognise that fun and enjoyment are critical to success.

**Social Purpose**

Through the social conscience of the staff and consumers we actively engage with causes that impact the local community.

**Safety**

We actively promote safety and wellbeing through the provision of innovative and high quality training, monitoring of risk, and compliance, with OHS regulations.

## Key Responsibilities and Duties

- Provide Podiatry intervention for both consumers and participants including
  - assessment, treatment plan development, implementation and review processes in accordance with best evidence based practice
  - holistic goal setting with consumer / participant with measurable outcomes and timeframes
  - flexible delivery within the consumer / participant's home, treatment room and other community
  - individualised programs
  - transiting consumer/participant to an alternative appropriate service when clinical indicated or goals achieved
- Develop, organise and monitor therapy/treatment programs in collaboration with team members including physiotherapists, exercise physiologists, nurses and allied health assistants, and undertaking a clinical leadership role
- Demonstrate an ability to work as part of a multidisciplinary team; and be responsible for a clinical case load.
- Work independently and demonstrate sound decision making, communication and problem solving skills, throughout intervention
- Identify need and generate referrals to other discipline and services/supports
- Accept accountability and responsibility for own decisions, actions, behaviours and the delegation of clinical intervention to Allied Health Assistants
- Provide education, training and supervision of allied health assistants and students.

- Demonstrate a commitment to ongoing professional development that ensures interventions provided are in accordance with evidence based best practice, in a correct, safe and professional manner, that meets the competency standards required by the profession and Lyndoch Living
- Participate in quality improvement activities and assist in the development of the service
- To maintain clinical documentation to a medico-legal standard including provision care and engagement with internal and external key stakeholders
- Ensure compliance to all Work, Health and Safety policies and procedures
- Demonstrate knowledge of and adheres to the Australian Health Practitioner Regulation Agency (AHPRA) and Occupational Therapy Board of Australia Professional Standards, and ensures integration with organisational polices and guidelines.
- Analysis and maintain processes to identify and or mitigate actual or potential risk and implement strategies to minimise risk as required, including initiation, follow up and completion of RISKMAN entries
- There is an expectation that the role will include direction to perform other duties that must be reasonable in relation to the employee’s skills and abilities.

## Organisational Relationships

<b>Reports to:</b>	Allied Health and Reablement Manager
<b>Supervises:</b>	Allied Health Assistants and Students
<b>Internal Contacts:</b>	All Lyndoch Living staff, consumers and families
<b>External Contacts:</b>	Members of the public, contractors, suppliers, and other service providers including but not limited to General Practitioners, Case Managers, other allied health professionals

## Specialist Knowledge and Skills

The following knowledge and skills are required to be utilised:

- Understand needs and requirements of older people, the aging process, best practice principles, and safe implementation of podiatry treatments to improve outcomes for consumers.
- Understand needs and requirements of young adults with a disability and best approach to support podiatry intervention to improve outcomes.
- Understand medical conditions that client’s experience, to ensure best practice and the safe implementation of podiatry intervention.
- Consult with colleagues regarding best practice outcomes for consumers/ participants.
- Foster increased consumer understanding of health promotion principles and practice to support client self-management to enable appropriate goal setting and assist overcome barriers to achieving goals

- To identify, prescribe and assist in funding and supply of appropriate aids and equipment requirements to maximise consumers' abilities and function.
- As relevant imbed the principles of the:
  - Aged Care Standards
  - National Disability Insurance Scheme
  - National Safety and Quality Health Service Standards

## Management Skills

The following management skills are required to be utilized:

- Support and direct staff, carers, family, students and volunteers who are required to assist with podiatry interventions.
- Ensure clinical documentation standards are met, and client statistics are recorded in a timely manner.
- Demonstrated computer literacy and working knowledge of software applications.
- Be involved in organisational continuous improvement processes that promote best practice and quality driven outcomes for clients.
- Supervision of students as required.
- Participate in a team focused work environment that encourages input from team members, enhancing job satisfaction and team performance.

## Interpersonal Skills

The following interpersonal skills are required to be demonstrated:

- Able to participate in a multi-disciplinary team; work with colleagues to ensure appropriate clinical reasoning skills are applied and attend team meetings as scheduled
- Communicate with adults of all ages, their carers, family and relevant others.
- Excellent communication and interpersonal skills including proven ability to work with a diverse range of people and adults of all ages their carers, family and relevant others.
- Support and work with colleagues to ensure sound clinical reasoning skills are applied.

## General

- Conduct work in line with all relevant OH&S legislation, and in accordance with organisational policies and procedures.
- Participate in relevant training to ensure continued professional development for the betterment of the organisation.
- Participate in continuous improvement activities in accordance with good work practice and accreditation guidelines.
- Respect diversity in values, customs and beliefs.

- Develop and deliver training to staff, students, volunteers and clients on topics relevant to clinical role and experience.
- There is an expectation that the role will include direction to perform other duties that must be reasonable in relation to the employee's skills and abilities

## Agreement

I accept and agree to the duties in this Position Description. I understand that this Position Description is to be read in conjunction with the General Terms and Conditions of Employment and I agreed to abide by terms and conditions stipulated therein.

Name (Please print)	
Signature	Date

Authorised by: Director of Nursing

Date: July 2021