|  |
| --- |
|  |
| **Position Title** | Senior Podiatrist |
| **Position Number** |  |
| **Department** | Community Health |
| **Classification** | Grade 3 |
| **Agreement**  |  Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026  |
| **Reports to:** | Direct: Allied Health ManagerIndirect: Director Community Services |

|  |  |
| --- | --- |
| **POSITION DESCRIPTION** |  |

**Position Purpose:**

Lead a small team to provide high quality and effective podiatry services for clients with chronic and complex foot conditions. Provide supervision for Grade 1 or 2 Podiatrist(s), Podiatry Assistant (Foot Care) and student placements. Work with other Allied Health Clinicians to deliver a coordinated, person-centred model of care that improves outcomes for consumers. Identify and lead quality improvements, participate and contribute to relevant clinical review committees and contribute to the review and development of clinical policies and procedures.

**Department / Unit Specific Overview**

East Grampians Health Service aims to meet the needs of the community by offering allied health services based at the community health centre in Ararat. We offer outreach services to Willaura as well as the Bush Nursing Centres in Lake Bolac and Elmhurst. Our services include Dental, Physiotherapy, Exercise Physiology, Occupational Therapy, Podiatry, Speech Pathology, Dietetics, Diabetes Education and Social Work. These allied health services support other clinical areas including acute and residential aged care services. The Community Health Centre also provides consulting space for visiting surgeons, health professionals and the region’s Maternal Child Health Nurses.

**Our Values**

|  |  |  |
| --- | --- | --- |
| **Description: Description: S:\Health Information Management\EGHS Icons\EGHS_Integrity.jpg** | **Integrity** | We value integrity, honesty and respect in all relationships |
|  |  |  |
| **Description: Description: S:\Health Information Management\EGHS Icons\EGHS_Excellence.jpg** | **Excellence** | We value excellence as the appropriate standard for all services and practices |
|  |  |  |
| **Description: Description: S:\Health Information Management\EGHS Icons\EGHS_Community.jpg** | **Community** | We respect the dignity and rights of our community and acknowledge their beliefs, regardless of their cultural, spiritual or socioeconomic background |
|  |  |  |
| **Description: Description: S:\Health Information Management\EGHS Icons\EGHS_Working_Together.jpg** | **Working Together** | We value equally all people who make a contribution to EGHS to achieve shared goals |
|  |  |  |
| **Description: Description: S:\Health Information Management\EGHS Icons\EGHS_Learning_Culture.jpg** | **Learning Culture** | We strive to continually lead and develop through education, training, mentoring and by teaching others. |

**Organisational Context**

East Grampians Health Service (EGHS) is a rural health service located in Ararat and Willaura in Western Victoria. EGHS is an integral part of a thriving community and is committed to providing quality health and wellbeing services to people of all backgrounds.

Serving a diverse community, EGHS delivers an extensive range of acute, residential, home and community based services. We strive to continually improve our services to best meet the needs of our patients, consumers and the community.

**Our Vision**

East Grampians Health Service will improve the health, wellbeing and the quality of life for our community.

**Our Purpose**

To meet people’s health needs through leadership, strong partnerships and wise use of resources.

**Strategic Actions**

See [Strategic Plan 2023 – 2027](https://intranet.eghs.net.au/Files/Publications/EGHS%206pp%20DL%20Strategic%20Plan%20%282023-27%29.pdf).

**Organisational Responsibilities**

* Be aware of and work in accordance with EGHS policies and procedures, including:

[Victorian Public Sector - Code of Conduct](http://intranet.eghs.net.au/Files/Human%20Resources/Victorian%20Public%20Sector%20-%20Code%20of%20Conduct.pdf)

[Confidentiality, Security and Management of Information - SOPP 24.02](http://intranet.eghs.net.au/Files/Policies/CONFIDENTIALITY%2C%20SECURITY%20AND%20MANAGEMENT%20OF%20INFORMATION%20-%20SOPP%2024.02.pdf)

[Hand Hygiene - SOPP 70.18](http://intranet.eghs.net.au/Files/Policies/HAND%20HYGIENE%20-%20SOPP%2070.18.pdf)

[Occupational Health and Safety - SOPP 72.09](http://intranet.eghs.net.au/Files/Policies/OCCUPATIONAL%20HEALTH%20AND%20SAFETY%20-%20SOPP%2072.09.pdf)

[Person Centred Care - SOPP 60.20](http://intranet.eghs.net.au/Files/Policies/PERSON%20CENTRED%20CARE%20-%20SOPP%2060.20.pdf)

[Safety - SOPP 72.13](http://intranet.eghs.net.au/Files/Policies/SAFETY%20-%20SOPP%2072.13.pdf)

[Performance Development policy - SOPP 35.27](http://intranet.eghs.net.au/Files/Policies/PERFORMANCE%20DEVELOPMENT%20POLICY%20-%20SOPP%2035.27.pdf)

[Risk Management - SOPP 74.01](http://intranet.eghs.net.au/Files/Policies/RISK%20MANAGEMENT%20-%20SOPP%2074.01.pdf)

[Child Safe – SOPP 57.24](https://intranet.eghs.net.au/Files/Policies/CHILD%20SAFE%20-%20SOPP%2057.24.pdf#search=57%2E24)

* Be respectful of the needs of patients, consumers, visitors and other staff and maintain a professional approach in all interactions, creating exceptional experiences.
* Be aware of the National Safety and Quality Health Service Standards and all other standards as it relates to your area of work and associated accreditation.
* Undertake other duties as directed that meet relevant standards and recognised practice.
* Agree to provide evidence of a valid employment Working with Children Check and provide the necessary details for East Grampians Health Service to undertake a national Police check. Also provide a National Disability Insurance Scheme (NDIS) worker check or the necessary details (if required).
* Identify and report incidents, potential for error and near misses and supports staff to learn how to improve the knowledge systems and processes to create a safe and supportive environment for staff and patients, consumers and visitors
* Contribute to a positive and supportive learning culture and environment for health professional students and learners at all levels.
* Participate in all mandatory education and orientation sessions as outlined by EGHS.

East Grampians Health Service is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination.

EGHS reserves the right to modify position descriptions as required. Staff will be consulted when this occurs.

**Responsibilities and Major Activities**

* Lead the Podiatry team, provide clinical supervision of the Grade 1 and 2 Podiatrist and Allied Health Assistant (Foot Care) and supervise and train students on placements
* Triage and prioritise referrals to ensure timely service provision for consumers with acute foot care needs and allocate referrals according to acuity, skills and workload
* Provide and oversee outreach services and ensure services provided meet contracted or agreed requirements and targets
* Provide and oversee the delivery of timely assessments and foot care in EGHS’ Residential Aged Care Facilities
* Prioritise competing demands to ensure Podiatry services and staff supervision are delivered in a timely fashion, and deadlines and responsibilities are met
* Ensure best practice and relevant clinical guidelines are embedded in the Podiatry team’s model of service delivery
* Lead team meetings and represent Podiatry at multi-disciplinary team and clinical review meetings
* Promote a culture of learning within the team and facilitate sharing of skills and knowledge. Ensure all team members undertake an annual Professional Development Plan, attend mandatory education and are supported to attend relevant professional development
* Provide timely review of current policies and procedures and forms relevant to the Podiatry service and contribute to the development of new policy as required
* Assist with the recruitment and induction and lead the annual Performance Development Process with team members
* Provide person-centred and co-ordinated multi/interdisciplinary services to assist clients in achieving their optimum level of independence
* Accept accountability for own actions and seek guidance when limited by own expertise
* Participate in mandatory education and maintain currency of knowledge and clinical expertise through attendance and participation in relevant courses, conference, seminars and educational opportunities
* Participate in the annual Performance Development Process, identifying key areas for professional and personal growth
* Ensure accidents/incidents are appropriately documented in timely manner and relevant preventative action taken
* Adhere to EGHS Equal Employment Opportunities policies and practices

**Key Performance Indicators**

Key performance measures are how you demonstrate meeting the responsibilities of the position. These measures will be used as a part of the Personal Development Plan (PDP) to be commenced within the first six months of appointment and then reviewed on an annual basis.

* Demonstrates practice within the Vision, Purpose and Values of EGHS
* Demonstrate a commitment to organisational change and lead a team culture that is innovative, pro-active and service user focussed
* Demonstrates understanding, application of knowledge and implementation of the organisation’s clinical governance framework to ensure the provision of high quality health care through continuous improvement
* Demonstrates commitment to personal and professional development and participates as an active member of a team
* Measured in accordance with the capabilities outlined in the Capability assessment - Grade 3 Allied Health Professionals
* PDP and supervision for Grade 1 and/or Grade 2 Podiatrist and Allied Health Assistant (Foot Care)

Key Selection Criteria

**Essential Criteria:**

* Bachelor of Applied Science (Podiatry) or equivalent
* Registered with the Podiatry Board of Australia
* Highly developed clinical skills in the management of complex clients
* Experience in providing supervision to staff and students
* Experience working as a member of a multidisciplinary team in the delivery of services to the community
* Demonstrated client focus in the assessment, treatment and case management of individuals and groups
* Excellent communication, negotiation, organisational and time management skills
* Commitment to quality, best practice and environmental safety
* Current drivers licence
* Confident in the use of electronic data management systems

Must comply to having or completion of:

* National Police Check (renewed every 3 years)
* Working with Children Check (renewed every 5 years)
* NDIS Worker Screening Check
* Mandatory Immunisation (annually)

**Desirable Criteria:**

* Experience in leading a clinical team
* Post graduate qualifications in management/leadership or working towards same

**Acknowledgement**

|  |
| --- |
| Employee Name |
| Employee Signature | Date |
|  |  |
| Manager Name |  |
| Manager Signature  | Date |
|  |  |
| Developed  | February 2024 |
| Developed by  | Sarah Woodburn – Director Community Services |
| Date of next review -  | July 2025 |