

Position Title: Podiatrist

Campus: Horsham & Dimboola

Directorate: Community and Aged Care – Allied Health

Department: Podiatry

Reporting to: Deputy Manager – Podiatry West

Direct Reports: Nil

Appointment Terms/Conditions:

Classification and Code: Podiatrist Grade 2 Year 1 – 4 (CM7 - CV8)

Enterprise Agreement: Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Ballarat Health Services as one united health service. More information can be found at www.grampianshealth.org.au

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

Collaboration	Compassion	Accountability	Respect	Innovation
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

POSITION PURPOSE

The primary purpose of this position is to provide high quality podiatry services through the application of evidence-based assessment, planning and delivery of clinical Podiatry services.

The Grade 2 Podiatrist will demonstrate sound clinical competency, knowledge and experience in assessment, planning and implementation of treatment and management across a diverse caseload including the high-risk foot, wound care, biomechanics, diabetes assessment, falls prevention, paediatrics, pressure injury prevention and management. Delivery of Podiatry services across a range of settings including community outpatients, acute and sub-acute.

This role will also provide supervision and mentoring to Grade 1 Podiatrist/s, supervise undergraduate students, and actively contribute to the Podiatry department quality improvement.

Work may encompass Grampians Health campuses Horsham and Dimboola campuses, as well as external contracted services.

KEY ACCOUNTABILITIES

- Competently assess patients to implement appropriate evidence-based intervention across a diverse caseload including the high-risk foot, diabetes, wound care, biomechanics, paediatrics, falls prevention, pressure injury prevention and management
- Complete nail avulsion surgery in accordance to best practice recommendations, including competency in basic life support, pre-surgical risk assessment (maximum safe dosage), aseptic surgical technique and appropriate post-operative care
- Deliver evidence based holistic patient centred podiatric care by involving patients and carers in decision making
- Ability to effectively prioritise the clinical caseload, across a range of settings.
- Demonstrate effective time management skills.
- Maintain knowledge of relevant community resources, information and referral processes, and apply to clinical practice
- Mentor and supervise undergraduate students and Grade 1 Podiatrist as requested by the Podiatry Manager
- Accurately report statistical data in a timely manner with a sound understanding of non-admitted funding guidelines and mandatory reporting requirements for submission of Department of Health reports and internal data reporting requirements
- Co-ordinate the Podiatry undergraduate student program and actively engage in provision of student feedback as directed by the Podiatry Manager
- Actively participate in multidisciplinary teams and provide representation on clinical and quality improvement committees / working parties as directed by the Podiatry Manager
- Generate and deliver podiatric presentations and education packages across varied settings / audiences
- Participate in planning, implementation, delivery and evaluation of health promotion activities as directed by the Podiatry Manager
- Support and implement demand management in accordance with funding program guidelines and relevant procedures.
- Maintain awareness and comply with National Safety & Quality Health Care Standards / Aged Care Quality Standards accreditation
- Undertake Key Worker role as specified
- Attend case conferences, bed-side goal setting, team meetings and other meetings as required
- Lead and contribute in team meetings, including chairing of meetings

- Ensure comprehensive written hand-overs for ADO or Holiday relief workers

KEY SELECTION CRITERIA

Essential:

- Bachelor of Podiatry or equivalent
- Current Registration: Australian Health Practitioner Regulation Agency
- Current Victorian Driver's Licence
- Excellent skills in oral and written communication
- Well-developed interpersonal skills
- Effective time management

Desirable:

- Commitment to quality and evidence-based practice
- Demonstrated ability to work effectively as part of a multidisciplinary team
- Membership with the Australian Podiatry Association
- Experience in student supervision
- Experience working in a Public Health setting
- FIM Credentialing

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- All team members must adhere to infection control policies and procedures, together with any State and/or Commonwealth Government Covid19 rules, protocols and orders.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected

their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.

- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.