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## Version history and amendments

Action	Date	Notes
Rebrand	Nov 2023	Profile suite has been transferred onto new template. No changes to wording, scores or levels.
	August 2018	Podiatrist Principal. Point three on the job statement has been changed as follows: 'within the trust and externally' has been replaced to read 'within the organisation and externally'.
New profiles	July 2005	New profiles released in 2005 are marked with a single Asterisk (*)



<b>Profile Suite and Label</b>	<b>Podiatry – Clinical Support Worker (Podiatry)</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Assists the podiatrist to carry out foot care and health promotion activities</li> <li>2. Carries out delegated foot care in community or hospital settings</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<b>Provide and receive routine information requiring tact or persuasive skills</b> Communicates factual information to patients some with communication difficulties	3(a)	21
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Range of routine work procedures requiring job training</b> Knowledge of procedures: acquired through in-service training to NVQ2 level or equivalent, experience	2	36
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Judgements involving facts or situations, some requiring analysis</b> Makes decisions on which cases to refer to the podiatrist	2	15
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plan and organise straightforward activities</b> Prioritises own workload; re-arranges appointments	2	15
5.	<b>Physical Skills</b>	<b>Physical skills obtained through practice/ highly developed physical skills, accuracy important, manipulation of fine tools, materials</b> Use of podiatry equipment, tools/hand eye co-ordination, accuracy required during nail treatment	2-3(b)	15-27
6.	<b>Patient/Client Care</b>	<b>Provide personal care to patients/clients/implement clinical care/care packages</b> Assists with foot care/ provides delegated podiatric care to patients/clients	3(a)–4(a)	15-22
7.	<b>Policy/Service Development</b>	<b>Follow policies in own role, may be required to comment</b> Implements foot care policy	1	5
8.	<b>Financial &amp; Physical Resources</b>	<b>Personal duty of care in relation to equipment, resources</b> Careful use of podiatric equipment	1	5
9.	<b>Human Resources</b>	<b>Demonstrate own activities to new or less experienced employees</b> Assists in the training of new staff	1	5
10.	<b>Information Resources</b>	<b>Record personally generated information</b> Updates patient/client records	1	4
11.	<b>Research &amp; Development</b>	<b>Undertake surveys or audits, as necessary to own work</b> Patient/ client surveys	1	5
12.	<b>Freedom to Act</b>	<b>Standard operating procedures, someone available for reference</b> Follows procedures and protocols; supervisor available when necessary	2	12
13.	<b>Physical Effort</b>	<b>Frequent sitting or standing in a restricted position; frequent light effort for several short periods</b> Restricted position treating patients; manoeuvres patients/ clients during treatment	2(a) (b)	7



14.	<b>Mental Effort</b>	<b>Frequent concentration, work pattern predictable</b> Concentration required for delivering treatment	2(a)	7
15.	<b>Emotional Effort</b>	<b>Occasional distressing or emotional circumstances</b> Treatment of terminally ill, distressed, abusive patients/clients	2(a)	11
16.	<b>Working Conditions</b>	<b>Frequent unpleasant conditions/ frequent highly unpleasant working conditions</b> Odours/ infectious materials and blood	3(a)/ 4(b)	12-18
<b>JE Score 190 - 215</b>			<b>Band 2</b>	



<b>Profile Suite and Label</b>	<b>Podiatry – Clinical Support Worker Higher Level (Podiatry)</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Assists the podiatrist to carry out foot care and health promotion activities</li> <li>2. Carries out delegated foot care in community or hospital settings</li> <li>3. Organises and assists in podiatric clinics</li> </ol>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	<b>Communication &amp; Relationship Skills</b>	<b>Provide and receive routine information requiring tact or persuasive skills</b> Communicates factual information to patients/ clients with communication difficulties	3(a)	21
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Range of work procedures and practices, base level of theoretical knowledge</b> Knowledge of podiatric conditions, procedures; acquired through training, experience to NVQ level 3 or equivalent	3	60
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Judgements involving facts or situations, some requiring analysis</b> Makes decisions on which cases to refer to the podiatrist	2	15
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plan and organise straightforward activities, some ongoing</b> Prioritises own work load; re-arranges appointments	2	15
5.	<b>Physical Skills</b>	<b>Highly developed physical skills, accuracy important, manipulation of fine tools, materials</b> Hand eye co-ordination, accuracy required during nail treatment	3(b)	27
6.	<b>Patient/Client Care</b>	<b>Implement clinical care/care packages</b> Provides delegated podiatric care to patients/clients	4(a)	22
7.	<b>Policy/Service Development</b>	<b>Follow policies in own role, may be required to comment</b> Implements foot care policy	1	5
8.	<b>Financial &amp; Physical Resources</b>	<b>Maintain stock control</b> Orders stock	2(c)	12
9.	<b>Human Resources</b>	<b>Demonstrate own activities to new or less experienced employees</b> Assists in the training of new staff	1	5
10.	<b>Information Resources</b>	<b>Record personally generated information</b> Updates patient/client records	1	4
11.	<b>Research &amp; Development</b>	<b>Undertake surveys or audits, as necessary to own work</b> Patient/client surveys	1	5
12.	<b>Freedom to Act</b>	<b>Standard operating procedures, someone available for reference</b> Follows procedures and protocols, supervisor available when necessary	2	12
13.	<b>Physical Effort</b>	<b>Frequent sitting or standing in a restricted position; frequent light effort for several short periods/ frequent moderate effort for several short periods</b> Awkward position treating patients; manoeuvres and supports patients/ clients during treatment	2(a) & (b) 3(c)	7-12

14.	<b>Mental Effort</b>	<b>Frequent concentration, work pattern predictable</b> Concentration required for delivering treatment	2(a)	7
15.	<b>Emotional Effort</b>	<b>Occasional distressing or emotional circumstances</b> Treatment of terminally ill, distressed, abusive patients/ clients	2(a)	11
16.	<b>Working Conditions</b>	<b>Frequent unpleasant conditions/ frequent highly unpleasant working conditions</b> Odours/ infectious materials and blood	3(a)/ 4(b)	12-18
<b>JE Score 240 - 251</b>			<b>Band 3</b>	



<b>Profile Suite and Label</b>	<b>Podiatry – Podiatry Technician</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Manufactures podiatry appliances, insoles and replaceable pads, as prescribed by professional staff</li> <li>2. May provide day to day supervision of workshop/laboratory staff</li> </ol>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	<b>Communication &amp; Relationship Skills</b>	<b>Provide and receive complex or sensitive information</b> Exchanges technical podiatric information relating to client requirements	3 (b)	21
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Range of work procedures and practices, majority non-routine, intermediate level theoretical knowledge</b> Practical knowledge of manufacture of orthotics, including knowledge of materials and production techniques, use of equipment and tools: acquired through training, experience to diploma equivalent level	4	88
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Judgements involving facts or situations, some requiring analysis</b> Analyse requirements for podiatric appliances	2	15
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plan and organise straightforward activities, some ongoing</b> Plans and prioritises own workload	2	15
5.	<b>Physical Skills</b>	<b>Highly developed physical skills, accuracy important; manipulation of fine tools, materials</b> Use of fine tools, machinery, makes casts	3 (b)	27
6.	<b>Patient/Client Care</b>	<b>Provide clinical technical services</b> Provides an orthotic service for podiatry patients; manufactures orthotics	4 (b)	22
7.	<b>Policy/Service Development</b>	<b>Implement policies and propose changes to practices, procedures for own area</b> Reviews policies for own area, proposes revisions	2	12
8.	<b>Financial &amp; Physical Resources</b>	<b>Safe use of equipment other than equipment used personally; maintain stock control; authorised signatory, small payments</b> Responsible for safe use of equipment by other staff; orders materials/equipment; authorises payment of invoices	2 (b) (c) (d)	12
9.	<b>Human Resources</b>	<b>Demonstrate own activities to new or less experienced employees/ day to day supervision; provide practical training</b> Demonstrates own activities to others/supervises work of laboratory staff; provides training in orthotics	1/2 (a) (c)	5-12
10.	<b>Information Resources</b>	<b>Record personally generated information</b> Maintains records relating to patient/clients, supplies, purchases	1	4
11.	<b>Research &amp; Development</b>	<b>Undertake surveys or audits, as necessary to own work/ regularly undertake equipment testing, adaptation</b> Involved in materials and equipment testing	1 -2 (c)	5-12
12.	<b>Freedom to Act</b>	<b>Standard operating procedures, someone available for reference</b> Works to laboratory protocols, patient prescriptions	2	12
13.	<b>Physical Effort</b>	<b>Frequent sitting or standing for long periods; occasional moderate effort, several short periods</b>	2 (a)(d)	7



		Stands when operating grinding and other machines; lifts bags of plaster, casts		
14.	<b>Mental Effort</b>	<b>Frequent concentration, work pattern predictable</b> Concentration for manufacture of orthotics, use of machinery, equipment	2 (a)	7
15.	<b>Emotional Effort</b>	<b>Occasional distressing or emotional circumstances</b> Patients with distressing conditions, special needs	2 (a)	11
16.	<b>Working Conditions</b>	<b>Frequent unpleasant conditions</b> Dust, fumes from glues, noise, vibration from equipment	3 (a)	12
<b>JE Score 275 - 289</b>			<b>Band 4</b>	



<b>Profile Suite and Label</b>	<b>Podiatry – Podiatrist</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Assesses and treats own workload of patients/clients and maintains associated records</li> <li>2. Treats patients in community clinics, hospitals, nursing homes and on a domiciliary basis</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<b>Provide and receive complex, sensitive information; barriers to understanding</b> Receives information concerning patients/clients history, sensitive issues, some patients with communication difficulties: requires persuasive, reassurance skills	4 (a)	32
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Expertise within specialism, underpinned by theory</b> Professional knowledge acquired through degree or equivalent	5	120
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Range of facts or situations requiring analysis</b> Judgements on a variety of clinical podiatric problems	3	27
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plan and organise straightforward activities, some ongoing</b> Plans and prioritises own patient workload, domiciliary visits	2	15
5.	<b>Physical Skills</b>	<b>Highly developed physical skills, high degree of precision</b> Dexterity, co-ordination and sensory skills for use of fine tools	4	42
6.	<b>Patient/Client Care</b>	<b>Develop programmes of care/care packages</b> Assesses, develops and implements podiatric care, advises clients and relatives	5(a)	30
7.	<b>Policy/Service Development</b>	<b>Follow policies in own role, may be required to comment/implement policies and propose changes to practices, procedures for own area</b> Comments on changes to podiatric service/ proposes changes	1/2	5-12
8.	<b>Financial &amp; Physical Resources</b>	<b>Personal duty of care in relation to equipment, resources</b> Careful, safe use of podiatric tools, equipment	1	5
9.	<b>Human Resources</b>	<b>Demonstrate own activities to new or less experienced employees/ day to day supervision; professional/clinical supervision; provide training in own discipline</b> Demonstrates own work/ supervises junior staff; supervises students; demonstrates procedures to colleagues, carers and other professionals; provides practical training to others	1/2 (a), (b), (c)	5-12
10.	<b>Information Resources</b>	<b>Record personally generated information</b> Updates patient/client records	1	4
11.	<b>Research &amp; Development</b>	<b>Undertake surveys or audits, as necessary to own work</b> Participates in R&D and surveys	1	5
12.	<b>Freedom to Act</b>	<b>Clearly defined occupational policies, work is managed, rather than supervised</b> Works within codes of practice and professional guidelines	3	21



13.	<b>Physical Effort</b>	<b>Frequent sitting or standing in a restricted position; frequent light effort for several short periods/ frequent light effort for several long periods</b> Restricted position when working with patients; light physical effort when treating patients	2(a), (b)/3(a)	7-12
14.	<b>Mental Effort</b>	<b>Frequent concentration, work pattern predictable</b> Daily concentration on patient assessment and diagnosis	2(a)	7
15.	<b>Emotional Effort</b>	<b>Occasional/ frequent distressing or emotional circumstances</b> Elderly, terminally ill clients, clients with special needs	2(a)- 3(a)	11-18
16.	<b>Working Conditions</b>	<b>Frequent unpleasant; occasional/frequent highly unpleasant conditions</b> Unkempt feet/infected wounds; body fluids	3(a) (b)/ 4(b)	12-18
<b>JE Score 348 - 380</b>			<b>Band 5</b>	



<b>Profile Suite and Label</b>	<b>Podiatry – Podiatrist Specialist</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Assesses and treats own workload of patients/clients with specialist care needs, maintains associated records</li> <li>2. Provides care to patients/clients with specialist care needs in hospital, community or other settings</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<b>Provide and receive complex, sensitive information; barriers to understanding</b> Receives information concerning patient's history, sensitive issues, some patients with communication difficulties: requires persuasive, reassurance skills	4(a)	32
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Specialist knowledge across range of procedures underpinned by theory</b> Professional/clinical knowledge acquired through degree or equivalent supplemented by post graduate specialist podiatric training or equivalent experience of specialist podiatric conditions	6	156
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</b> Judgements on a range of complex podiatric problems which require investigation, analysis and assessment	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plan and organise straightforward activities, some ongoing</b> Plans own workload including meetings with other professionals, organises appointment system	2	15
5.	<b>Physical Skills</b>	<b>Highly developed physical skills, high degree of precision</b> Dexterity, co-ordination and sensory skills for use of fine tools, scalpels, nail surgery	4	42
6.	<b>Patient/Client Care</b>	<b>Develop specialist programmes of care/care programmes</b> Responsible for specialist podiatric care in, for example, diabetes, rheumatology or biomechanics	6(a)	39
7.	<b>Policy/Service Development</b>	<b>Implement policies and propose changes to practices, procedures for own area</b> Implements policy in own area, proposes changes	2	12
8.	<b>Financial &amp; Physical Resources</b>	<b>Handle cash, valuables; maintain stock control; authorised signatory, small payments</b> Handles small amounts of cash; orders supplies; authorises small stock purchases	2(a)(c), (d)	12
9.	<b>Human Resources</b>	<b>Day to day supervision; professional, clinical supervision</b> Supervises junior staff; supervises students; demonstrates procedures to colleagues, carers and other professionals	2(a)(b)	12
10.	<b>Information Resources</b>	<b>Record personally generated information</b> Records patient client observations, updates patient/client records	1	4
11.	<b>Research &amp; Development</b>	<b>Undertake clinical audits, as necessary to own work/ regularly undertake R&amp;D trials/ clinical trials</b> Undertakes clinical trials; undertakes R&D	1/2 (a)(b)	5-12
12.	<b>Freedom to Act</b>	<b>Broad occupational policies</b> Works within codes of practice, professional guidelines and policies.	4	32



13.	<b>Physical Effort</b>	<b>Frequent sitting or standing in a restricted position; frequent light effort for several short periods/ frequent light; occasional moderate effort for several long periods</b> Restricted position when working with patients; light physical effort when treating patients; carries equipment	2(a), (b)– 3(a)(b)	7-12
14.	<b>Mental Effort</b>	<b>Frequent concentration, work pattern predictable</b> Concentration on patient assessment and diagnosis	2(a)	7
15.	<b>Emotional Effort</b>	<b>Occasional/frequent distressing or emotional circumstances</b> Elderly, terminally ill clients, clients with special needs	2(a)– 3(a)	11-18
16.	<b>Working Conditions</b>	<b>Frequent unpleasant/occasional/frequent highly unpleasant conditions</b> Unkempt feet; infected wounds; body fluids	3(a) (b)/ 4(b)	12-18
<b>JE Score 440 - 465</b>			<b>Band 6</b>	



<b>Profile Suite and Label</b>	<b>Podiatry – Podiatrist Advanced</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Assess and treats own caseload of patients/clients with specialised care needs in hospital, community or other settings, maintains associated records</li> <li>2. Takes a clinical lead role for a specialist area of podiatry work</li> <li>3. Provides specialist podiatry advice within the trust and externally, to GPs and others</li> <li>4. Undertakes training of students and other staff; may undertake research</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<b>Provide and receive complex, sensitive information; barriers to understanding</b> Receives information concerning patient's history, sensitive issues, some patients with communication difficulties: requires persuasive, reassurance skills	4(a)	32
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Highly developed specialist, underpinned by theory and experience</b> Professional knowledge acquired through degree supplemented by postgraduate specialist training to master's level or equivalent	7	196
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Complex facts or situations requiring analysis, interpretation, comparison of range of options</b> Judgements on a range of complex podiatric problems which require investigation, analysis and assessment	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plan and organise complex activities or programmes, requiring formulation, adjustment</b> Organises specialist podiatry service, teaching programmes	3	27
5.	<b>Physical Skills</b>	<b>Highly developed physical skills, high degree of precision</b> Dexterity, co-ordination and sensory skills for use of fine tools, scalpels, nail surgery	4	42
6.	<b>Patient/Client Care</b>	<b>Develop specialised programmes of care/care packages</b> Assesses, develops and implements podiatry treatment for caseload of clients with specialised care needs, provides specialist advice to professionals in other fields	6(a)	39
7.	<b>Policy/Service Development</b>	<b>Propose policy or service changes, impact beyond own area</b> Proposes changes, develops protocols, procedures with impact on other professions working in specialist area	3	21
8.	<b>Financial &amp; Physical Resources</b>	<b>Handle cash, valuables; maintain stock control; authorised signatory, small payments</b> Handles small amounts of cash; orders supplies, authorises small stock purchases	2(a)(c) (d)	12
9.	<b>Human Resources</b>	<b>Day to day supervision/management; teach/deliver specialist training</b> Day to day supervision/management of staff in own area, trains and appraises junior staff; provides specialist training to own and other professions	2(a) - 3(a) (c)	12-21
10.	<b>Information Resources</b>	<b>Record personally generated information</b> Maintains patient records	1	4



11.	<b>Research &amp; Development</b>	<b>Undertake clinical audits, as necessary to own work/ regularly undertake R&amp;D trials; clinical trials</b> Undertakes clinical trials; undertakes R&D	1- 2(a)(b)	5-12
12.	<b>Freedom to Act</b>	<b>Broad occupational policies</b> Works within codes of practice, professional guidelines and policies, lead specialist	4	32
13.	<b>Physical Effort</b>	<b>Frequent sitting or standing in a restricted position; frequent light effort for several short periods/ frequent light; occasional moderate light effort for several long periods</b> Restricted position when working with patients; light physical effort when treating patients; carries equipment	2(a) (b) – 3(a)(b)	7-12
14.	<b>Mental Effort</b>	<b>Frequent concentration, work pattern predictable</b> Concentration on patient assessment, treatment	2(a)	7
15.	<b>Emotional Effort</b>	<b>Occasional/frequent distressing or emotional circumstances</b> Elderly, terminally ill clients, clients with special needs	2(a)– 3(a)	11-18
16.	<b>Working Conditions</b>	<b>Frequent unpleasant; occasional/frequent highly unpleasant conditions</b> Unkempt feet/infected wounds; body fluids	3(a)(b) 4(b)	12-18
<b>JE Score 501 - 535</b>			<b>Band 7</b>	



<b>Profile Suite and Label</b>	<b>Podiatry – Podiatry Team Manager</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Provides day to day management to a team of staff within a podiatry service</li> <li>2. Provides podiatry assessment and treatment for specific groups in hospital, community or other settings</li> <li>3. Organises clinics</li> </ol>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	<b>Communication &amp; Relationship Skills</b>	<b>Provide and receive complex, sensitive information; barriers to understanding</b> Receives information concerning patient's history, sensitive issues, some patients with communication difficulties: requires persuasive, reassurance skills	4(a)	32
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Specialist knowledge across range of procedures underpinned by theory</b> Knowledge of the range of podiatry procedures: acquired through degree plus postgraduate specialist training, experience	6	156
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</b> Make judgements on a range of complex clinical and non-clinical issues	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plan and organise complex activities or programmes, requiring formulation, adjustment</b> Plans and organises staff rotas and meetings, organises and co-ordinates meetings with other professionals and organises clinics	3	27
5.	<b>Physical Skills</b>	<b>Highly developed physical skills, high degree of precision</b> Dexterity, co-ordination and sensory skills for use of fine tools, scalpels, nail surgery	4	42
6.	<b>Patient/Client Care</b>	<b>Develop specialist programmes of care/ care packages; accountable for direct delivery of sub-division of a clinical, clinical technical or social care service</b> Assesses patients and develops specialist patient care plans; responsible for delivery of service in a geographical or equivalent area	6(a) (d)	39
7.	<b>Policy/Service Development</b>	<b>Propose policy or service changes, impact beyond own area</b> Proposes, develops, implements policy, service changes, with impact on other disciplines working in area	3	21
8.	<b>Financial &amp; Physical Resources</b>	<b>Authorised signatory; hold delegated budget</b> Authorised signatory for travel expenses and overtime; holds a delegated budget	3(a) (d)	21
9.	<b>Human Resources</b>	<b>Day to day management</b> Manages and develops staff, responsible for appraisals, initial stages of disciplinary matters, interviews new team members	3(a)	21
10.	<b>Information Resources</b>	<b>Record personally generated information</b> Updates patient/ client records	1	4
11.	<b>Research &amp; Development</b>	<b>Undertake surveys or audits, as necessary to own work/regularly undertake clinical trials</b> Carries out audits/ undertakes R & D; clinical trials	1/2(b)	5-12



12.	Freedom to Act	<b>Broad occupational policies</b> Works within a wide range of podiatric procedures and professional guidelines, manages team	4	32
13.	Physical Effort	<b>Frequent sitting or standing in a restricted position; frequent light effort for several short periods/ frequent light/occasional moderate effort for several long periods</b> Restricted position when working with patients; light physical effort when treating patients; carries equipment	2(a)(b)- 3(a)(c)	7-12
14.	Mental Effort	<b>Frequent concentration; work pattern predictable</b> Concentration for implementing care plans, work pattern is predictable	2 (a)	7
15.	Emotional Effort	<b>Occasional/ frequent distressing or emotional circumstances</b> Imparting unwelcome news to staff and patients	2(a)– 3(a)	11-18
16.	Working Conditions	<b>Frequent unpleasant/ occasional/frequent highly unpleasant conditions</b> Unkempt feet; infected wounds; body fluids	3(a) (b)/ 4 (b)	12-18
<b>JE Score 479 - 504</b>			<b>Band 7</b>	



<b>Profile Suite and Label</b>	<b>Podiatry – Podiatrist Principal</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Leads and develops specialist area of podiatry work; may lead team of staff in specialist area e.g. diabetes, renal patients</li> <li>2. Assesses and treats own caseload of patients/clients with specialised care needs in hospital, community or other settings; maintains associated records</li> <li>3. Provides specialist podiatry advice within the organisation and externally, to GPs and others</li> <li>4. Undertakes training of students and other staff; undertakes research</li> </ol>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<b>Provide and receive highly complex, sensitive information; barriers to understanding</b> Communicates specialist information on range of service development issues within trust, developed negotiating and influencing skills.	5(a)	45
2.	Knowledge, Training & Experience	<b>Highly developed specialist knowledge underpinned by theory and practical experience</b> Professional knowledge acquired through degree supplemented by postgraduate specialist training to master's level or equivalent	7	196
3.	Analytical & Judgemental Skills	<b>Complex facts or situations requiring analysis, interpretation, comparison of range of options</b> Judgements on a range of complex podiatric problems which require investigation, analysis and assessment	4	42
4.	Planning & Organisational Skills	<b>Plan and organise complex activities or programmes, requiring formulation, adjustments</b> Organises specialist podiatry service; teaching programmes	3	27
5.	Physical Skills	<b>Highly developed physical skills, high degree of precision</b> Dexterity, co-ordination and sensory skills for use of fine tools, scalpels, nail surgery	4	42
6.	Patient/Client Care	<b>Develop specialist programmes of care/care packages</b> Assesses, develops and implements podiatry treatment for caseload of clients with specialised care needs, provides specialist advice to professionals in other fields	6(a)	39
7.	Policy/Service Development	<b>Propose policy or service changes, impact beyond own area</b> Proposes changes, develops protocols, procedures with impact on other professions working in specialist area	3	21
8.	Financial & Physical Resources	<b>Handle cash, valuables; maintain stock control; authorised signatory, small payments/ hold delegated budget</b> Handles small amounts of cash; orders supplies; authorises small stock purchases/ holds budget for own area	2(a)(c) (d)-3(a)	12-21
9.	Human Resources	<b>Day to day management; teach/deliver specialist training</b> Day to day; clinical supervision of staff in own area; specialist training to own and other professions	3(a)(c)	21
10.	Information Resources	<b>Record personally generated information</b> Maintains patient records	1	4
11.	Research & Development	<b>Regularly undertake R&amp;D activity, clinical trials/ major job requirement</b> Leads complex clinical audits, undertakes R&D; clinical trials	2(a)(b)- 3	12-21



12.	Freedom to Act	<b>Broad occupational policies/General policies, need to establish interpretation</b> Works within codes of practice, professional guidelines and policies; lead specialist /interprets national professional policies for specialist area	4-5	32-45
13.	Physical Effort	<b>Frequent sitting or standing in a restricted position; frequent light effort for several short periods/ frequent light; occasional moderate effort for several long periods</b> Restricted position when working with patients; light physical effort when treating patients; carries equipment	2(a)(b)- 3(a)(b)	7-12
14.	Mental Effort	<b>Occasional prolonged concentration</b> Concentration for extended periods on treatments; concentration for intricate clinical interventions	3(b)	12
15.	Emotional Effort	<b>Frequent distressing or emotional circumstances</b> Imparting unwelcome news to elderly, terminally ill clients, clients with special needs	3(a)	18
16.	Working Conditions	<b>Frequent highly unpleasant conditions</b> Infected wounds; body fluids	4(b)	18
<b>JE Score 548 - 584</b>			<b>Band 8a</b>	



<b>Profile Suite and Label</b>	<b>Podiatry – Podiatric Registrar (Surgery)</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Assess and treats own caseload, inducing podiatric surgery, injection therapy</li> <li>2. Teaches surgical trainees, staff podiatrists, students</li> <li>3. Carries out research and audits on treatment outcomes</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<b>Provide and receive complex, sensitive information; barriers to understanding</b> Communicates condition related information to patients and relatives, who may be elderly, frail, anxious, have learning disabilities	4(a)	32
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Advanced theoretical and practical knowledge</b> Knowledge of the range of podiatry procedures, including foot surgery, bone grafts, wound management: acquired through degree, training for primary fellowship and then fellowship (FSCP) plus experience as registrar	8(a)	240
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</b> Make judgements on a range of clinical and non-clinical issues	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plan and organise straightforward activities, some ongoing/ complex activities, or programmes, requiring formulation, adjustments</b> Plan theatre and outpatient clinic staffing, plans research, conference programmes	2/3	15-27
5.	<b>Physical Skills</b>	<b>Highest level of physical skills</b> Skills required for podiatric surgery	5	60
6.	<b>Patient/Client Care</b>	<b>Develops specialised programmes of care/care packages</b> Provides specialist podiatric care, including surgery and advice to patients	6(a)	39
7.	<b>Policy/Service Development</b>	<b>Propose policy or service changes, impact beyond own area</b> Implements podiatry policies and proposes changes which impact on other clinical areas	3	21
8.	<b>Financial &amp; Physical Resources</b>	<b>Maintain security of stock; safe use of expensive equipment</b> Orders equipment and supplies; equipment used for surgery procedures	2(c) (e)	12
9.	<b>Human Resources</b>	<b>Day to day supervision; provide training in own discipline</b> Supervises other staff in theatre; trains podiatrists, students	2(a) (c)	12
10.	<b>Information Resources</b>	<b>Record personally generated information</b> Updates patient/client records	1	4
11.	<b>Research &amp; Development</b>	<b>Regularly undertakes R&amp;D activity/ R&amp;D activities as major job requirement</b> Carries out research and audits treatment outcomes; research as major aspect of work	2(a)-3	12-21
12.	<b>Freedom to Act</b>	<b>Broad occupational policies</b> Works within wide occupational policies determined by consultant, specialist	4	32



13.	<b>Physical Effort</b>	<b>Frequent light effort for several short periods/ frequent light effort for several long periods</b> Kneeling, crouching, bending to carry out podiatric procedures several times a day; operating in cramped area	2(b)/ 3(a)	7-12
14.	<b>Mental Effort</b>	<b>Frequent prolonged concentration</b> Intense concentration for protracted podiatric surgery	4(a)	18
15.	<b>Emotional Effort</b>	<b>Frequent distressing or emotional circumstances</b> Imparting unwelcome news to patients re prognosis	3(a)	18
16.	<b>Working Conditions</b>	<b>Frequent highly unpleasant conditions</b> Exposure to body fluids	4(b)	18
<b>JE Score 582 - 608</b>			<b>Band 8a-b</b>	



<b>Profile Suite and Label</b>	<b>Podiatry – Podiatric Consultant (Surgery)</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Manages a team of podiatrists, including specialist registrar plus support nursing, secretarial, clerical staff</li> <li>2. Lead clinician, provides advice regarding diagnosis, prognosis and treatment for acute and chronic foot conditions</li> <li>3. Carries out specialist programmes of care, including podiatric surgery</li> <li>4. Undertakes research, may lead research, educational project</li> </ol>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<b>Provide and receive highly complex, sensitive or contentious information; barriers to understanding</b> Communicates highly complex, sensitive information on resources, staffing, service provision with senior managers	5(a)	45
2.	Knowledge, Training & Experience	<b>Advanced theoretical and practical knowledge</b> Knowledge of the range of podiatry procedures, including foot surgery, bone grafts, wound management: acquired through degree, training for primary fellowship and then fellowship (FSCP), experience as registrar	8(a)	240
3.	Analytical & Judgemental Skills	<b>Highly complex facts or situations requiring analysis, interpretation, comparison of a range of options</b> Make judgements on a range of clinical and non-clinical issues, including most complex clinical issues, where expert opinions may differ	5	60
4.	Planning & Organisational Skills	<b>Plan and organise a number of complex activities/ plan and organise broad range of complex activities; formulates, adjusts plans or strategies</b> Specialised service planning and strategy	3–4	27-42
5.	Physical Skills	<b>Highest level of physical skills</b> Skills required for podiatric surgery	5	60
6.	Patient/Client Care	<b>Develop specialised programmes of care/provide highly specialised advice concerning care</b> Develops specialised programmes of care for podiatric patients; provides highly specialised advice concerning care of podiatric patients/clients	6(a) (c)	39
7.	Policy/Service Development	<b>Responsible for policy implementation and development for a service</b> Responsible for proposing, developing and implementing policy/service changes for podiatric surgery service	4	32
8.	Financial & Physical Resources	<b>Maintain stock control; authorised signatory, small payments; safe use of expensive equipment/authorised signatory; hold delegated budget</b> Orders supplies; purchase of some supplies; care of equipment used for podiatric surgery/ authorised signatory for equipment and supplies; delegated budget for service	2(c) (d) (e)/ 3 (a) (d)	12-21
9.	Human Resources	<b>Day to day management; teach, deliver core training, range of subjects</b> Manages team of podiatrists and support staff; teaches, trains own and other professions informally and formally	3(a) (c)	21
10.	Information Resources	<b>Record personally generated information</b> Updates patient/client records	1	4



11.	<b>Research &amp; Development</b>	<b>Regularly undertake R &amp; D activity/major aspect of work/co-ordinate, implement R &amp; D activity as job requirement</b> Carries out research or complex audits/ major aspect of work/ co-ordinates and implements R & D programmes	2(a)-3-4	12-21-32
12.	<b>Freedom to Act</b>	<b>General policies, need to establish interpretation</b> Interprets occupational policies for podiatric surgery	5	45
13.	<b>Physical Effort</b>	<b>Frequent light effort for several short period/ frequent light effort for several long periods</b> Kneeling, crouching, bending to carry out podiatric procedures several times a day; operating in cramped area	2 (b)/3 (a)	7-12
14.	<b>Mental Effort</b>	<b>Frequent prolonged concentration</b> Intense concentration for protracted podiatric surgery	4(a)	18
15.	<b>Emotional Effort</b>	<b>Frequent distressing or emotional circumstances</b> Imparting unwelcome news to patients concerning prognosis	3(a)	18
16.	<b>Working Conditions</b>	<b>Frequent highly unpleasant conditions</b> Body fluids	4(b)	18
<b>JE Score 658-707</b>			<b>Band 8c-d</b>	



<b>Profile Suite and Label</b>	<b>Podiatry – Podiatric Consultant (Surgery) Head of Service</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Manages podiatry service, including planning and strategy, budgets, staffing</li> <li>2. Lead clinician, provides advice regarding diagnosis, prognosis and treatment for acute and chronic foot conditions</li> <li>3. Carries out specialist programmes of care, including podiatric surgery</li> <li>4. Leads research, educational projects</li> </ol>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<b>Provide and receive highly complex, sensitive or contentious information; barriers to understanding</b> Communicates highly complex, sensitive information on resources, staffing, service provision with senior managers	5(a)	45
2.	Knowledge, Training & Experience	<b>Advanced theoretical and practical knowledge</b> Knowledge of the range of podiatry procedures, including foot surgery, bone grafts, wound management: acquired through degree, training for primary fellowship and then fellowship (FSCP), experience as registrar	8(a)	240
3.	Analytical & Judgemental Skills	<b>Highly complex facts or situations requiring analysis, interpretation, comparison of a range of options</b> Make judgements on a range of clinical and non-clinical issues, including service-related issues and most complex clinical issues, where expert opinions may differ	5	60
4.	Planning & Organisational Skills	<b>Plan and organise broad range of complex activities; formulates, adjusts plans or strategies</b> Service planning and strategy	4	42
5.	Physical Skills	<b>Highest level of physical skills</b> Skills required for podiatric surgery	5	60
6.	Patient/Client Care	<b>Accountable for delivery of sub-division of clinical service</b> Accountable for delivery of podiatric service	6(d)	39
7.	Policy/Service Development	<b>Responsible for policy implementation and development for a service</b> Responsible for proposing, developing and implementing policy/service changes for podiatric service	4	32
8.	Financial & Physical Resources	<b>Authorised signatory; hold delegated budget</b> Authorised signatory for equipment and supplies; delegated budget for service	3 (a) (d)	21
9.	Human Resources	<b>Line manager for department</b> Manages team of podiatrists and support staff, including performance, recruitment, workload allocation	4(a)	32
10.	Information Resources	<b>Record personally generated information</b> Updates patient/ client records	1	4
11.	Research & Development	<b>Initiates and co-ordinates research programmes</b> Initiates, secures funding for and co-ordinates R & D programmes	5	45
12.	Freedom to Act	<b>General policies, need to establish interpretation</b> Interprets occupational policies for podiatry service	5	45

<b>13.</b>	<b>Physical Effort</b>	<b>Frequent light effort for several short periods/frequent light effort for several long periods</b> Kneeling, crouching, bending to carry out podiatric procedures several times a day; operating in cramped area	2 (b)/3(a)	7-12
<b>14.</b>	<b>Mental Effort</b>	<b>Frequent prolonged concentration</b> Intense concentration for protracted podiatric surgery	4(a)	18
<b>15.</b>	<b>Emotional Effort</b>	<b>Frequent distressing or emotional circumstances</b> Imparting unwelcome news to patients concerning prognosis	3(a)	18
<b>16.</b>	<b>Working Conditions</b>	<b>Frequent highly unpleasant conditions</b> Body fluids	4(b)	18
<b>JE Score 726-731</b>			<b>Band 9</b>	