



HEALTHCARE MANAGEMENT TRUST

Unit 1 Langdon House, Langdon Road, Swansea SA1 8QY
Telephone: 020 7222 1177 Email: admin@hmt-uk.org
www.hmt-uk.org

Job Title	Podiatrist
Department	Outpatients
Reports to (job title)	Head of Clinical Services
Direct and Indirect Reports	
Job Grade	TBC

Who we are

At the Healthcare Management Trust, we are obsessed with achieving our **Vision**, *“to be the most innovative and best quality provider of niche health and social care services.”*

Our **Purpose** is, *“to make every contact count, ensuring every resident and patient receives the best possible experience and outcome.*

We aim to provide services which value collaboration and place our residents, patients and people at the heart of all we do. We will always do the right thing for our residents, patients and people.

We will be outwardly connected to the most innovative practices and service offerings in the market. We will do things differently and will be bold with our ambition to change things for the better.

We are passionate about what we do and so are our people. Bringing their most authentic selves to work and seeking joy and fun in what we do.

We will deliver care and clinical interactions compassionately and tailor them to individual needs.”

We achieve this by living our business **Values** each and every day:

- We are **caring**
- We are **enterprising**
- We are **resourceful**
- We are **authentic**
- We are **accountable**

As a result, we are able to give back to the people and communities we serve by delivering on our **Charitable Mission** to, *“Provide quality and innovative care solutions to those with complex needs within marginalized community settings.”*



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What you'll be doing (your job purpose)

Assess, diagnose, and treat conditions affecting the feet, ankles, and lower limbs. Responsible for promoting foot health, preventing complications, and improving mobility and quality of life for patients across a range of clinical settings.

Provide expert care for both routine and complex conditions, including skin and nail disorders, musculoskeletal issues, and complications related to systemic diseases such as diabetes. The role also involves patient education, development of treatment plans, and collaboration with multidisciplinary healthcare teams to ensure holistic care.

Play a key role in early detection of foot-related health issues, reducing the risk of serious complications, and supporting patients in maintaining independence and overall wellbeing.

The role involves maintaining accurate clinical records, ensuring compliance with health and safety standards, and contributing to the commercial success of the clinic through effective time management, client retention, and, where appropriate, promotion of services and products.

Your key accountabilities and responsibilities

1.	To work as part of the Outpatients team and be responsible for assessment and management of a clinical caseload of patients with podiatric needs as referred to the service.
2.	To undertake comprehensive initial podiatry assessment of patients, using investigative and analytical skills, to formulate an appropriate hypothesis and to determine a diagnosis using evidence-based interventions to help formulate a comprehensive care / treatment plan, discharging patients where appropriate and liaising with senior colleagues for patients with complex or highly complex needs.
3.	To facilitate pathways of care involving a step up / step down approach to patients care within the podiatry team.
4.	To promote health and reduce inequalities for all patients accessing the podiatry service, so that they may be able to maximise their potential in terms of health, education and social well-being.
5.	Contribute to clinical leadership and supervision facilitating a culture of learning and reflective practice within podiatry.
6.	To contribute to and deliver foot health education to patients, their careers and groups including annual diabetic foot screening as required.
7.	To be responsible for own continuing professional development and maintaining own professional registration and meet HCPC Registration requirements maintain a professional portfolio and demonstrating evidence of reflective practice.
8.	To undertake mandatory training as in line with HMT policy and attend updates and study days as appropriate to the post.
9.	To adhere to all HMT Policies and Procedures and contribute to their development as appropriate.

Choose an item.



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10.	To have in depth knowledge of HCPC standards and guidance, understand implications for and be able to apply to practice. E.g. HCPC Standards of Conduct, Performance and Ethics / HCPC Standards of Proficiency.
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Your knowledge, skills and experience	
Strong clinical assessment and diagnostic skills	Essential
Understanding of private healthcare systems and patient expectations	Essential
Business awareness (e.g., managing own caseload, time, and service delivery)	Essential

Your training and qualifications	
Degree in Podiatry (BSc or equivalent)	Essential
Current registration with Health and Care Professions Council	Essential
Membership of Royal College of Podiatry	Desirable
Postgraduate training in specialist areas (e.g., biomechanics, diabetes care, nail surgery)	Desirable

The way we do things at HMT (our Behaviours)
<i>*See Appendix 1 attached</i>

This job description provides an outline of the role, detailing the main responsibilities and tasks the post holder may be required to undertake. It is not exhaustive, and the post holder may be required to carry out other duties as reasonably requested. The job description may also be updated from time to time to reflect the changing needs of the business

All staff are required to comply with the organisation's policies, procedures, and standards at all times, participating in mandatory and role-specific training, supervision, and appraisal processes. They are expected to uphold a professional approach to work, demonstrating respect, integrity, and accountability in all interactions, and to contribute to a safe environment for patients, residents, colleagues, and visitors in line with Health & Safety regulations. Staff have a duty to safeguard and promote the welfare of vulnerable adults and children, raise concerns in accordance with statutory and organisational procedures, and support the principles of Equality, Diversity, and Inclusion. Confidentiality must be maintained at all times, and information handled in accordance with GDPR and organisational requirements.

Staff are also expected to be flexible, undertaking other reasonable duties within their competence to meet the needs of the service, and to contribute to continuous improvement by engaging positively with feedback and change initiatives. The wellbeing and dignity of patients and residents should remain central to all aspects of work, with staff demonstrating commitment to professional standards and the overall goals of the organisation.

Team members will be expected to carry out their duties in line with their terms and conditions and contract of employment, the standards stated in the employee handbook and Health & Safety guidelines and will be required to follow HMT policies and procedures.

Choose an item.



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I have received a copy of this Job Description; read it, understood it and agreed to it.

Signed.....

Date.....

Job Holder

Choose an item.