Job Description

Job Description Details	
Job Title	Podiatrist
Department/Division	Allied Health, Operations
Reports to	Service Manager / Program Manager / Service Lead
Direct Reports	Nil
Agreement	Brightwater Care Group Health Services Union of WA Enterprise Agreement

Brightwater Mission

Pursuing the Dignity of Independence

For Brightwater, no one is beyond care. Here, we value the potential that lives inside each and every one of us, no matter what that looks like. Our amazing ability to strive towards our best self every day, to keep learning and to keep growing. This drives all that we do. Sure, it's not always easy, but this journey that we're on together comes with its own reward. This pursuit of independence brings with it the dignity of control over our own lives. And everyone deserves the right to pursue that.

Commitment to Mission and the Brightwater Spirit

Embrace and apply the Brightwater Spirit – our values and behaviours – in all interactions with staff and customers. Our commitment to the Brightwater Spirit enables us to achieve our Mission, *Pursuing the Dignity of Independence*.

Caring	We care for and about each other. We work together to provide inclusive and relevant services in ways that meet the needs and goals of our clients.
Authentic	We are open and genuine, enabling us to build meaningful relationships with our clients and each other.
Progressive	We are inspired to continuously improve ourselves and our services for the benefit of our clients.
Courageous	We find strength in order to make a difference.

Diversity and Inclusion Statement

At Brightwater, we welcome people with the full diversity of life experiences, thoughts and beliefs. We foster a culture of inclusion, collaboration and innovation where our clients and staff can flourish.

Position Purpose

Working as part of a multi-disciplinary team the Podiatrist provides quality, appropriate and relevant podiatry services to meet the needs of Brightwater Care Group's clients.

The Podiatrist provides support to clients regarding the prevention, diagnosis, treatment and rehabilitation of medical and surgical conditions of the feet and lower limbs. This includes treating conditions resulting from bone and joint disorders such as arthritis and soft-tissue and muscular pathologies, as well as neurological and circulatory disease. The Podiatrist may also diagnose and treat any complications of the above which affect the lower limb, including skin and nail disorders, corns, calluses and ingrown toenails, foot injuries and infections.

Key Duties/Accountabilities
1. Ensure all care/rehabilitation practices are provided in a manner that promotes the personal values of the client, and adheres to relevant policies of Brightwater Care Group, appropriate professional Code of Ethics, and to relevant legislation affecting professional practice and other relevant standards and guidelines. 2. Use the Podiatry process to assess, plan, implement and evaluate individualised outcome-based care needs within an interdisciplinary team model and in partnership with the client and their representatives, and other relevant stakeholders. 3. Complete Brightwater documentation to the required standard, and actively collaborate with the client and the rest of the multidisciplinary team to ensure that the care plans for the clients are relevant and appropriate. 4. Communicate with clients and their representatives in regards to identifying the client's individualised goals, developing the client's Podiatry care plan, answering questions, facilitating relevant education and training, and providing information about the podiatry treatment and care, showing respect for individuals. 5. Provide Podiatry services that are of a high standard, responsible, cost effective and efficient, with an awareness of the appropriate use of human and other resources. 6. Identify areas for improvement and use a continuous quality improvement approach to problem solving. This includes collaborating with colleagues, facilitating quality improvement activities and acting as a change agent in response to agreed changes. 7. Actively contribute to the creation and maintenance of the home/social environment in which emotional, physical, spiritual and cultural needs are met.

Key Working Relationships
1. Allied Health and clinical team members. 2. Allied Health Manager. 3. Service Manager / Program Manager / Service Lead 4. Clients and their representatives.

Professional Development
1. Accept responsibility for updating/developing own knowledge/skills in relation to clinical practice. 2. Actively participate in opportunities for performance feedback with a growth mindset, including reviews and check-ins; reflect on own performance and set goals. 3. Complete essential training courses within the required timeframes and embed learning outcomes to continuously improve skills and work performance. 4. Attend and contribute to staff meetings/discussions and collaborate with team members to improve outcomes.

Safety and Health
1. Actively promote a positive safety and health culture by caring for self and others, demonstrating attention to physical, mental, emotional, cultural, and psychological safety. 2. Take proactive and responsible actions to avoid, eliminate or minimize hazards. 3. Accept responsibility for understanding and recognising the risks and hazards associated with work duties. 4. Report all incidents, hazards, and injuries immediately. 5. Use equipment, such as personal protective and manual tasks equipment, as trained and required. 6. Adhere to infection control principles and practices.

NDIS Risk Assessment
This position involves the direct delivery of specified supports or services to a person with a disability and therefore is a risk assessed role that requires the person to hold a valid and satisfactory NDIS Worker Screening Check.

Other Information
This position may be required to work across different sites according to operational need. When working within Brightwater At Home this position will require a significant amount of travel.

Selection Criteria – Qualifications, Skills, Knowledge, Experience

1. Qualified and suitably registered with the Australian Health Practitioner Regulation Agency (AHPRA) as a Podiatrist.
2. Eligible for membership with the Australian Podiatry Association (active membership preferred).
3. Have a strong commitment to providing safe, high quality care, within scope of professional role.
4. Excellent written, verbal and interpersonal communication skills and the ability liaise effectively with diverse individuals, clients, community members, colleagues and supervisors.
5. Strong person-centred skills in communicating and engaging with clients with high support needs including cognitive impairment, brain injury, and dementia.
6. Demonstrated ability to work both independently and as part of a team, organise and prioritise tasks, work effectively under pressure, problem solve and meet deadlines.
7. First Aid Certificate less than 3 years old (desirable; essential if providing services for Brightwater At Home clients).
8. Reliable, licensed transport with comprehensive insurance.
9. Current Western Australian 'C' Class Driver's Licence.
10. A safe, registered, and suitably insured motor vehicle able to be used for work purposes.
11. Satisfactory National Police Certificate obtained within the last 12 months.