

WORKING FOR US

A career in Podiatry can be highly rewarding and challenging where no two days are the same. Here at Harrogate and District NHS Foundation Trust Podiatry Services we are proud of the Service we deliver and recognise this is largely down to the team of Podiatrists, Assistants and Administrative Staff we employ.

Podiatry Services are provided from more than 70 clinical locations across North Yorkshire. We employ 78 Podiatrists, supported by 12 Assistants and 12 clerical staff.

We believe all our staff members have a part to play in achieving the Trust's vision of **Excellence Every Time**. We aim to be **Respectful**, **Responsible** and **Passionate** in everything we do.

WHAT OUR STAFF SAY.....

A lot of time is offered by members of staff to give guidance and support and this makes me feel valued as part of the team but also gives me the drive and show what a good and positive department we have.

The mentor / induction program gave me a solid foundation on which to build my clinical skills.

Podiatrists can often provide a solution that makes everyday living easier for patients

I have recently moved to the Harrogate Team. The support from my mentor and the friendly team has made me feel right at home!

Thanks to the support I have received I have successfully completed a secondment in Project Management which will be invaluable in my future career.

As a new manager I have been really well supported by my peers and team in my transition from clinician to Team Lead

Without support from HDFT I would not now have an MSc in Podiatry

CRITERIA

In order to work as a Podiatrist within the NHS you must have completed a recognised course of study. This takes the form of a BSc in Podiatry. Further details can be found at www.thisispodiatry.com. You must also be registered with the Health and Care Professions Council (HCPC) – www.hcpc.org

To work as a Podiatry Assistant there are no specific qualifications required. Full training will be given on the job. On completion you will become a Certified Foot Care Assistant. All you need is good organizational skills and a desire to work with people of all ages, from all backgrounds.

All current Vacancies can be found at www.hdft.nhs.uk/careers or on NHS Jobs - www.jobs.nhs.uk.

INDUCTION AND MENTORSHIP

The induction process plays a major role in clarifying the expectations of the new post holder in respect of their duties, conduct and participation in professional activities.

Upon appointment with HDFT you will attend a Trust Induction. Within Podiatry we have developed a balanced induction programme to run alongside the Trust Induction process. This avoids overload in the first few days but includes the relevant information to help you settle into your role.

As a progressive department, Podiatry, attempts to give a higher than normal level of support to the newly qualified or those staff who are new into post or returners to work. All new starters are assigned a Mentor. The role of the mentor is to act as a trusted adviser and to offer guidance as well as providing empathic support. Initially you will meet with your Mentor on a weekly basis.

Upon completion of your induction and mentorship package you will have a comprehensive record of progress that can form part of your professional portfolio and count towards your Continuing Professional Development.

CAREER PROGRESSION

Within Podiatry there is wide scope for career progression. There are a number of specialisms your career as a Podiatrist will introduce you to including, Diabetes, Biomechanics, Podiatric Surgery, Forensics, Mentorship, and Management.

We actively encourage our staff to undertake further study and develop their skills and knowledge. This can be in multiple forms i.e. training days, shadowing and peer review, participating in research, MSc. Once a year the whole service comes together to share new ways of working. Appraisals are completed on a yearly basis to help identify your learning and development needs.

Working for the NHS there may be the opportunity to undertake a Secondment, utilising your skills within a different department or team. Podiatry aims to support staff in experiencing new ways of working wherever possible, resulting in a positive impact on how our service grows and develops.

STAFF HEALTH, WELLBEING AND BENEFITS

Annual leave - Staff members are entitled to 27 days annual leave plus bank holidays. This entitlement increases to 29 days after five years of service and 33 days after 10 years of service.

Car lease - We are able to offer staff access to car lease schemes through salary sacrifice, meaning staff can make savings on tax and National Insurance.

Childcare vouchers - To support staff in their family, caring and childcare responsibilities we provide the opportunity to purchase childcare vouchers through a salary sacrifice scheme – meaning staff make savings on tax and National Insurance contributions.

Discounts - Our staff members are able to access a range of discounts with both local and national partners.

Flexible working - We believe that flexible working should be offered wherever possible in order to provide a high standard service to our patients and to accommodate a work/life balance for our staff. Options open to discussion are part time, job share, flexi-time and career breaks.

Health and wellbeing - HDFT are strongly committed to looking after staff and their health and wellbeing. The following initiatives are in place to support staff:

- Cycle to work scheme
- Sheffield Hallam University Wellness programme – supporting staff to lead healthier lives
- Counselling
- Discounted gym memberships

NHS Pension Scheme - The NHS Pension Scheme has been a cornerstone of the NHS reward package since its creation in 1948. It is the largest centrally administered public sector pension scheme in Europe and currently has 1.4 million actively contributing members, 550,000 members with deferred benefits, and it pays pension benefits to over 750,000 pensioners every month.

At Harrogate and District NHS Foundation Trust we believe that You Matter Most. This is reflected in our values of Responsible, Respectful and Passionate. So if you're looking for an interesting and rewarding career in the NHS, where you can make a real difference to patients' lives, Harrogate and District NHS Foundation Trust is the place for you.