



Podiatry At Spectrum Health.

January 2022



Who Are We?

We pride ourselves on being a family-run company who have steadily become Ireland's leading provider of allied health services, including chartered physiotherapy, podiatry, speech & language therapy, and nutrition & dietetics.

We have over 30 locations across Ireland, with in excess of 250,000 patients treated. Our aim is to continue to grow, provide employment, promote clinical excellence and, most of all, deliver the highest standard of care to our growing patient network that we possibly can.



Our Founders.



Anne

Anne is a qualified physio who took an interest in managing her own practice and then began scaling. Married to Stuart, the two formed The Physio Company in 2007, adding new services and then separating them out standalone companies when the time was right for them to grow. Her work + life fit involves outdoor activities with their two children, trying new delicious restaurants and travelling whenever she can.



Stuart

Stuart began with a background in aviation and a love of disruption (of industry, that is). He started working with Anne in 2007 and is the chairman of many of our sister companies, including Spectrum.Life, Spectrum Mental Health, Spectrum Primary Care. Although he is less visible day-to-day, he is always scoping the future for us. His work + life fit sees him spending family time at Lough Derg and at as many Leinster Rugby matches as possible.

About Us.



2007 Our first clinic opened in Drumcondra and was named, "**The Physio Company**".

2008 We expanded to 3 more clinic locations in GP practices across Dublin.

2012 We rebranded as **Spectrum Health** to include our new services: mental health, podiatry, nutrition and speech therapy.

2013 Our corporate clients grew, and so did our clinics to 30 locations nationwide.

2018 Some services became standalone companies, including Spectrum Mental Health and Spectrum.Life.

2020 COVID-19 arrived; we opened our successful virtual clinic and launched online booking.

Podiatry At Spectrum Health.

Our podiatry service is recognised as Ireland's premier podiatry & chiropody clinic network, treating patients in over 30 locations nationwide. Our team are all governed by SCPI and pride themselves on their relaxed atmosphere within their clinics to ease patient anxieties.

Due to the variety in clinic locations (own door clinics, GP practices, primary care centres and nursing homes), generally our podiatrists see great diversity in terms of patient groups and conditions – plenty of general routine treatments, as well as musculoskeletal or

biomechanical issues, paediatric care and diabetic treatments.

App-based exercise rehabilitation programmes, data portability between clinics and the ability to refer patients across services within our clinics are what sets us apart from other companies.

Our centralised support team will also play a huge part in your career with Spectrum Health, with colleagues who look after operations, HR, marketing, and customer service ready to help you.



CORÚ are Ireland's multi-profession health regulator and were set up under the Health & Social Care Professionals Act (2005). CORÚ consists of the Health & Social Care Professionals Council and the Registration Boards and their most important role is to protect the public by regulating health and social care professionals, e.g. podiatrists. CORÚ ensure the public are protected by carrying out the following:

- Set standards that professionals must meet.
- Ensure that the relevant educational bodies are delivering appropriate qualifications that prepare future professionals to provide safe and appropriate care.
- Maintain and publish a Register of health & Social Care Professionals who meet their standards.
- Ensure that registered professionals keep their skills up to date by promoting CPD.
- Run Fitness to Practice hearings into the conduct and competence of a registered professional.



“Be engaged in what you’re doing”
“Be resilient in your work”
“Remember - what would a good practitioner do?”

Podiatry Career Levels.



0-2 Years

2-4 Years

4+ Years

5+ Years

Level 1: Podiatrist

Clinical Skill Development

- Sound knowledge base
- Progression of diagnostic skills
- Development of evidence-based treatments
- Partake in CPD

Patient Focus

- Development of patient-specific treatment plans
- Completion of patient engagement measures
- Excellent patient feedback

Practice Progression

- Develop relationship with referral sources

Level 2: Podiatrist

Clinical Skill Development

- Identification of specialist interest area
- Focused on long-term outcomes
- Become key team member at in-services

Patient Focus

- Excellent patient-focused treatment plans
- Recognisable word of mouth referrals

Practice Progression

- Excellent relationships with referrers and actively seeks new relationships

Team Leadership

- Mentor to junior team members
- Conducts supervision sessions

Level 3: Senior Podiatrist

Clinical Skill Development

- Identifiable specialist in a particular area

Patient Focus

- High word of mouth referrals
- Inspires patient-led care in the practice

Practice Progression

- Continues to seek out new referrals
- Assists junior team members in networking
- Assists in implementing new services

Team Leadership

- Clear leader within the practice
- Culture champion
- Mentor to junior team members

Level 4: Clinical Lead Podiatrist

Clinical Skill Development

- Identifiable specialist in a particular area
- Acts as a second opinion for complex cases
- Facilitates in-services

Patient Focus

- Exceptional word of mouth referrals
- Reputation for excellent patient care

Practice Progression

- Proven track record of referral sources
- Identifies referral opportunities
- Demonstrates success in implementing new services

Team Leadership

- Hub members report to clinical lead
- Conducts reviews with team members
- Moderates the communication platform

What Can We Offer You?



Fortnightly supervision for first 2 months, monthly supervision thereafter



Performance appraisal with clinical lead to discuss case notes, clinical skills, KPIs and progression



Training days, including templates for goal setting, case studies and reflective learning



Guided self reflection to address strengths and weaknesses, to devise an action plan

What to expect in your **first** year working with us?

During your first weeks, we provide three training days to induct you to the company, giving you an overview of various teams and how they can help you.

- **Training Day 1:** All systems
- **Training Day 2:** Caseload Management
- **Training Day 3:** Specific services (e.g. orthoses prescription)

We know it can be daunting starting your first job in private practice, so that's why we ensure that Level 1 or new graduate podiatrists get fortnightly supervision (with a Level 2+ colleague) for the first 2 months, with monthly supervision for the remaining year after that. To take some more pressure off, you'll also be given templates to help you set goals, review case studies and practice reflective learning.

You'll also get a performance appraisal at the end of 1/3/6/12 months with your clinical lead to discuss your:

- KPIs
- Case notes
- Clinical skills
- Patient focus/interaction
- Practice progression
- Team leadership/contribution
- Any other questions, concerns or topics you'd like to address

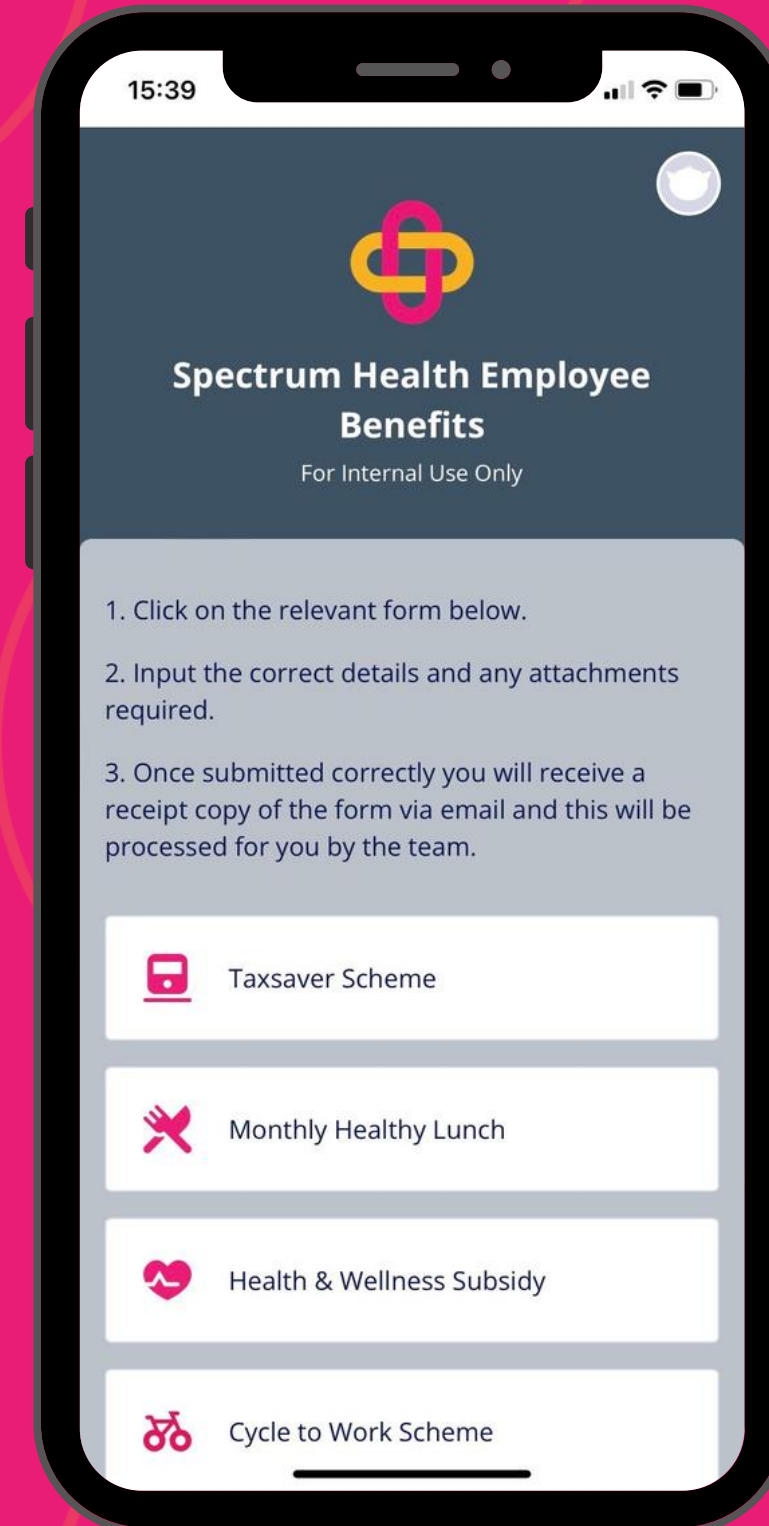
At the end of your appraisal, together you will both devise an action plan to work through until the next performance review.



We Invest In Our Team.

We strive to be innovative and unique in what we provide for our people, including our total reward offering. We cannot do it all, but we do realise that our people have diverse needs, and that this diversity requires a wide spectrum of benefits.

- Health insurance
- Maternity, paternity and adoptive leave
- Relocation packages
- Cycle to work scheme
- Tax saver tickets
- Monthly healthy lunch on us
- Death in service policy
- Me Day to try something new
- 24/7 EAP support
- Free financial advisor appointment
- CPD & educational support
- Health & wellness monthly subsidy
- Death in service benefit
- Discounted treatments for team members & their family
- New parents' benefit
- Sports & social clubs
- Service benefit (annual leave increases due to length with company)



Meet A Team Member.



Hi Meadhbh, thanks for chatting with us today! Firstly, can you tell us a little bit about yourself, where you studied, and maybe a brief outline of your podiatry journey so far?

Hello! My name is Meadhbh Grogan and I am currently a podiatrist working with Spectrum Health. I'm originally from Clare and studied a BSc. in Podiatry at NUI Galway. During my final year in Galway, Spectrum Health contacted the podiatry school about a new scholarship programme that they were introducing. This meant securing a 2-year contract working with Spectrum Health and final year tuition fees paid. Obviously, I was very interested in the scholarship as I was keen to get cracking in the podiatry world and having my final year fees looked after was an incredibly generous gesture!

So, I completed the application form, was called for an interview and was lucky enough to be chosen as the successful podiatry scholarship candidate and here I am! I qualified in May 2019, moved to the Big Smoke in June and started working for Spectrum Health in July, and have honestly been loving it ever since.

That's amazing to hear! And what made you choose Spectrum Health as the company to work for, as I'm sure you applied for other positions also?

Well firstly, I knew that I wanted to work in Ireland for my first job, preferably Dublin actually, and I also knew I wanted to experience working in the Irish private practice side of podiatry because we did the majority of our work experience in college working in HSE-type environments, so I wanted to experience the other side more. So, Spectrum Health definitely ticked all those boxes for me as the job that I was interviewing for was in Dublin.

As a new graduate and going into my first podiatry job, I was very nervous about starting, but from the get-go they had a plan set in place for me ensuring that I was comfortable on all the systems and operations in place, that I was introduced to the whole team and knew exactly who to call if I had any questions or trouble. And naturally, in my first week I made a LOT of calls to Head Office looking for help but they couldn't have been more helpful and friendly. I felt like I was part of the family from the very first day I started.

Meet A Team Member.



Sounds like you're a busy bee for sure! So, take us through a typical day working as a podiatrist with Spectrum Health.

I like to arrive to clinic 15-30mins early in order to get sorted for the day ahead, (and in case there's traffic, you just never know with Dublin!). Once I'm in clinic I log onto the diary management system and double check the patients who booked in with me for that day, in case I need to call them prior to their appointment for any reason. I also check to see if any insoles/orthotics have arrived so that I can alert the patient file and call the patient to book them in for a fitting. I then ensure my clinic is fully set up and ready to go with everything I need, as I'm usually fully booked for the day. . I usually have 1-2 admin slots blocked off in my diary to allow me to do my notes throughout the day so that they're not all piled up at the end of the day, but of course if I have time between patients I will do them then. I also use my admin slots to call any patients that I need to, send any correspondence, such as referrals, or call Head Office with any questions, queries or updates. Once I have finished seeing all my patients for the day, I fully clean the clinic, and ensure everything is how I left it, ensure all my notes are completed for that day and I log out.

And have you done any courses or CPD since you started with Spectrum?

I've done 3 or 4 in-house CPD events with Spectrum, and I also did a 2-day Biomechanics course with PPL Biomechanics. I'm currently formulating a plan about what other CPD events I would like to complete this year but I have been doing a lot of learning online too, it's great the amount you can access online. Spectrum is great for integrating professions, we communicate as a workforce a lot on Facebook Workplace and this makes it so easy to get in contact with any of the team to send a quick message, so I use Workplace a lot to message physios about certain patients or conditions, and sometimes if the physio works in the same clinic as me or even a clinic nearby I can block off time in my diary to shadow them; it's one of the best ways to learn! I even do it with the other podiatrists too if I find I'm struggling with something.

What are your plans for the future?

Well, at the moment, I'm so happy with the job I'm in. I'm currently doing some research and study into sports podiatry/MSK and paediatrics so that I can work on specialising in these areas. The travel bug has definitely hit me too so I think travelling will be on my list at some time in the future but right now I'm focusing on my podiatry skills to become a specialist podiatrist and Spectrum have been supportive in helping me achieve this.



We're creating a company
we love.

We love what we do, you should too. Your career is our focus.



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