

# Evidence Brief: Podiatry

## Contents

Key publications – the big picture.....	2
Case Studies.....	2
HEE Star.....	2
Statistics.....	2
HEE National Data Programme.....	3
Published Peer Reviewed Research.....	3
Leadership, coaching and education.....	3
Community, primary, secondary and tertiary care.....	5
Role progression and development.....	6
Workforce perspectives and mental health.....	7
Diversity and inclusion.....	8
Competency Frameworks.....	9
*Help accessing articles or papers.....	9

Produced by the HEE Knowledge Management team Evidence Briefs offer a quick overview of the published reports, research, and evidence on a workforce-related topic.

**Date of publication:** December 2022

**Please acknowledge this work in any resulting paper or presentation as:**

Evidence Brief: Podiatry. Hannah Wood. 2022. UK: Health Education England Knowledge Management Team

There may have been an update to this Evidence Brief - to check you are reading the most current version please see the links below:

- [Complete Evidence Brief list – link for HEE staff](#)
- [Complete Evidence Brief list – link for External staff](#)

### Key publications – the big picture

[The Allied Health Professions \(AHPs\) Strategy for England](#), NHS England, 2022

This strategy is a catalyst for change. Wherever you work, every member of our AHP community has a part in realising our collective ambitions through its delivery. I therefore encourage you to take a moment to consider how the AHP community can enable the change required to deliver future care today.

[EMPLOYERS' GUIDE TO PODIATRY](#), NHS Employers, 2021  
In this guide we provide an overview of the role of a podiatrist, the different education and training routes into the profession, and guidance on how to attract people into podiatry, employment opportunities, and retaining staff in this much-needed profession.

[Royal College of Podiatry The Saks Report](#), 2021  
The Royal College of Podiatry has published the Saks Report, a landmark report looking at the future of podiatry. It makes 28 recommendations on what the profession needs to do to develop, sustain itself and thrive in the future.

[Future proofing the podiatry workforce](#), Health Education England, 2021  
Our main objective is to increase the supply into podiatry and also ensure that the NHS recognises the knowledge and skills of the non-regulated workforce.

[Royal College of Podiatry publishes Careers Framework](#), 2021  
The Royal College of Podiatry (RCPod) is pleased to launch its [Podiatry Career Framework](#) (PCF). This framework will assist podiatrists, and other members of the foot health workforce, to chart their career progression within the sector

and help provide industry-standard levels of attainment for podiatrists across all sectors of work.

### Case Studies

[The only constant in life is change — a case study of new working practices for podiatry and district nursing due to COVID-19](#), 2021

Sudden changes in the system led practitioners to work together for the common good of avoiding unnecessary diabetes-related hospital admissions to reduce the risk of COVID-19 exposure.

[A comparative case study of prescribing and non-prescribing physiotherapists and podiatrists](#), 2020

This study provides new knowledge that PP-IPs provide high levels of care. PP-IP care delivery was found to be more resource intensive. Further research is required to explore cost effectiveness.

### HEE Star

More resources and tools are available in the AHP Quick Reference Guides Upskilling section of the [HEE Star](#). Alternatively, search for 'Allied Health' in the search bar.

### Statistics

[HCPC Diversity Data Report 2021: chiropodists/podiatrists](#)

This factsheet provides the key EDI information for the chiropodists/podiatrists and how the demographics of this group compare to the demographics of HCPC

registrants overall.

[Number of podiatrists by location and age - April 2019](#)

[Number of Podiatrists in the UK broken down by age - January 2018](#), HCPC

## HEE National Data Programme

HEE staff can look at the [National Data Warehouse \(NDL\)](#) SharePoint site to find out more about datasets and Tableau products.

## Published Peer Reviewed Research

### Leadership, coaching and education

[Incorporating 'Green Podiatry' into your clinic, and into your life, 2022](#)

Podiatrists have a shared responsibility to work and live as 'green' as possible, and to share this message with patients. Reducing waste, physically and in the form of unnecessary treatment, and supporting a review of supply chains, are important aspects of reducing health care emissions.

[A step in the right direction: Delphi consensus on a UK and Australian paediatric podiatry curriculum, 2022](#)

This study is the first of its kind to describe elements of a curriculum for pre-registration podiatry training. The recommendations highlight opportunities that education providers can work towards during curriculum design.

[Professional diversity in leadership – Inclusion of the smaller professions., 2022 Abstract only\\*](#)

There are 14 Allied Health Professions (AHPs) in England with approximately 170,000 AHPs working within the NHS. Physiotherapists represent the largest group of AHPs with approximately 61,000 registered with the Health and Care Professions Council, whilst Prosthetics and Orthotics represent the smallest profession with approximately 1000 registrants.

[Clinical supervisors' perceptions of podiatry students' preparedness for clinical placement and graduates' preparedness for podiatry practice in Australia: An exploratory study, 2021](#)

In terms of Benner's (1984) framework, during training, podiatry students should be considered novices, and they should be considered advanced beginners on graduation. An entry-level graduate should not be expected to be competent across all areas of clinical practice. Hands-on clinical practice during placements was needed for moving successfully through Benner's (1984) stages of clinical competence.

[Podiatrist-Delivered Health Coaching to Facilitate the Use of a Smart Insole to Support Foot Health Monitoring in People with Diabetes-Related Peripheral Neuropathy, 2021](#)

Podiatrist-led HC is feasible, supporting smart-insole adoption and foot monitoring as evidenced by wear time, and improvements in self-reported footcare practices. However, podiatrists require additional feedback to better consolidate some unfamiliar health coaching skills.

[A qualitative study exploring experiences and challenges of combining clinical academic training with family life, 2021](#)

Although people manage to find ways to successfully combine clinical academic roles with family life, findings highlight a need

to identify ways of supporting and encouraging trainees with caring responsibilities.

[Characterising the outcomes, impacts and implementation challenges of advanced clinical practice roles in the UK: a scoping review](#), 2021

This review suggests a need for educational and role standardisation and a supported career pathway for advanced clinical practitioners (ACPs) in the UK. Future research should: (i) adopt more robust study designs, (ii) investigate the full scope of the ACP role and (iii) include a wider range of professions and sectors. academic pathway.

[Who Coaches the Coaches? The Development of a Coaching Model for Experiential Learning](#), 2021

We recommend practices for coaching that can support gains for students and faculty in experiential, project-based, interdisciplinary courses.

[Capitalising on the transformational opportunities of early clinical academic career training for nurses, midwives and allied health professionals](#), 2020 *Abstract only\**

Stakeholders need to recognise that a cultural shift about the purposes of research training from a transactional to transformative approaches is required to facilitate the development of NMAHPS clinical academics, to enable them to contribute to innovative health and patient care.

[Evaluating a specialist education programme for nurses and allied health professionals working in older people care: A qualitative analysis of motivations and impact](#), 2020 *Abstract only\**

Understanding the motivations to undertake a specialist gerontological programme and the impacts on practitioners and

older people care and services will help inform the continuing professional development agenda for nurses and allied health professionals working in this field of practice.

[The development and testing of the C/WoundComp instrument for assessing chronic wound-care competence in student nurses and podiatrists](#), 2020

This study provides new knowledge about student nurses' and student podiatrists' competence in chronic wound care, suggesting that their theoretical and practical competence is limited. In addition, it provides information on different methods of assessing competence and how they can be combined.

[International approaches to paediatric podiatry curricula: It's the same, but different](#), 2019

The findings from this study highlight some disparity in the delivery of training for students relating to paediatrics. The data suggests that there is a need for international coordination in establishing priorities for the paediatric curricula. This will ensure consistency in baseline knowledge, modes of training, amount and nature of curriculum delivery during undergraduate or entry level podiatry training.

[Illuminating undergraduate experiential and situated learning in podiatry clinical placement provision at a UK school of podiatric medicine](#), 2019 *Abstract only\**

Students perceived that what could not be taught but what could be experienced, contributed much to the confidence that students had gained during their training and which they anticipated would be further developed during the initial years of their training in practice, particularly in the context of the NHS.

[Interprofessional education: a unique approach to addressing the challenges of student assessment](#), 2019 *Abstract only\**

Three overarching themes were identified: acknowledging the student journey, interprofessional authenticity, and collective and collaborative learning. The process of developing and implementing IP-Assessment enabled the articulation of placement and assessment priorities and provided learning opportunities for both supervisors and students.

[The changing landscape of professional practice in podiatry, lessons to be learned from other professions about the barriers to change – a narrative review](#), 2019

The aim of this article is to explore the barriers to changing professional practice and what lessons podiatry can learn from other health care professions.

[Implementing a podiatry prescribing mentoring program in a public health service: a cost-description study](#), 2018

The economic benefits (savings) created by an endorsed prescribing podiatrist over their career in a public health service are likely to outweigh the costs to train a podiatrist to attain endorsement.

### **Community, primary, secondary and tertiary care**

[Investigating the experience of receiving podiatry care in a tertiary care hospital clinic for people with diabetes related foot ulcers](#), 2022

The findings of this study suggest podiatrists can use practical strategies of maintaining consistency in who provides podiatry care for the person, demonstration of high organisational and hygiene standards, and using innovation to adapt information and equipment to suit an individual's lifestyle to support positive experiences of podiatric ulcer care.

[An audit of the prescription and supply of medicines by podiatric surgery teams in the UK](#), 2022 *Abstract only*\*

There is thorough evidence of a need for greater prescribing rights. Of note, it appears the management of postoperative pain could be improved with wider access to controlled drugs, namely opioid analgesics. PASCOM-10 has the capacity to provide revealing data on prescribing in podiatric clinical practice that is unique in the UK, though more work is required to ensure the validity of the dataset.

[The role of podiatry in the early identification and prevention of lower limb venous disease: an ethnographic study](#), 2022

This research revealed that podiatry does not occupy a substantive role in contributing to the early identification and prevention of lower limb venous disease. Policy, education, research and practice changes are all required to enhance the contribution of podiatry to reduce the burden of this disease.

[School-based allied health interventions for children and young people affected by neurodisability: a systematic evidence map](#), 2022 *Abstract only*\*

Our interactive evidence map can be used to help stakeholders prioritise the interventions most in need of further evaluation and implementation research, including tiered models of universal, targeted, and intensive allied health support.

[Barriers and facilitators to implementation of non-medical independent prescribing in primary care in the UK: a qualitative systematic review](#), 2022

A more coordinated and targeted approach is key to overcoming barriers identified in the four stages of implementation and would help ensure that IP is recognised as an effective approach to help alleviate workforce shortfalls in the UK, and around the world.

[A comparative case study of prescribing and non-prescribing physiotherapists and podiatrists](#), 2020



This study provides new knowledge that PP-IPs provide high levels of care. PP-IP care delivery was found to be more resource intensive. Further research is required to explore cost effectiveness.

### [Regional variation in practitioner employment in general practices in England: a comparative analysis](#), 2020

This study provides analysis of a more detailed and complete primary care workforce dataset than has previously been available in England. In describing the workforce composition at this time, the study provides a foundation for future comparative analyses of changing practitioner deployment before the introduction of primary care networks, and for evaluating outcomes and costs that may be associated with these changes.

### [Management of peripheral arterial disease in diabetes: a national survey of podiatry practice in the United Kingdom](#), 2018

The survey highlighted a lack of clarity amongst podiatrists regarding referral guidelines. Additionally, 69% (n = 169/242) reported that their patients had to wait longer than 2-weeks for specialist vascular assessment and 67.6% (n = 54/80) reported similar waits for a Duplex Ultrasound scan.

### [National profile of foot orthotic provision in the United Kingdom, part 2: podiatrist, orthotist and physiotherapy practices](#), 2018

Podiatrists, orthotists and physiotherapists provide foot orthoses to important clinical populations in both a prevention and treatment capacity. Their working context, scope of practice and mix of clinical caseload differs significantly, although there are areas of overlap.

### [National profile of foot orthotic provision in the United Kingdom, part 1: practitioners and scope of practice](#), 2017

Foot orthoses in the United Kingdom are provided in areas of well recognised health and rehabilitation priorities. A wide range of orthotic devices and practices are employed and different professions provide foot orthoses in different ways.

## Role progression and development

### [Tissue viability specialist nurses and diabetic specialist podiatrists in the acute setting: should collaborative working be encouraged?](#) 2022

This article discusses collaborative working in the acute care setting between podiatrists specialising in diabetes and tissue viability nurses, presented from both the podiatrist and the nurse perspective.

### [The application, character, and effectiveness of person-centred care with service-users, and the community within the discipline of podiatry: a scoping review](#), 2022 *Abstract only\**

There is a lack of congruency between the concept of person-centred care and how it is operationalised. A whole system approach that considers commissioning, organisational leadership, the role of the practitioners and patients has not been considered.

### [Assessment of advanced clinical practitioners](#), 2022 *Abstract only\**

The insights from this study enabled lessons to be drawn for those responsible for workforce development who are key to the future development of the ACP role and to ensure high standards of interprofessional care.

### [Skin surgery training for podiatrists: the development of a Royal College of Podiatry accredited training module](#), 2021

It is anticipated that most learners on the module will be clinically active and working with a caseload of patients that

includes sufficient numbers of patients with skin and nail pathology that might benefit from a surgical approach.

[Podiatry as a career in the UK - what attracts Generation Z? A qualitative exploration with university and college students](#), 2021

The chronic lack of awareness of podiatry as a career clearly needs to be addressed, ideally with more positive role modelling in mainstream and popular media. The career status offered together with the breadth of, and opportunity associated with, the scope of practice should continue to be celebrated.

[Exploring the use of musculoskeletal ultrasound imaging by podiatrists: an international survey](#), 2021 *Abstract only\**

The perceived benefit podiatrists indicated in using MSUS as part of their practice is the perceived improvement in patient journeys through tighter, focused management plans and reduced waiting times.

[Characterising the outcomes, impacts and implementation challenges of advanced clinical practice roles in the UK: a scoping review](#), 2021 *Abstract only\**

This review suggests a need for educational and role standardisation and a supported career pathway for advanced clinical practitioners (ACPs) in the UK. Future research should: (i) adopt more robust study designs, (ii) investigate the full scope of the ACP role and (iii) include a wider range of professions and sectors.

[Physiotherapist and Podiatrist Independent Prescribing in the United Kingdom: A quasi experimental study](#), 2020 *Abstract only\**

This study provides new knowledge that PP-IPs provide high levels of care. PP-IP care delivery was found to be more

resource intensive. Further research is required to explore cost effectiveness.

[An impact assessment of the Podiatry Competency Framework for Integrated Diabetic Foot Care, 2012–2019](#)

Competency frameworks can measure progression in learning and development over time within NHS Podiatry services to demonstrate return on investment in learning and education.

[Relationship between labour force satisfaction, wages and retention within the UK National Health Service: a systematic review of the literature](#), 2020

Pay was found to influence satisfaction, which in turn affected retention. An increase in wages alone is unlikely to be sufficient to ameliorate the concerns of NHS workers.

[Developing a consolidated research framework for clinical allied health professionals practising in the UK](#), 2020

The consolidated framework was entitled ‘Shaping Better Practice Through Research: A Practitioner Framework’ by stakeholders, thus emphasising its ambition to embed research activity into practice.

[Building clinical academic leadership capacity: sustainability through partnership](#), 2018 *Abstract only\**

A national clinical academic training programme has been developed in England for nurses, midwives and allied health professionals but is insufficient to build a critical mass to have a significant impact on improved patient care.

### **Workforce perspectives and mental health**

[An investigation of the long term impact of the COVID-19 pandemic on the education and clinical development of Podiatry students in Northern Ireland](#), 2022

For those who completed clinical placements, students reported positive if somewhat limited experiences with 2 students reporting their confidence had increased as they had seen some difficult and challenging cases, enabling them to cope in difficult circumstances. The pandemic also impacted upon their personal health and wellbeing although no student reported having had Covid - 19 and 3 students now viewed their choice of career as a health care professional negatively.

[Joining the workforce during the COVID-19 pandemic: views of Allied Health Profession students](#), 2022 *Abstract only\**

Although the transition from student to practitioner continues to be a stressful period, only a minority of participants reported COVID-19 as an explicit stressor.

[Wellbeing and coping of UK nurses, midwives and allied health professionals during COVID-19-a cross-sectional study](#), 2022 *Abstract only\**

This workforce would benefit from additional support/services to prevent further deterioration in mental health and wellbeing and optimise workforce retention.

[Podiatry Resident Wellness: A Group Survey Study](#), 2021 *Abstract only\**

These exploratory survey group results are concerning and warrant further investigation as well as organizational introspection. Analysis of well-being and implementing changes that can support podiatric physicians at all levels of training could decrease the deleterious effects of burnout in all its forms.

[Prevalence of musculoskeletal injury and pain of UK-based podiatrists and the impact of enforced altered working practices](#), 2021 *Abstract only\**

Work-related musculoskeletal pain in podiatrists is common with the shoulder and neck being the most frequently affected.

Changes in work practices due to the restrictions enforced from the COVID-19 pandemic increased the frequency and intensity of pain mostly associated with increased domiciliary and telehealth working environments.

[UK podiatrists' experiences of podiatry services for people living with arthritis: a qualitative investigation](#), 2018

Podiatrists interviewed believed that many individuals living with arthritis in the UK are not eligible to access NHS podiatry services and that this may be, in part, due to confusion over what is known about podiatry and access criteria

### Diversity and inclusion

["Raising the curtain on the equality theatre": a study of recruitment to first healthcare job post-qualification in the UK National Health Service](#), 2022

The Healthcare Workforce Equity + Diversity Lens we have developed can help to 'raise the curtain on the equality theatre' and inform more inclusive approaches to recruitment such as contextualised recruitment or effective allyship between employers and universities.

[The challenge of diversity in the allied health professionals](#), 2020 *Abstract only\**

Although the Allied Health Professions (AHPs) are a diverse range of professions in terms of their skill set. The workforce which makes up the professions lacks diversity.

[Women in Podiatry and Medicine](#), 2019 *Abstract only\**

Despite the feminization of medicine, female physicians continue to face prejudice and barriers to their advancement. Female physicians have lower reported academic standings and fewer publications, receive less awards, are underrepresented in leadership positions, have a lower



incidence of pursuing surgical specialties, receive lower compensation, and experience an increased rate of burnout, gender discrimination, and sexual harassment.

## Competency Frameworks

[Standards for the Foot Health Workforce \(up to HCPC Registered Podiatrists\)](#), 2021 HEE

These Standards for the Foot Health Workforce are the result of more than a year's work to increase the supply of podiatrists in the NHS. We also want to ensure that the NHS recognises the knowledge and skills of the wider foot care support workforce.

[Development of a digital competency framework for UK Allied Health Professionals](#), 2020

This framework has been developed to support the enhancement of digital competence (knowledge and skills associated with digital technology in practice) for all allied health professions from band 3 to band 9. It is intended to be a developmental and supportive tool that can enable all staff to meet their digital potential.

[An impact assessment of the Podiatry Competency Framework for Integrated Diabetic Foot Care, 2012–2019](#)

This paper presents the outcomes of clinicians' self-assessment utilising the Podiatry Competency Framework for Integrated Diabetic Foot Care to demonstrate competency development within one NHS podiatry service across the 7 years since the document was produced.

[Podiatry competency framework for integrated diabetic foot care: a user's guide](#)

The over-arching goal of the framework is to ensure that people with diabetes have their feet cared for, based on their level of

risk, by healthcare professionals with appropriate skill sets regardless of where in the UK they live. We hope the framework will be widely adopted.

## \*Help accessing articles or papers

Where a report/ journal article or resource is freely available the link has been provided. If an NHS OpenAthens account is required this has been indicated. It has also been highlighted if only the abstract is available. If you do not have an OpenAthens account you can self-register here.

If you need help accessing an article, or have any other questions, contact the Knowledge Management team for support [KnowledgeManagement@hee.nhs.uk](mailto:KnowledgeManagement@hee.nhs.uk)