

Evidence Brief: Podiatry

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

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

Key publications – the big picture

[NHS Long Term Workforce Plan](#)

NHS England, 2023 (updated 2024)

Before any of the interventions set out in this Plan, and even after factoring in ambitious expectations for improved productivity, the workforce shortfall across NHS organisations will grow to 260,000–360,000 FTEs by 2036/37. Most professions will see shortfalls grow, but this trend will be more pronounced for some professions. [...] Among the allied health professions (AHP), shortfalls will increase the most for paramedics, occupational therapists, diagnostic radiographers, podiatrists, and speech and language therapists. (Page 17) International recruitment has supported necessary increases in some staff groups, such as doctors and nurses, but does not offer a universal solution to rising workforce demand; for some professions where scope of practice differs from England (for example, community nursing, mental health nursing, learning disability nursing, oncology and podiatry), overseas recruitment is not a readily available option. (Page 30) Several professions will, even with targeted interventions, likely see medium term shortfalls and may continue to rely on temporary staff (such as mental health nursing, learning disability nursing and podiatry). (Page 39) More than a third of AHPs could train through apprenticeships, compared to 6% now, but this would vary by professional group. The Plan sets out the following assessment for proportion of entrants joining the AHP workforce via an apprenticeship route by 2031/32: at least 80% for operating department practitioners, therapeutic radiographers and podiatrists. (Page 45) For podiatry, we propose expanding apprenticeships significantly, so they become the main entry route into the profession. (Page 46) Apprenticeships are already available that allow a support worker to train as a nursing associate, and then gain a degree-level qualification to practise as a nurse. The actions set out earlier in this chapter would

enable employers and staff to make increased use of these 'in-house' development pathways. For example, in renal services we will train clinical support workers to become dialysis healthcare assistants with specialist renal knowledge and skills, and in podiatry services we will train support workers to take on podiatry assistant practitioner roles working under the direction of a podiatrist's treatment plan. (Page 53)

[Revised standards of conduct, performance and ethics](#)

Health & Care Professions Council, 2024

The revised standards of conduct, performance and ethics came into effect on 1 September 2024. Our [guidance on social media](#), which sits alongside the standards, has also been revised.

[Approved programmes](#)

Health & Care Professions Council, 2024

A database of approved education programmes for Allied Health Professionals.

[Recruitment of overseas allied health professionals](#)

NHS Employers, 2024

How overseas allied health professionals (AHPs) can enter the UK for work.

[Innovation and collaboration: supporting Allied Health Professions Return to Practice](#)

NHS England, 2023

It is well recognised that there are significant challenges in AHP workforce supply, retention, and growth across all sectors of health and care. Returning Allied Health Professions are a vital element of the Health Education England (HEE) workforce plan and are essential in re-directing knowledge, skills and experience back into health and care sectors.

[AHP Educator Career Framework](#)

Council of Deans of Health, 2023

The AHP Educator Career Framework is an outcomebased career framework that describes the knowledge, skills and behaviours required to be an effective teacher, learning facilitator, supervisor and role model in AHP education in practice and formal education settings. First and foremost, it promotes the education pillar of AHP professional practice, recognising that education is everyone's responsibility.

[The Diversity Dividend](#)

NHS Employers, 2023

One in eight LGBTQ+ people say they have experienced unequal treatment from healthcare staff because of their sexuality or gender. How can podiatrists be more inclusive of their LGBTQ+ colleagues and patients?

[Genomics for allied health professionals: Survey results](#)

NHS England WT&E, Genomics Education Programme, 2023

Overall, your responses showed that a good majority of you feel you don't have a good understanding of genomics.

[Employers' guide to podiatry](#)

NHS Employers, 2023

How to attract, recruit and retain podiatrists to transform your service.

[Your future allied health professionals](#)

NHS Employers, 2023

This infographic sets out the different routes available for organisations to train allied health professionals.

[A guide to ESR coding for Advanced Practitioner roles](#)

NHS England WT&E, 2022

To ensure that advanced practitioners' skills are consistently recognised, and better enable those skills to be deployed across

healthcare settings we must now ensure that the NHS workforce accurately reflects the breadth of the modern clinical workforce.

[The Allied Health Professions \(AHP\) for England: 2022 to 2027](#)

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.

[Allied Health Professions' Research and Innovation Strategy for England](#)

NHS England WT&E, 2022

This Strategy comprises a definitive collective national reference statement that encompasses and supports the existing research and innovation strategies of all the Allied Health professional associations.

[What can AHPs offer in mental health settings?](#)

Health Education England, 2021

AHPs are the key to transforming health, care, and wellbeing. Working at the top of their competencies and skills, AHPs lead mental health teams to new ways of working. Their expertise in rehabilitation and enablement is vital to move away from over-reliance on hospitals and towards professional interventions across health and social care settings.

[My role in tackling health inequalities: a framework for allied health professionals](#)

The King's Fund, 2021

This framework builds on our commitments in the UK allied health professions public health strategic framework 2019–2024 (Allied Health Professions Federation 2019) and we hope AHPs across the UK will find it useful. It aims to help you to consider

your own unique contribution to tackling health inequalities and to help maximise this through a series of lenses and questions.

[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.

[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.

[What is advanced clinical practice?](#)

NHS England WT&E, no date (estimated post-2020)

Advanced clinical practitioners come from a range of professional backgrounds such as nursing, pharmacy, paramedics and occupational therapy. They are healthcare professionals educated to Master's level and have developed the skills and knowledge to allow them to take on expanded roles and scope of practice caring for patients.

[Standards of education and training](#)

Health & Care Professions Council, 2017

In line with the way our education quality assurance model functions, we have split our standards of education and training along institution and programme levels.

See also: [Review of the standards of education and training](#) (2024)

Royal College of Podiatry

[A Manifesto for podiatry](#)

Royal College of Podiatry, 2024

The RCPod is clear: podiatry has a transformative and life-saving impact on patients and service users. However, after over a decade of cuts to NHS services, the workforce is contracting, and podiatrists are burned out and facing unsustainable pressure. The ultimate losers? Those from socio-economically deprived areas are paying the cost of increased illness and health inequality.

[Resources for podiatry managers recruiting internationally](#)

Royal College of Podiatry, no date (estimated post 2024)

Resource list for podiatry managers

1. [Before recruiting](#)
2. [English language/VISA/HCPC/Banking](#)
3. [During the recruitment process](#)
4. [Planning the start date](#)
5. [Retention of international recruits](#)

[The career framework](#)

Royal College of Podiatry, 2023

Upon qualifying, podiatrists are accredited by the RCPod and, once registered, regulated by the HCPC, which obliges healthcare professionals to work at a standard of proficiency. This encapsulates the purpose of continued professional development (CPD) learning, which can be used to keep some training up to date, and also tailored to the practitioner's interests to further increase capabilities within particular areas. Both in the NHS and private sector, CPD can often be developed to meet the service demands.

[Workforce and education reform programme](#)

Royal College of Podiatry, 2023

This work helps NHSE and RCPod to achieve the NHS Long Term Plan and the NHS People Plan. Both of these plans identified a need to increase the supply of podiatrists and the foot health sector to meet patient need, particularly given the growing and ageing population.

[The Saks Report](#)

Royal College of Podiatry, 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.

[Royal College of Podiatry publishes Careers Framework](#)

Royal College of Podiatry, 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

[Transforming Bedfordshire's podiatry workforce](#)

NHS Employers, 2023

Bedfordshire have transformed their podiatry services to increase the pipeline into the workforce, develop staff and embed a new leadership approach.

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

The Diabetic Foot Journal, 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](#)

BMC Health Services Research, 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.

[Why I decided to become a podiatrist](#)

NHS England WT&E, no date

Firstly, I happened to notice a banner advertising a podiatry clinic whilst out one day with my mother. I asked her what podiatry was and she told me. She also told me that managing a team of Allied Health Professionals, which included podiatrists, was part of her job. From here, I arranged to spend time with several of the professions to find out more about what they do.

The Star for workforce redesign

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

Statistics

You can find relevant statistics on the [Health and Care Statistics Landscape](#).

[Registrant data and statistics](#)

Health & Care Professions Council, 2024

These factsheets provide a breakdown for each of the professions we regulate.

[Key statistics on education and training for HCPC professions](#)

Health & Care Professions Council, 2024

We have provided key statistics as a summary of the picture of education and training for the professions we regulate, and how that picture is changing.

[Diversity data: chiropodists/podiatrists - March 2023](#)

Health & Care Professions Council, 2023

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

[Retention rates of first time HCPC registrants, 2013 to 2018](#)

Health & Care Professions Council, 2023

The HCPC embarked upon this analysis to inform our work on preceptorship. We consider that the findings are of wider value. They have particularly important implications for providers and funders of training, and for workforce planners. They are also likely to be of great interest to other stakeholders including professional bodies.

National Data Programme

Workforce, Training and Education staff can look at the [WT&E Data and Analytics Service](#) resources including the National Data Warehouse SharePoint site to find out more about datasets and Tableau products.

Published Peer Reviewed Research

Advanced practice

[Assessment of advanced clinical practitioners](#)

Journal of Interprofessional Care 36(6), 2022

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.

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

BMJ Open 11(8), 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.

Community and Primary Care

[The impact of community teaching sessions on onward referral to specialist diabetic foot services](#) Abstract only*

Primary Care Diabetes 18(1), 2024

Teaching sessions delivered to community specialist healthcare professionals significantly increase onward referral of patients to specialist services, facilitating more timely assessment and management of patients with DFUs.

[Developing a Podiatric Telemedicine Framework for Service Users and Providers in a Primary-Care Setting](#) Abstract only*

Journal of the American Podiatric Medical Association 114(5), 2024

The podiatric telemedicine framework developed is recommended to all foot and ankle health-care professionals in a primary-care setting who wish to provide telemedicine consultations. Moreover, it is recommended that a pilot study be carried out to look into the feasibility of this framework being translated and implemented as a guideline related to foot and ankle telemedicine consultations.

[Impact of Podiatric Surgery Consultation for Foot and Ankle Wounds on Patient Outcomes in a Community Hospital](#) Abstract only*

The Journal of Foot and Ankle Surgery 62(6), 2023

Among the group of patients with podiatric consultation, earlier podiatric consultations resulted in decreased length of stay. This study identifies prior amputation history and lack of podiatric consultation increased 30-day readmission rates.

[Implementing a community specialist team to support the delivery of integrated diabetes care](#)

HRB Open Research, 2023

This study illustrates how the CST benefited from shared space, enhanced networking, and leadership. When developing strategies to support implementation of integrated care, the need for administrative support, the practicalities of co-location to facilitate joint appointments, and relative advantages of different delivery models should be considered.

Digital

[An evaluation of a virtual musculoskeletal podiatry service implemented to address prolonged National Health Service waiting times](#)

Journal of Foot and Ankle Research 17(4), 2024

The study provided evidence that the virtual MSK podiatry service achieved a statistically significant reduction in patient-reported pain for various pathologies with reasonable waiting times. The service delivered favourable outcomes and complemented traditional services at a time with limited access due to the COVID-19 pandemic.

[Extending the Scope of Telemedicine to Podiatric Medicine](#)

Studies in Health Technology and Informatics, 2024

The COVID-19 pandemic has accelerated the adoption of telemedicine in healthcare. This study explores the feasibility of telemedicine for foot and ankle care in primary settings, using a mixed-methods approach with online questionnaires, focus groups, and interviews. Stakeholders, including patients, podiatrists, and senior healthcare managers, agreed on the need for a telemedicine service. Recommendations include creating evidence-based guidelines, providing professional training, and enhancing community education. The research highlights the necessity for structured telemedicine services, identifying gaps in existing pandemic responses and the need for further guidelines and training.

[The experiences of health workers using telehealth services for diabetes-related foot complications: a qualitative exploration](#)

Journal of Foot and Ankle Research, 2023

Telehealth is a valuable tool that can improve access to treatment for rural and remote Indigenous DFD patients. While this has the potential to improve DFD outcomes, empirical data is required to confirm outcomes. Considering the advantages of telehealth and rural staff shortages, there is an urgent need for investment in improved equipment and processes and an understanding of the training needs of the health care workforce to support the use of telehealth in DFD management.

[A scoping review of foot and ankle telemedicine guidelines](#)

Health Science Reports 16(1), 2023

This review highlights the lack of podiatric telemedicine guidelines for foot and ankle pathologies. Although foot and ankle guidelines for orthopedic and musculoskeletal virtual consultations have been mentioned, they do not cover the full range of potential case scenarios that fall within the remit of podiatric consultations in a primary care setting. This review suggests the development of foot and ankle telemedicine guidelines with recommendations on how they can better provide accessible care to their patients, making foot and ankle care management not only a hand-on-one but also reachable virtually, where applicable.

[Digital Foot Technology in Ulcer Prevention and Reulceration: A Clinical Perspective](#) Abstract only*

Journal of the American Podiatric Medical Association 113(5), 2023

Only low-risk patients living with diabetes mellitus were referred for a comprehensive biomechanical examination; the majority were referred by podiatrists. There was no record of diabetic high-risk patients being referred for a detailed biomechanical assessment within the health service. This study also confirmed that, because of the expenses and laborious work involved when using diagnostic technology to assess foot pressures, interviewed clinicians based their treatment plan and tested the efficiency of dispensed offloading devices on the basis of clinical experience and visual observation only.

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](#)

Human Resources for Health 20, 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](#)

Royal Wolverhampton NHS Trust, 2020

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.

Education and curriculum

[Competency Framework for Podiatric Medicine Training: A Validation Report Based on an Adapted E-Delphi Across Canada](#)

Journal of Medical Education and Curricular Development, 2024
This validated framework supports the excellence and the quality of our podiatric educational program. It also promotes the adoption of a uniform education of podiatrists in Canada and worldwide.

[Educational design insights for interprofessional immersive simulation to prepare allied health students for clinical placements](#)

Advances in Simulation 9, 2024

Relating these findings abductively to the literature and conceptual frameworks, this study highlights simulation design considerations for learner needs assessment, engagement, realism, psychological safety, and challenge to prepare learners for their first clinical placement. Specific implications for adequately preparing all participant groups, design considerations for the needs of culturally diverse students, and balancing interprofessional and discipline-specific learning are highlighted from a lived experience viewpoint. Future research

may engage greater stakeholder co-design in simulation-based education.

[Resilience in allied health undergraduate education: a scoping review](#)

Disability and Rehabilitation, 2024

The evidence that resilience can be significantly influenced by an intervention suggests that stakeholders should spend more time on designing and piloting interventions within their context.

Future research should look to assess longer term and clinical related outcomes.

[Interprofessional education among musculoskeletal healthcare professions: A scoping review](#)

Journal of Chiropractic Education, 2024

The reviewed literature emphasizes a significant gap in IPE initiatives concerning various MSK health providers, including chiropractors, podiatrists, biokineticists, and osteopaths. This paucity accentuates the need for further exploration and evaluation of IPE within MSK-specific contexts, crucial for addressing and mitigating the escalating global burden of MSK diseases.

[Study of the impact of introducing a multimedia learning tool in podiatric medical courses](#)

Journal of Foot and Ankle Research 17(3), 2024

These findings suggest that Osmosis holds promise as a tool to support podiatric medical student learning. While the lack of statistically significant differences in final exam scores warrants further investigation, the positive student perceptions, high engagement rates, and increased odds of high scores in specific areas indicate the potential for Osmosis to positively impact academic outcomes. Therefore, a multimedia-based resource like Osmosis appears to show promise as a tool to support podiatric medical education. The limitations inherent in the quasi-

experimental design necessitate further studies to confirm its effectiveness and long-term impact on podiatric medical education.

[Enhancing teamwork in higher education: Experiences of podiatry students using SPARKPLUS for self- and peer-assessment in group work](#)

Journal of Foot and Ankle Research, 2024

Four overarching themes and 11 subthemes were identified: (i) Performance (1a. Equity; 1b. Accountability), (ii) Peer inter-relationships (2a. Social dynamics; 2b. Fear of consequences), (iii) Feedback and reflection (3a. Self-reflection; 3b. Receiving and responding to feedback; 3c. Supervisor action; 3d. Avoiding confrontation) and (iv) Utility (4a. Enablers; 4b. Barriers; 4c. Integration throughout course).

[Simulation in podiatry teaching and learning: A scoping review](#)

Journal of Foot and Ankle Research 17(4), 2024

Overall, the findings suggest that simulation teaching in podiatry, whether through direct skill enhancement or through educational impact assessments, holds potential in improving competency, confidence, and educational outcomes in podiatry practice. This scoping review identified a small yet diverse evidence base for simulation modalities in podiatry education, demonstrating gaps in long-term effects and comparative effectiveness studies. It highlights the urgent need for research focused on longitudinal impacts, evaluating various simulation technologies and standardizing best practices to improve podiatry education and align with clinical and patient care needs.

[“I loved it, absolutely loved it” a qualitative study exploring what student podiatrists learn volunteering as part of an interprofessional medical team at a marathon](#)

Journal of Foot and Ankle Research 16(1), 2023

Final year podiatry students volunteer annually as part of the wider interprofessional medical team at both the Brighton and London Marathon race events, supervised by qualified podiatrists, allied health professionals and physicians. Volunteering has been reported to be a positive experience for all participants and a way of developing a range of professional, transferable, and where appropriate, clinical skills. We sought to explore the lived experience of 25 students who volunteered at one of these events and aimed to: i) examine the experiential learning reported by students while volunteering in a dynamic and demanding clinical field environment; ii) determine whether there were elements of learning that could be translated to the traditional teaching environment in a pre-registration podiatry course.

[Preparing allied health students for placement: a contrast of learning modalities for foundational skill development](#)

BMC Medical Education 23, 2023

Both online and in-person simulation preparation programs were perceived to enhance readiness and foundational skills development for novice allied health students, with the practical nature of simulation generating more advantageous findings. This study provides useful information on the benefits and challenges of both types of delivery for foundational skills development and/or clinical preparation of allied health students.

[Effectiveness of Quiz-Enhanced Videocasts for the Review of Foundational Sciences in the Podiatry Curriculum](#) Abstract only*

Journal of the American Podiatric Medical Association 113(3), 2023

We conclude that the review of foundational concepts by means of short, interactive videocasts can reduce redundant and excessively detailed content from integrated curricula. Although the faculty effort for context review, content selection, and videocast production is higher than for the design of a traditional

lecture, the end product offers students a much-appreciated opportunity for efficient, focused, and individualized learning.

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

BMC Medical Education, 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.

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

Conference Abstract Ulster University, 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](#)

Journal of Interprofessional Care 36(5), 2022

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.

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

BMC Medical Education 21, 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.

Leadership, coaching and supervision

[Inequitable barriers and opportunities for leadership and professional development, identified by early-career to mid-career allied health professionals](#)

BMJ Leader 8(3), 2024

Thematic analysis (TA) generated four themes, including the barriers and opportunities for AHP leadership development and career progression. Further TA identified three overarching themes: equitable and interprofessional leadership development; an equitable and structured AHP career pathway; and having AHP leaders at a strategical and/or very senior level. These overarching themes were subsumed under the umbrella category: equity of opportunity and voice. The AHPs, who were interviewed, reported inequitable access to both career and leadership development, compared with other professions, such as nurses, doctors and pharmacists.

[Clinical supervision in podiatry in Australia and New Zealand: supervisor challenges in this role](#)

BMC Medical Education 23, 2023

These findings contribute to a deeper understanding of clinical supervision in podiatry. The study identified inconsistent support for clinical supervisors from partner universities. This study found a clear desire and need for supervisor training. A partnership approach is recommended in which universities work with clinical supervisors to address their overall challenges in terms of supervisor professional development, paying attention to curriculum issues, and improving student preparedness during placements.

[Professional diversity in leadership – Inclusion of the smaller professions](#)

Royal Wolverhampton NHS Trust, 2022

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.

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

Sensors 21(12), 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.

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

BMJ Open 11(8), 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](#)

Innovative Higher Education 46, 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](#)

BMC Medical Education 20, 2020

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](#)

Nurse Education Today 97, 2020

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](#)

International Wound Journal 18(1), 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.

Mental health

[Burnout in podiatrists associated with individual characteristics, workplace and job satisfaction: A national survey](#)

Journal of Foot and Ankle Research 17(2), 2024

Many of the factors associated with burnout in Australian podiatrists are modifiable, providing opportunities to implement targeted prevention strategies. The strength of association of these factors indicates high potential for strategies to be successful.

[Burnout among the podiatry profession: A survey of podiatrists in Aotearoa New Zealand](#)

Journal of Foot and Ankle Research 17(2), 2024

The findings reflect a moderate to severe risk of developing burnout within the workforce, with high workloads and collegial isolation constituting the primary modifiable factors driving burnout development. To maintain retention and well-being within the workforce, mitigation strategies must be implemented to address this issue.

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

PLoS One 17(9), 2022

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](#) Abstract only*

Journal of the American Podiatric Medical Association 112(6), 2021

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](#)

Journal of Foot and Ankle Research 14, 2021

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.

Prescribing

[Independent prescribing in the UK: insights from the Department of Health Allied Health Professions Medicines Project team –](#)

Journal of Foot and Ankle Research 16(1), 2023

A complex picture of the project emerged revealing a range of obstacles and challenges, including inter-professional role boundary tensions and negative prior assumptions about the two professions. Success hinged upon the adoption of a dual strategy involving submission of a robust case of need focused on patient benefit coupled with the careful management of professional expectations. Underpinning theory from the sociology of the professions offers a supportive explanatory framework for understanding the relationships between the various stakeholders involved.

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

BMJ Open 12(6), 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.

[An audit of the prescription and supply of medicines by podiatric surgery teams in the UK](#)

Journal of Prescribing Practice 4(6), 2022

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. PASCUM-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.

[Physiotherapist and Podiatrist Independent Prescribing in the United Kingdom: A quasi experimental study](#)

bioRxiv, (pre-print, not peer-reviewed) 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.

Role progression and development

[Clinical care ratios for allied health practitioners: an update and implications for workforce planning](#)

Full text available with NHS OpenAthens account*

Australian Health Review 48(5), 2024

This research has confirmed that clinical care ratios are a useful tool in workload management and determining staffing levels for allied health professionals. The recommendations from this research provide a starting point that can be finessed with reference to profession, model of care, workforce structure,

governance and training requirements. This will lead to increased staff wellbeing and improved patient outcomes.

[Navigating the integration of knowledge and research evidence in clinical practice for children's foot health: A multi-professional survey](#)

Journal of Foot and Ankle Research 17(3), 2024

This work advances understanding of the value health professionals' place in the development of materials for informing professional knowledge, as well as highlighting some of the challenges with translation of knowledge into clinical practice. The findings offer a national perspective of health professionals working on children's foot health and have highlighted that some of the most valued influences on clinical practice come from peer-to-peer networking.

[Becoming a podiatrist: an exploration of the practices and processes which underpin the acquisition of a professional identity](#)

Journal of Foot and Ankle Research 16(1), 2023

Our findings offer a model for the transition from student to professional and highlight the importance of relationship and experience in becoming a podiatrist. There is a paucity of research around not only podiatry but also other allied health professions around this topic and given the increasing emphasis around employability skills in HE, more research in a range of contexts is needed.

[Motivations for Pursuing a Career in Podiatric Medicine](#)

Journal of the American Podiatric Medical Association 113(6), 2023

Of 149 students, 81 (54.4%) completed the survey. The three highest-rated reasons for pursuing podiatric medicine were “stable and secure future,” “work-life balance,” and “intellectual satisfaction.” The three most-cited types of first exposure to

podiatric medicine were “undergraduate pre-health advisor,” “family member/friend is a podiatrist,” and “form of media other than television, including the Internet.” Shadowing experiences were identified as an important part of developing an interest in pursuing podiatric medicine, especially in the surgical setting.

[Consensus-based statements for assessing clinical competency in podiatry-related work integrated learning](#)

Journal of Foot and Ankle Research 16(1), 2023

This Delphi study is the first of its kind for the podiatry profession to develop consensus-based statements regarding the assessment of WIL. Fifty-five statements pertinent to the assessment of WIL were identified. This is an important first step toward the development of a consistent WIL assessment tool which may be applied across entry-level podiatry programs across Australia and New Zealand.

[All Feet on Deck: The Role of Podiatry During the COVID-19 Pandemic: Preventing Hospitalizations in an Overburdened Health-Care System, Reducing Amputation and Death in People with Diabetes](#)

Journal of the American Podiatric Medical Association 113(2), 2023

Podiatric care is associated with fewer diabetes-related amputations, emergency room visits, hospitalizations, length-of-stay, and costs. However, podiatrists must mobilize and adopt the new paradigm of shifts away from hospital care to community-based care. Implementing the proposed Pandemic Diabetic Foot Triage System, in-home visits, higher acuity office visits, telemedicine, and remote patient monitoring can help podiatrists manage patients while reducing the coronavirus disease of 2019 risk. The goal of podiatrists during the pandemic is to reduce the burden on the health-care system by keeping diabetic foot and wound patients safe, functional, and at home.

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

The Diabetic Foot Journal 25(3), 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.

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

Journal of Foot and Ankle Research 15, 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.

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

Journal of Foot and Ankle Research 15, 2022

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.

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

Focus on Health Professional Education: A Multi-Professional Journal 22(2), 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.

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

Journal of Foot and Ankle Research 14, 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](#)

Journal of Foot and Ankle Research 14, 2021

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.

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

BMJ Open 10, 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](#)

BMC Health Service Research 20, 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.

Secondary and tertiary care

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

Journal of Foot and Ankle Research 15, 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.

Workforce perspectives and experiences

[Determining confidence and anxiety of Australian community podiatrists in managing foot ulceration: A cross-sectional study](#)

Journal of Foot and Ankle Research 17(3), 2024

Community podiatrists are managing foot ulcers of varying size and complexity. Confidence and anxiety do not pose a barrier to care. Adherence to wound assessment clinical guidelines is low and confidence with the use of curette was sub-optimal. Further educational programs may overcome these barriers and support shared models of care between community and acute podiatry services.

[A population-based model of indicators of allied health workforce needs: proof-of-concept in podiatry](#) Abstract only*

Australian Health Review, 2024

Developing profession-specific population-based need indices provides a valuable tool for allied health workforce planners to benchmark need and supply within professions. Combining single need indicators with supply metrics offers a concise framework for effective workforce planning and advocacy.

[The experiences of podiatrists prescribing custom foot orthoses and patients using custom foot orthoses for foot pain management in the United Kingdom: A focus group study](#)

Journal of Foot and Ankle Research 17(3), 2024

Patients and podiatrists shared similar views on CFO provision, namely poor communication with manufacturers leading to dissatisfaction with the CFOs prescribed causing negative impacts on patient experiences. Podiatrists called for greater education at registration level to increase new graduate podiatrist knowledge in CFO design and manufacture and better collaboration with manufacturing companies.

[Implementing an integrated diabetic foot care programme in Ireland: podiatrists' experience](#)

BMC Health Services Research 23, 2023

Previous evidence has shown that there is often a gap between what is set out by a policy and what it looks like when delivered to service users. Results from the current study support this, highlighting that while most podiatrists work in line with national recommendations, there are specific gaps and challenges that need to be addressed to ensure successful policy implementation.

Competency Frameworks

[The standards of proficiency for chiropodists / podiatrists](#)

Health & Care Professions Council, 2023

These standards set out safe and effective practice in the professions we regulate. They are the threshold standards we consider necessary to protect members of the public.

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