

# Understanding Enhanced Level Practice:

## Leading Change, Driving Excellence

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# Getting To Know Each Other (Menti)



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# Agenda



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The need & evolution of Enhanced Level Practice



The aims of the NHSE commission



To present Salford University's response to NHSE



Explain what this means for Podiatry



What our learners have to say



Q&A and final thoughts and next steps


# Evolution of Enhanced Practice



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**NHS**  
Health Education England

**Enhanced Practice**



A workforce Modelling project for Health Education England  
A. Leary, September 2019

[www.hee.nhs.uk](http://www.hee.nhs.uk) We work with partners to plan, recruit, educate and train the health workforce.

**NHS**  
Health Education England


**The Principles of Enhanced Level Practice**

Alison Leary for the Enhanced Practice Steering Group  
June 2022

[www.hee.nhs.uk](http://www.hee.nhs.uk) We work with partners to plan, recruit, educate and train the health workforce.

**NHS**  
England

**Allied Health Professions Enhanced Level Practice Schemas with Model Curricula**  
(10 professions)



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# Development of Enhanced Practice Curriculum



- **Collaborative Curriculum Development**
- HEIs worked with professional bodies and stakeholders to create a nationally recognised Enhanced Practice curriculum for AHPs.
- **Post-Qualification Development**
- The curriculum reflects profession-specific workforce priorities and aims to support post-qualification development
- **Podiatry Enhanced Practice Focus**
- The curriculum addresses the expanding scope and complexity of podiatric practice ensuring practitioners meet patient needs effectively.
- **Workforce Retention and Growth**
- Supporting the advancement of profession-specific skills and progression routes is essential for retaining skilled and valued staff within the workforce



# What is Enhanced Practice?



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- Enhanced Practice sits between preceptorship and Advanced–level practice.
- It’s a level that has historically gone unrecognised – not formally defined or funded
- It plays a vital role in both service delivery and career progression.
- In the NHS, this middle space is where the majority of our AHP workforce currently operate
- In Private Practice it supports enhanced professional education with the scope to be business specific
- It may be a stepping stone, or it may be a career destination in its own right
- This level of practice isn’t just about years of experience. It’s about the nature of the work

# What Does This Look Like in Podiatry?



As an Enhanced Practitioner, I have a proficient level of a wide range of specialist and generic skills and an ability to apply contemporary knowledge and evidence to practice. I do this with a developing level of confidence, enabling the effective, holistic, and efficient care of people with complex medical, psychological, and social needs. This is achieved both as an autonomous practitioner and as part of a multidisciplinary team. While making clinical decisions in unpredictable situations, I ensure that the patient's individual needs are met equitably, with consideration of diverse cultural, social, and religious beliefs. I undertake critical reflection of practice as a personal responsibility, ensuring my practice is continually evidence-informed. Further, I use my leadership skills and change management to contribute to the development of self, fellow workers, services and as an advocate for patients.



# For Clarity...



- ✗ A new job role or title
- ✗ “Time served” recognition
- ✗ A fixed career endpoint
- ✗ Agenda for Change pay banding



- ✓ **Broad level of practice** - bridging competent to advanced
- ✓ **Profession & context-specific** - shaped by podiatry’s scope
- ✓ **Person-centred** - improving safety, quality & outcomes
- ✓ **Work-based learning** - development through real practice
- ✓ Pathways to **improve equity of access & career progression**

# Why Enhanced Practice Matters Now



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- System Pressures Are Rising
- Growing complexity of care
- AHP shortages & retention challenges
  
- Fit for the Future – NHS 10-Year Plan / Career Framework
- Transforming the workforce
- Calls for new mid-career pathways like Enhanced Practice
- Supported by the RCoP Career Framework
  
- Enhanced Practice provides a structured, funded route
- Develops capability, supports retention, improves outcomes



# How it 'Fits' With Fit For The Future



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## Prevention and Community Care

- Podiatrists lead early interventions reducing foot complications and hospital admissions, especially in diabetic patients.

## Integration for Long-term Conditions

- Enhanced podiatry roles manage diabetes, vascular and musculoskeletal disorders, enhancing multidisciplinary collaboration.

## Digital Transformation

- Telehealth and remote monitoring expand access and improve efficiency in podiatry diagnosis and treatment.

## Workforce Expansion and Equity

- Enhanced practice supports career progression and serves high-risk, underserved populations to reduce health inequalities.



# Alongside the Royal College of Podiatry Career Framework...



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ROYAL COLLEGE  
of PODIATRY

The RCoP Framework supports career planning and progression for podiatrists.

- It communicates breadth and depth of capabilities across the profession.
- Like EP it is based on four domains:
  - Clinical Practice
  - Leadership & Management
  - Education
  - Research & Innovation



- The framework has a Personal Podiatry Profile (PPP) for mapping skills and planning CPD.
- With capability frameworks for subspecialties (e.g., MSK, diabetes, lower limb viability).

# NHSE Commission



## Socialise & Support

- Scoping what's needed to support Enhanced practice in the workplace



## Support Development

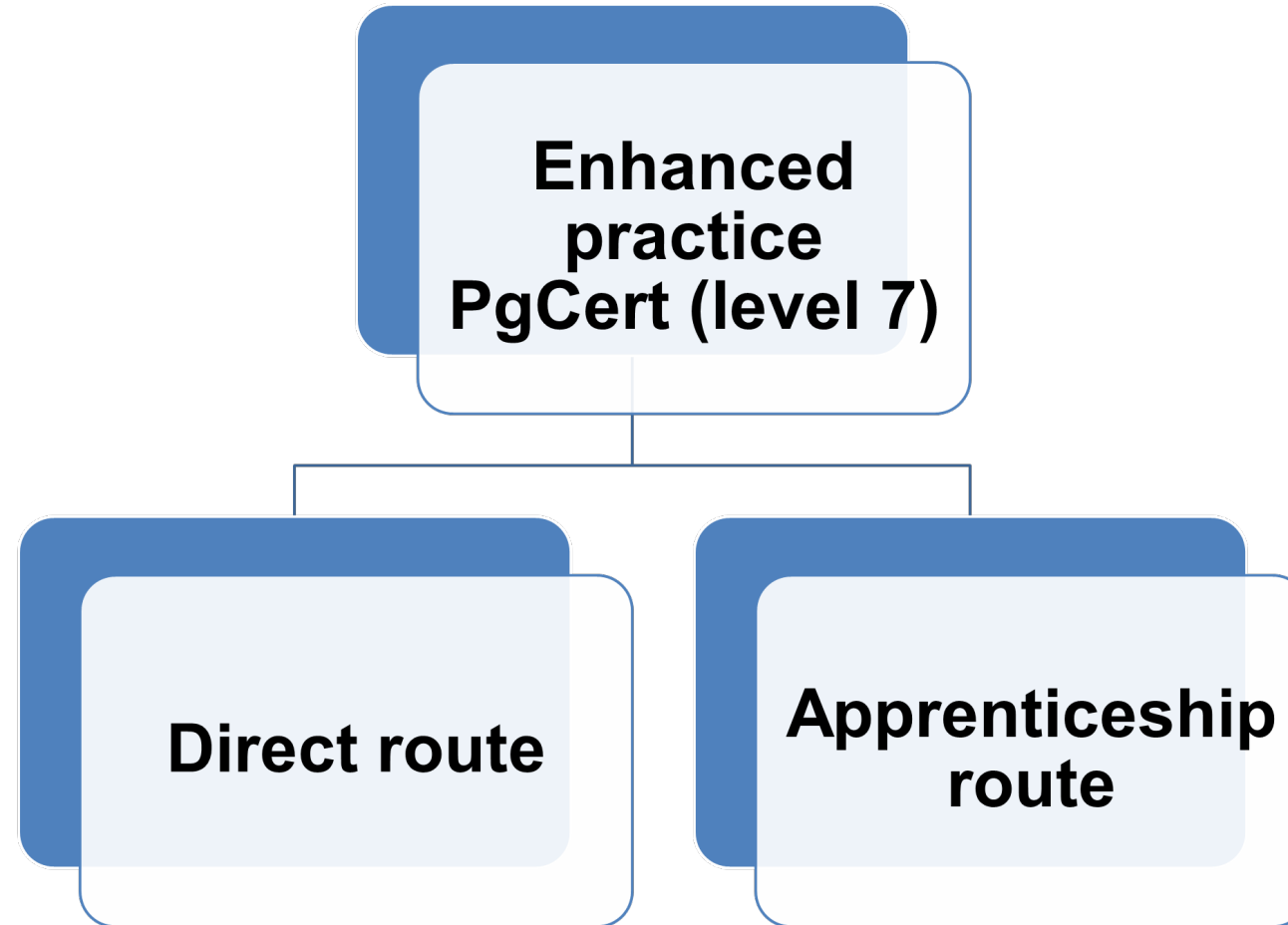
- Develop & implement resources & support for Enhanced practice apprenticeship



## Sustain & Grow

- Develop a sustainable model beyond the commission

# Routes Through Enhanced Practice



# Apprenticeship Route



- A postgraduate-level (Level 7) programme – Pg Cert
- Combines academic study, work-based learning, and professional development.
- Applicants should have  $\geq 12$  months clinical experience, be in a clinical role, and have employer support for OTJT hours.
- Delivered via: WBL, academic modules, mentorship, portfolio of evidence and an End Point Assessment (EPA).
- 12 months: ~11 OTJT hours/week
- 18 months: ~7.5 OTJT hours/week
- Recognition of Prior Learning can replace modules if within last 5 years and aligned with outcomes. OTJT hours may be halved accordingly.



# Non-Apprenticeship Route

- In contrast, the non-apprenticeship route may be self-funded or supported by the employer outside the levy system.
- A postgraduate-level (Level 7) programme – Pg Cert
- Combines academic study, work-based learning, and professional development
- This option may suit individuals who already have a higher level of autonomy or expertise and want to develop further without the formal apprenticeship structure.
- £7,000 to self fund



# Enhance practice PgCert at Salford (60 credits)



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## Foundations of Enhanced Practice (30 credits)

- Focus on leadership, research, and education
- 8 days of fully online delivery

## Developing Enhanced Practice (30 credits)

- Clinically focused module
- 8 days total



**Work based learning**



# Developing Enhanced Practice Module



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Day 1

Day 2

Day 3

**Mandatory**

Day 4

Day 5

Day 6

Day 7

Day 8

**Optional – either  
from the selection  
available at UoS and/  
or professional  
development  
sessions to support  
your practice**

**Work Based Learning**

# Bespoke Days!



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- Management of Diabetic Foot
- Assessment and Management of Lower Limb Wounds
- Getting Hands on with Assessing and Diagnosing Vascular Disease in The Lower Limb
- Local Anaesthetics
- An Introduction to Imaging and Lower Limb Imaging
- Introduction into Understanding Blood Tests
- Introduction into Understanding Medication
- Gait Analysis
- Pain Management
- Tissue Pathomechanics
- Population Health,
- Enhanced practice Rheumatology: Recognition and Rehabilitation
- Assessment into Action: AHPs Driving Proactive Falls Management and Frailty-Focused CGA





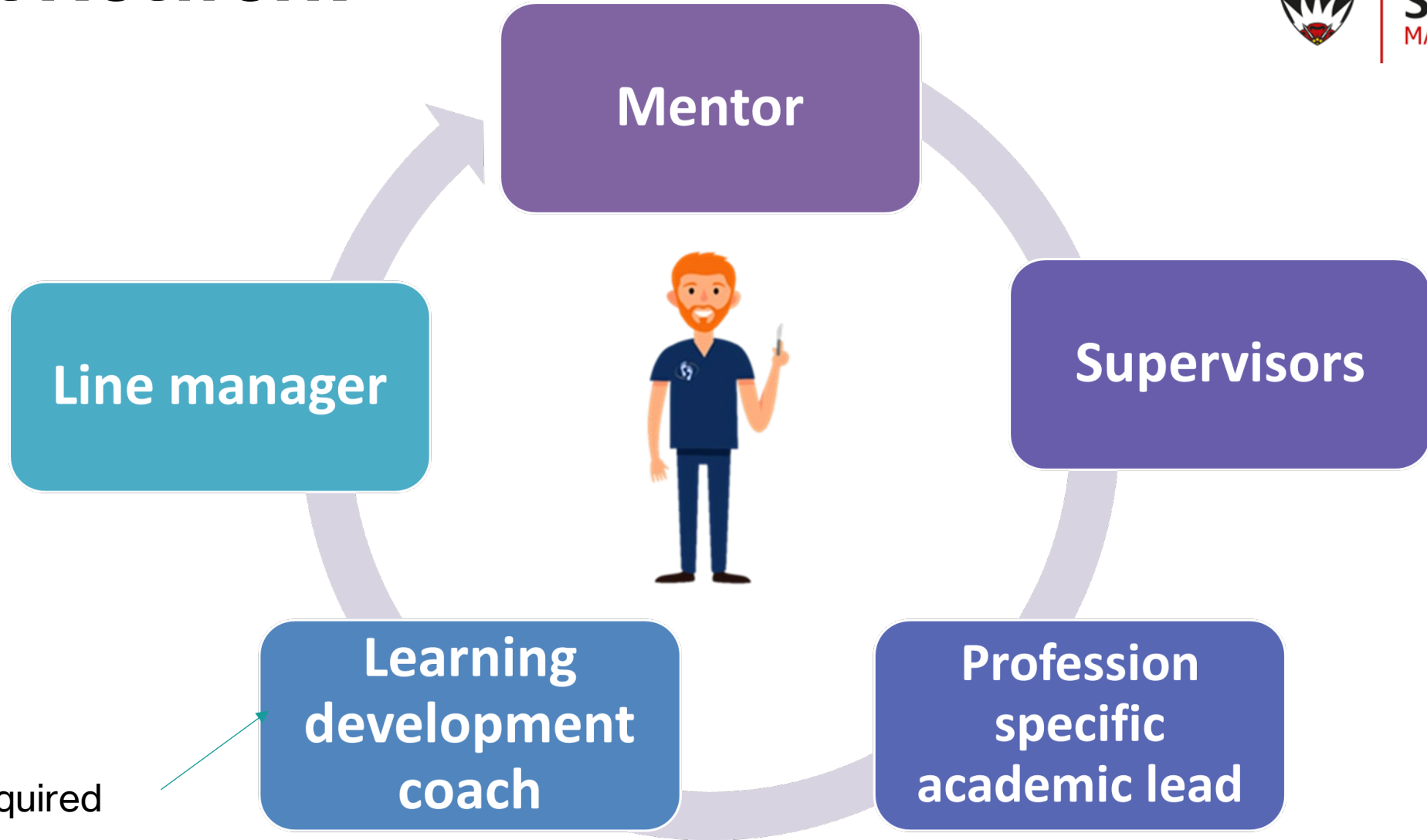
# Off The Job Training....

As long as it's new learning and linked to their apprenticeship, it counts.

# Support Network PGCert



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LDC is not required  
on the Non-  
Apprenticeship Route



# EP in Frailty and Falls Prevention



“My name is Haroon, I’m a podiatrist working in community clinics and in a domiciliary setting and am seeing an increasing number of older patients who have musculoskeletal conditions that are putting them at greater risk of falls. By focusing on falls prevention and managing frailty, we can help our older generations to enjoy a safer, more active, and fulfilling life. As a Podiatrist I feel that I am well placed to identify foot problems, such as pain, deformities, and reduced strength or flexibility as these are significant risk factors for falls. **By specialising in this field, I could address foot and lower limb issues early and could contribute to improving a patient’s mobility and balance. This is essential for reducing the risk of falls and enhancing overall stability.** I look forward to prescribing, and sometimes manufacturing, tailored interventions such as orthotics, footwear advice, and exercises, to address specific risk factors. These customised solutions, along with education could significantly help to reduce the likelihood of falls.

# What our Learners have to Say...



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‘I have grown in confidence’

‘I now feel comfortable to ask questions that support my learning’

‘I love that I am supported by Pods, you just know what I’m talking about.’

ECP Podiatry Learner  
Experience

# A Manager's Perspective



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<https://www.youtube.com/watch?v=LyCRcWNmhMc>

# Final Thoughts

Employers are key enablers of success

- Support AHP progression through Enhanced practice pathways
- Retain AHP talent post-registration
- Build workforce capability in high-demand areas
- Strengthen succession into Advanced practice
- Workplace educators (mentors) are vital, we need to build the educator workforce skills and capacity



# Next Steps

- Connect early with HEIs to access funded apprenticeship places
- Engage apprenticeship teams to utilise the Levy or transfer options
- Identify potential learners and mentors strategically
- Plan for mentorship support and protected release time
- Integrate Enhanced Practice into wider workforce planning



Taking action now means investing in a more capable, confident, and sustainable AHP workforce.

# Menti



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# Enhanced Practice Roadshow



Share your voice

Train to Retain

Co-Create for Change

## You're invited

to the Enhanced Practice Roadshow  
– a national series of in-person events exploring Enhanced Practice.

### 2025 Tour Dates!

1st October, The Studio, Riverside West, Leeds

8th October, Mercure Nottingham Sherwood Hotel

15th October, Mercure Blackburn Dunkenhalgh Hotel & Spa

22nd October, Mercure Sheffield Kenwood Hall & Spa

29th October, Mercure Liverpool Atlantic Tower Hotel

5th November, Mercure Birmingham West Hotel

19th November, Mercure Bedford Centre Hotel

26th November, Redworth Hall Hotel, Darlington

10th December, University of Salford, Manchester

Join us in our NHS England commissioned work to explore how enhanced level practice can contribute to AHP career development and retention.

Contribute to discussions on the importance of enhanced level practice as part of the government's 10 Year Health Plan.

Collaborate with peers in workshops to identify barriers, enablers and solutions to;

- ✓ Socialising enhanced level practice.
- ✓ Developing education to improve mentorship.
- ✓ Embedding enhanced level practice into workforce planning.

Don't forget the free lunch!

Book here -



Got questions? Get in touch! [ECApprenticeship@salford.ac.uk](mailto:ECApprenticeship@salford.ac.uk)

# Next Roadshows – All Welcome!

Darlington – 26<sup>th</sup> November 2025

Manchester - 10<sup>th</sup> December 2025



**Any Questions,  
Comments or  
Reflections?**

Thank you for listening!!!

<https://reports.ofsted.gov.uk/provider/43/133845>