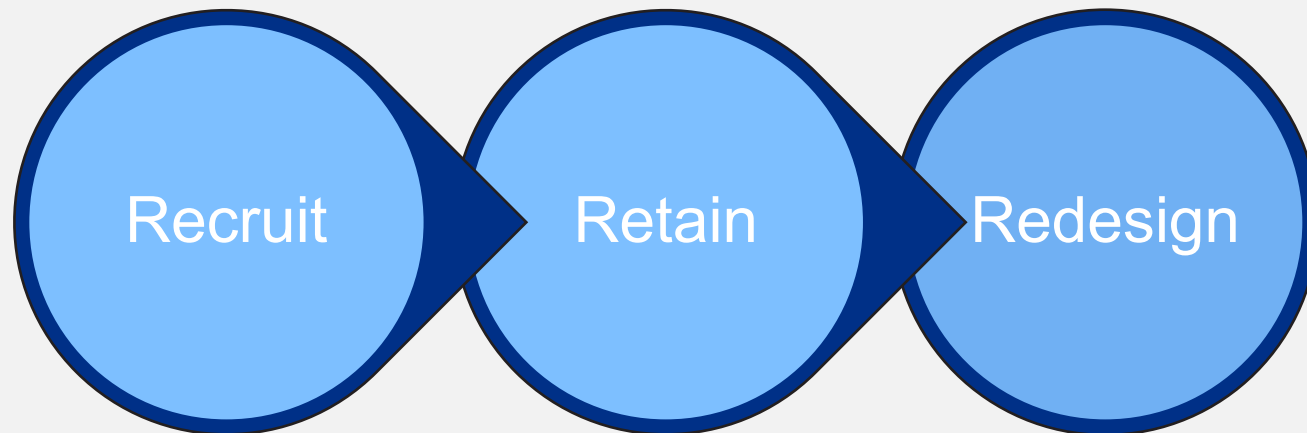


Aims of today's workshop:

1. Gain an oversight into the general landscape
2. Build a shared understanding of the challenges within the profession.
3. Explore opportunities to strengthen the podiatry workforce.
4. Enhance collaboration and connections amongst NHS leaders



Health plans and strategies

All 4 UK nations have a plan

Northern Ireland

3yr strategic plan for health and social care

Wales

10-year workforce strategy for health and social care



Scotland

Population Health Framework + Service Renewal Framework

England

10 Year Health Plan for England: fit for the future



**“Our workforce is the beating heart of the NHS.
Without investment in recruitment, retention,
and development, services cannot thrive.”**

NHS Long Term Plan 2023



UK HCPC registered Podiatrists





Overview: Podiatry Workforce



Workforce Profile : June-2025

WTE:
2,763.5

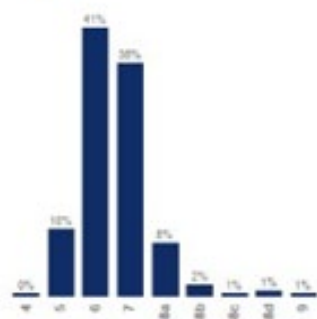
Headcount:
3,306

Avg WTE:
0.84

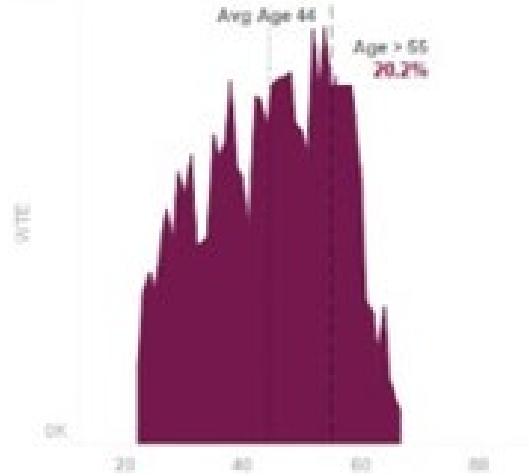
Staff Group/Profession

Chiropody / Podiatry 100%

Grade Band



Age Distribution



Staff in Post

Mar-2016 to June-2025

Headcount WTE

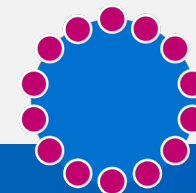
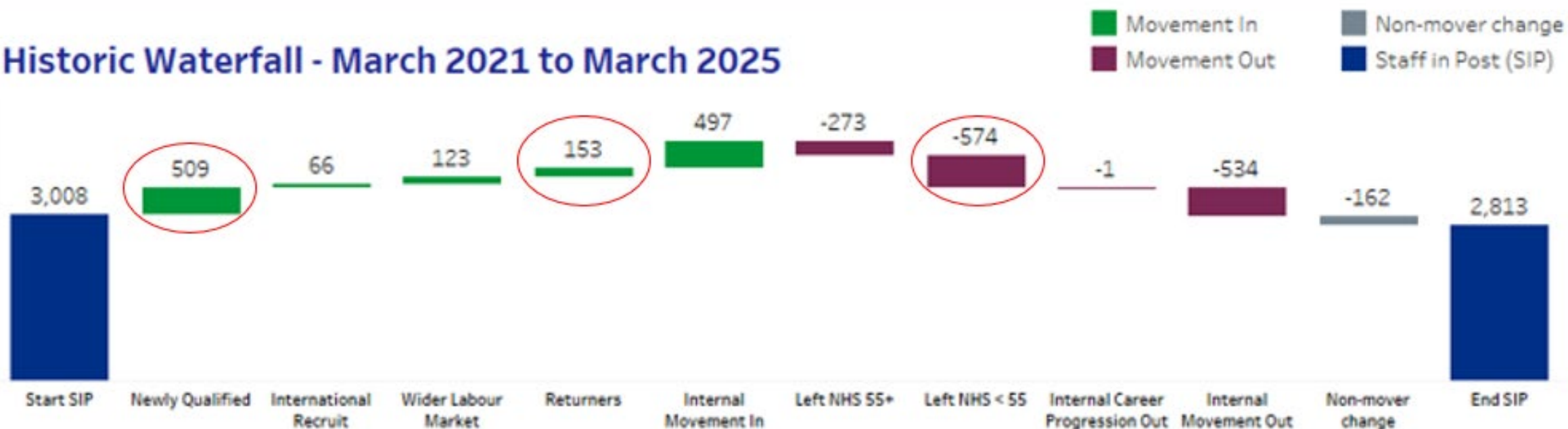


Quarter/Month Dates
Quarterly Dates

Actual % Change
Actual Values



Historic Waterfall - March 2021 to March 2025

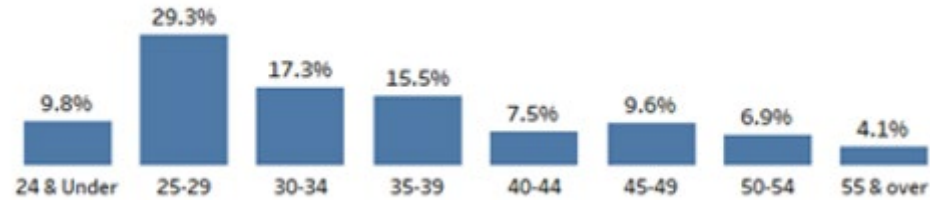


Organisation Retention | National | Chiropody / Podiatry

Average Years in
Organisation
3.5 years
July 2025

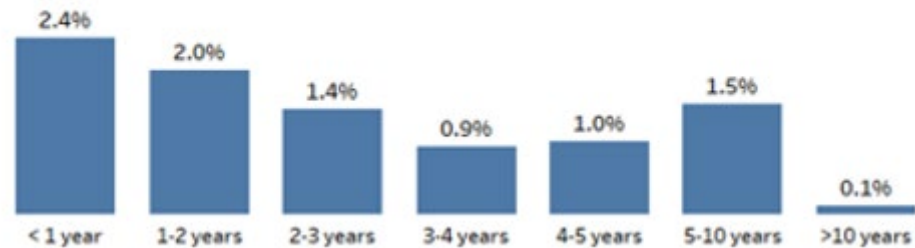
On average each year
4.3%
of the workforce
leave the organisation
within 2 years

Age Profile of Leavers - % of Leavers

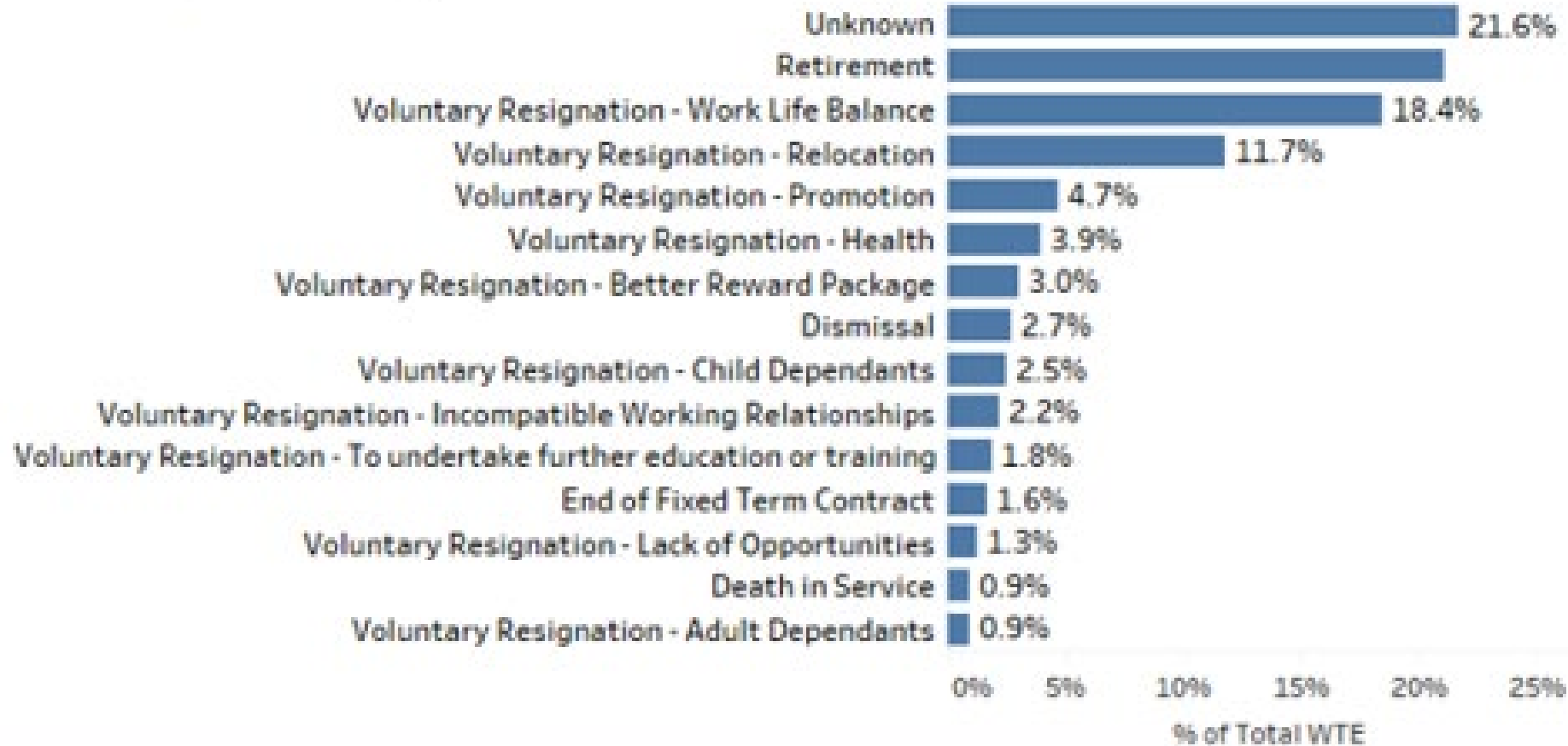


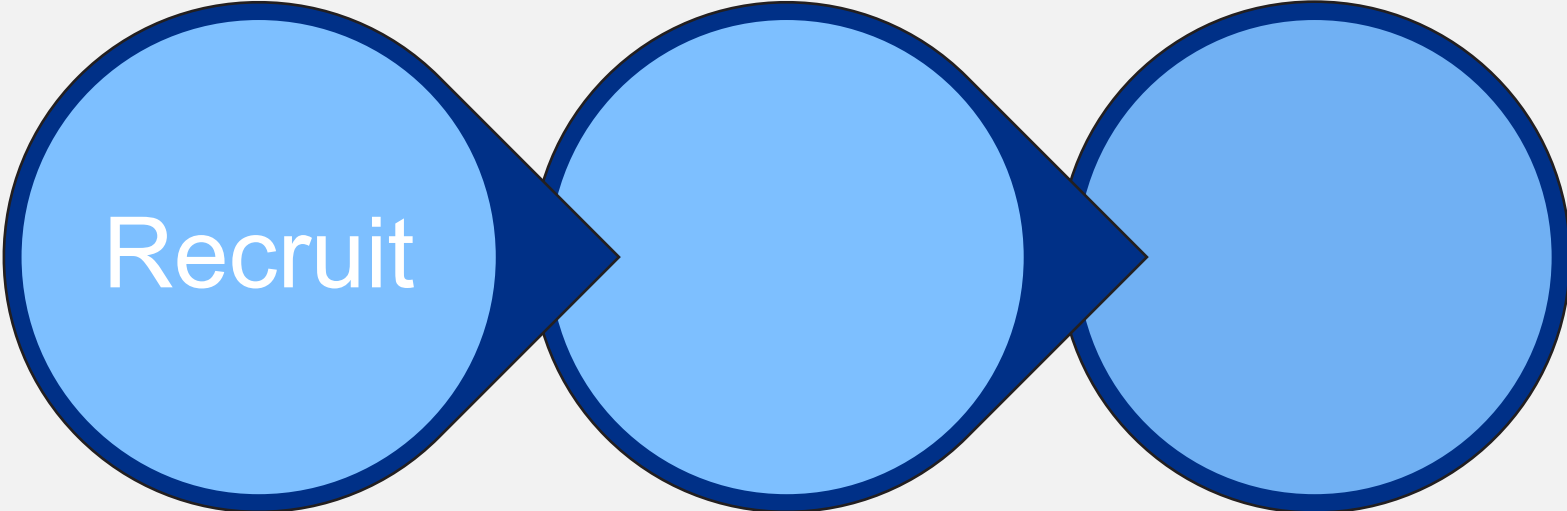
Tenure of Leavers - % of Workforce

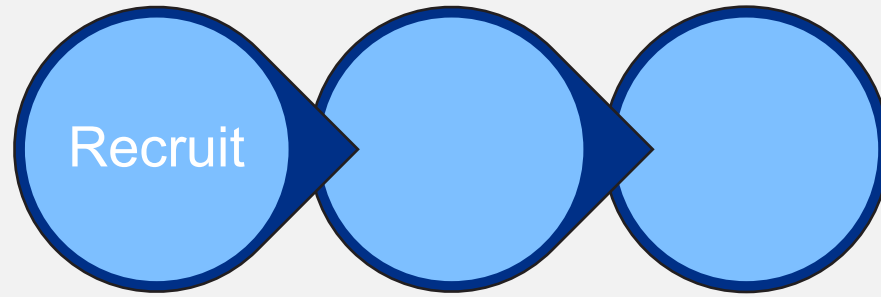
Continuous Years in Organisation at the time of leaving



Leaving NHS - Top Reasons for Leaving





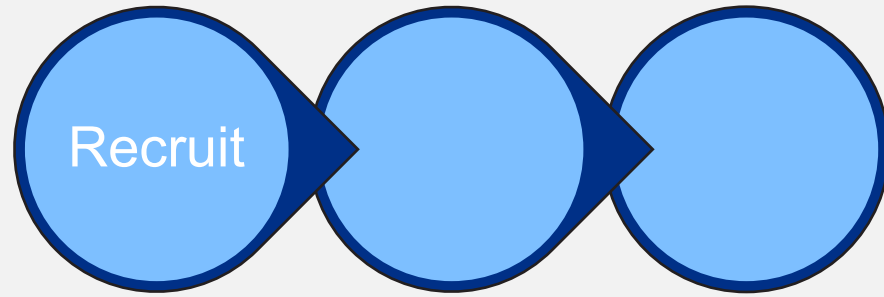


Discussion

- What does your current recruitment process look like?
- What are your main challenges?
- Where is your pipeline coming from?
- How are you engaging with that pipeline?
- What makes your organisation attractive?
- What does your team offer?
- Who can help strengthen your recruitment efforts?

(10 minute breakout)

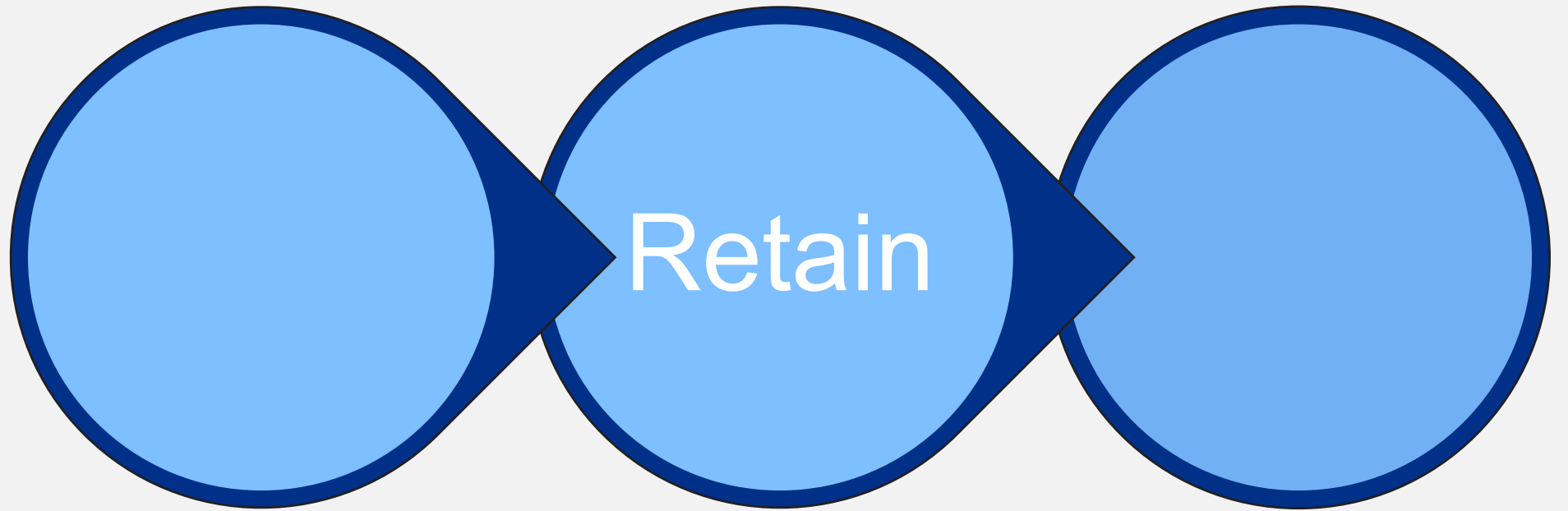




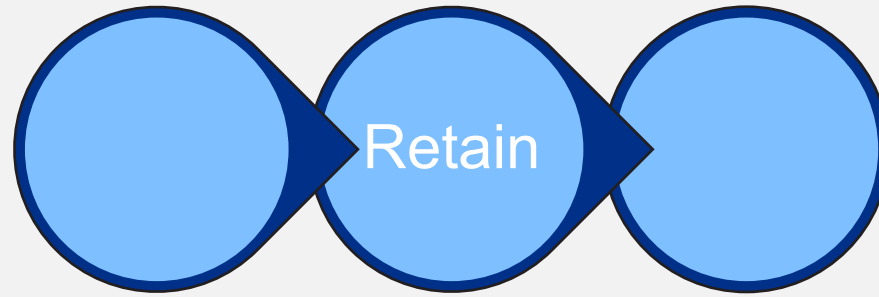
Reflections

- Identify one quick win (doable in 1–3 months).
- Identify one collaborative action (needs partners, e.g. HEIs, trusts, systems).
- Share one innovative idea that's worked elsewhere.





Discussion



- What makes people want to stay in your service?
- What support opportunities do you or have you got in the workplace?
- Do all team members have visible career pathways?
- Are our job plans flexible enough to meet staff needs?
- How can we strengthen team identity across sites and services?
- How do we celebrate achievements and milestones?
- How do we help new or junior staff feel included and supported?

(10 minute breakout)



Reflections



Career
Growth



Wellbeing



Delegation,
Mentoring and
Supervision



Flexibility

Engage

Support

Grow

Retain



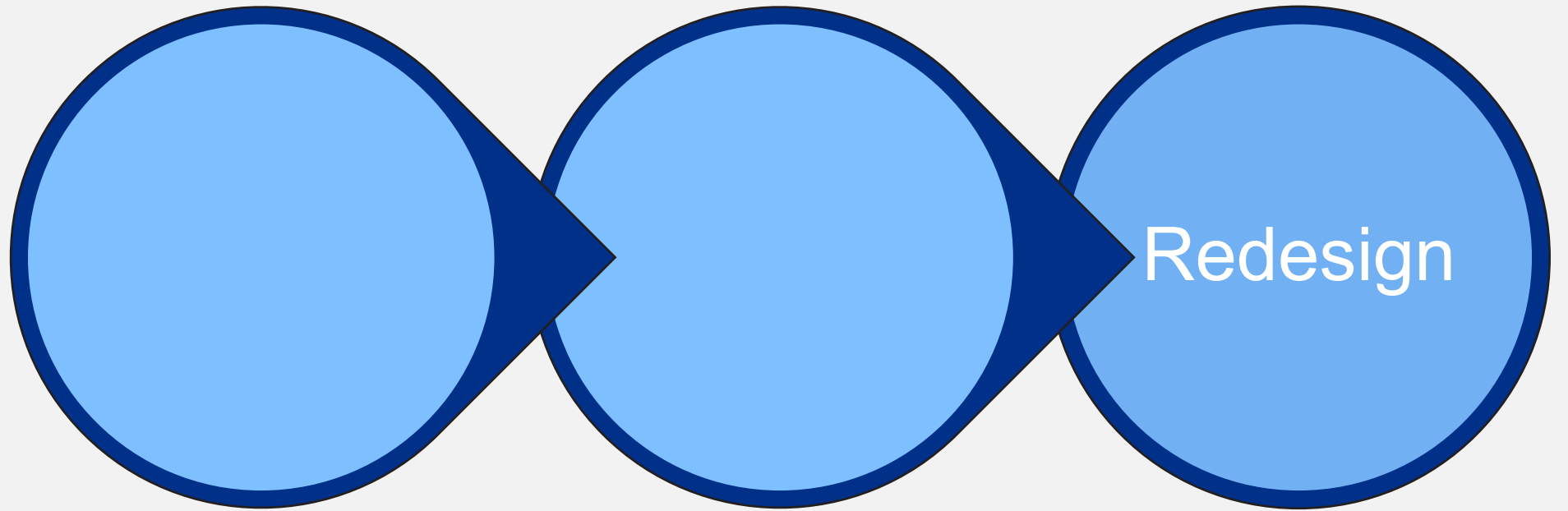
The 4 pillars of practice

Sometimes we can think that Podiatry practice is solely concerned with providing direct patient care in a clinical setting.

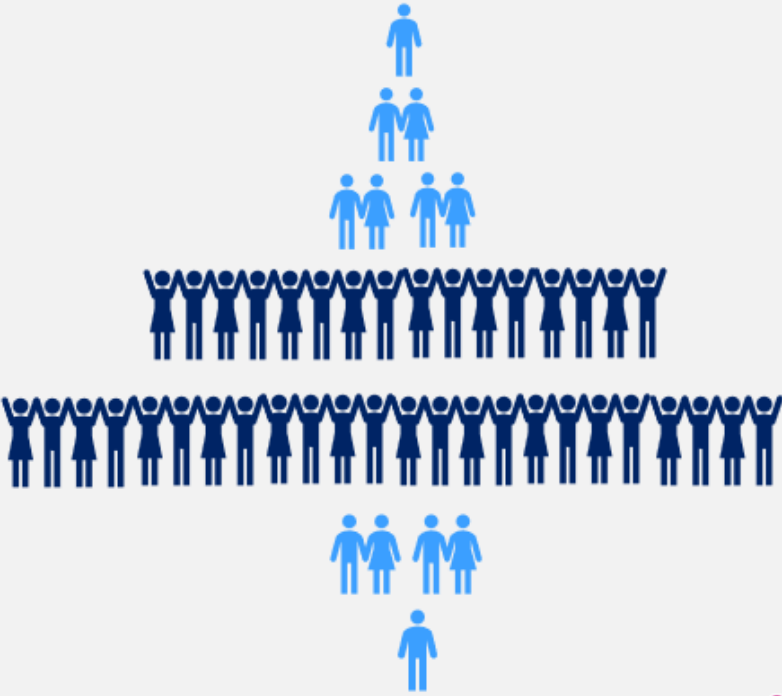
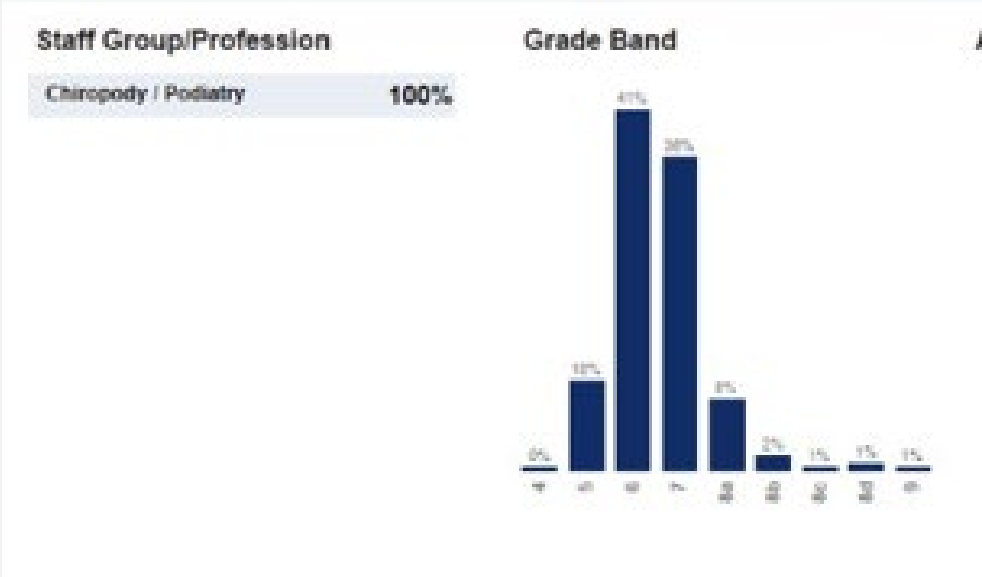
But while clinical knowledge and skills are important, Podiatrists use their knowledge and skills more widely – in education, research and leadership – to provide safe, high-quality, person-centred care.



These 4 pillars of practice are all linked to the HCPC standards



Workforce Profile



Upskilling and Skill Mixing

What is Skill Mixing?

- Strategic redistribution of tasks across staff groups to ensure the right person, with the right skills, delivers the right care.
- Combines registered podiatrists, assistant practitioners, and support workers.
- Includes upskilling, task-sharing, or role substitution.

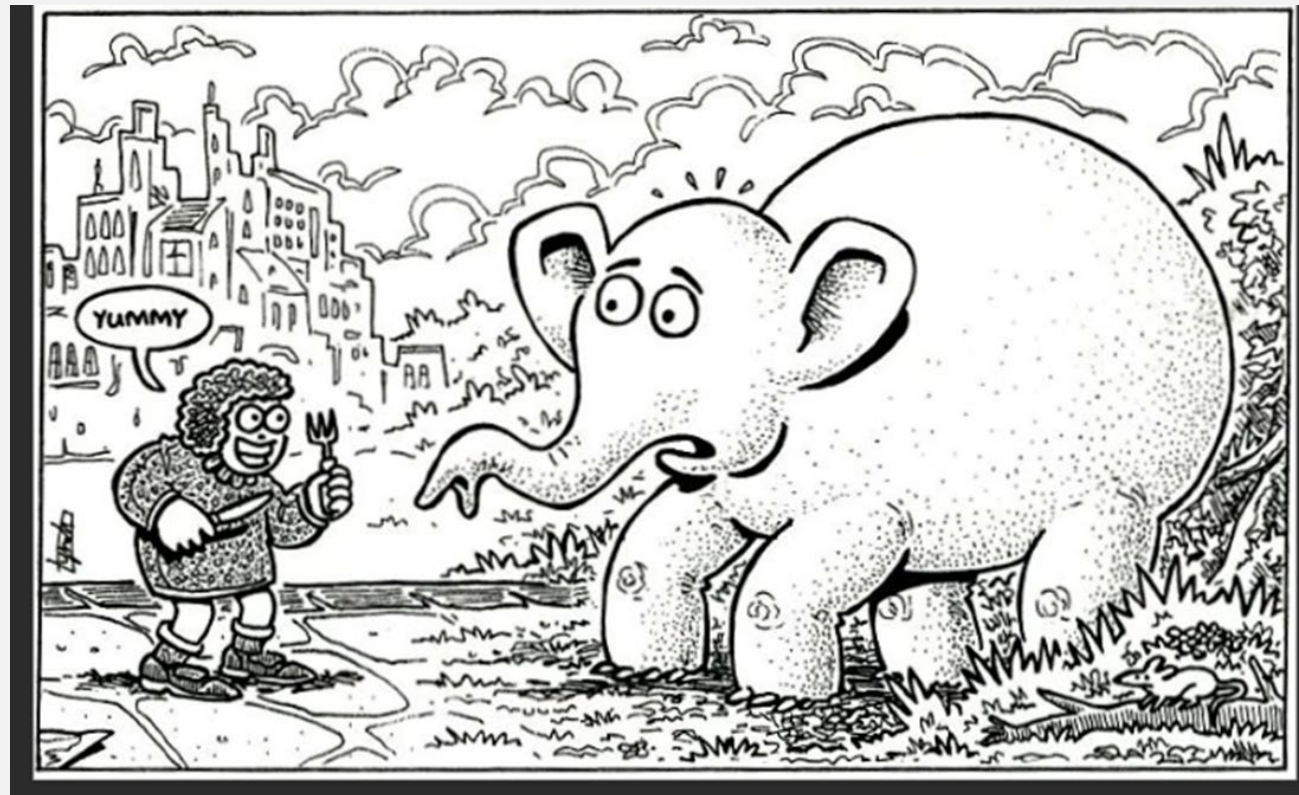
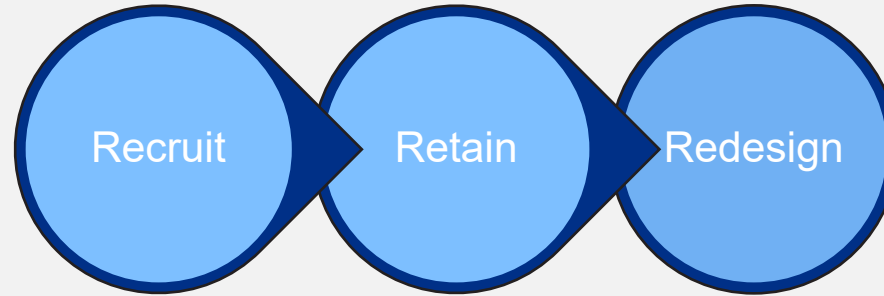
Why Skill Mix Matters in Podiatry

- Improves access and reduces waiting times.
- Enhances efficiency and makes better use of workforce capacity.
- Supports workforce sustainability and reduces burnout.
- Improves patient outcomes and aligns with NHS workforce planning priorities.

Examples in Practice

- Delegating nail care, foot screening, and health education to podiatry assistants.
- Advanced clinical practitioners leading wound care or diabetic foot management.
- Digital triage and remote follow-ups handled by trained support staff.





“There is only one way to eat an elephant, 1 bite at a time”





Department
of Health &
Social Care

Thank You

Any Questions?

NHS
England

