



England

Enabling Pre-Registered Podiatrists to Become Leaders of Change When Entering the Healthcare Workplace Across the South East

Presented by:

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Workforce Profile : Aug-2023

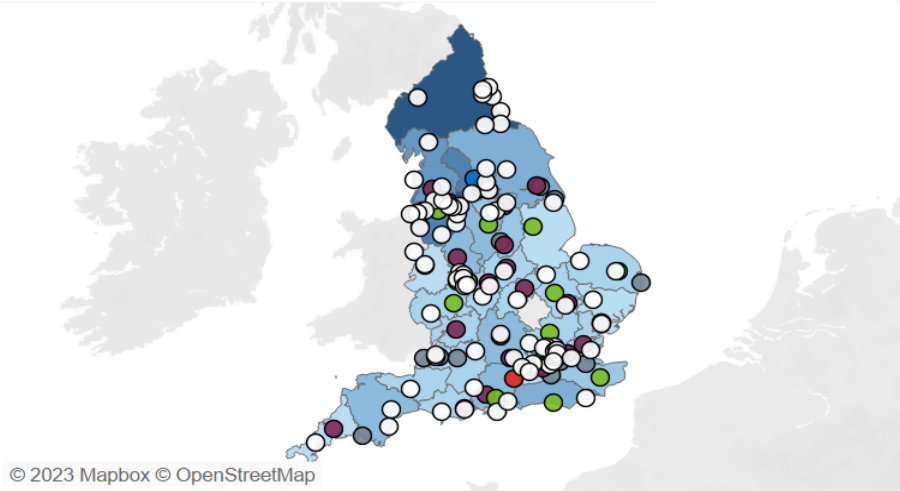
WTE:
2,810

Headcount:
3,343

Avg WTE:
0.84

Organisation Locations - WTE

Hover for Map Legend



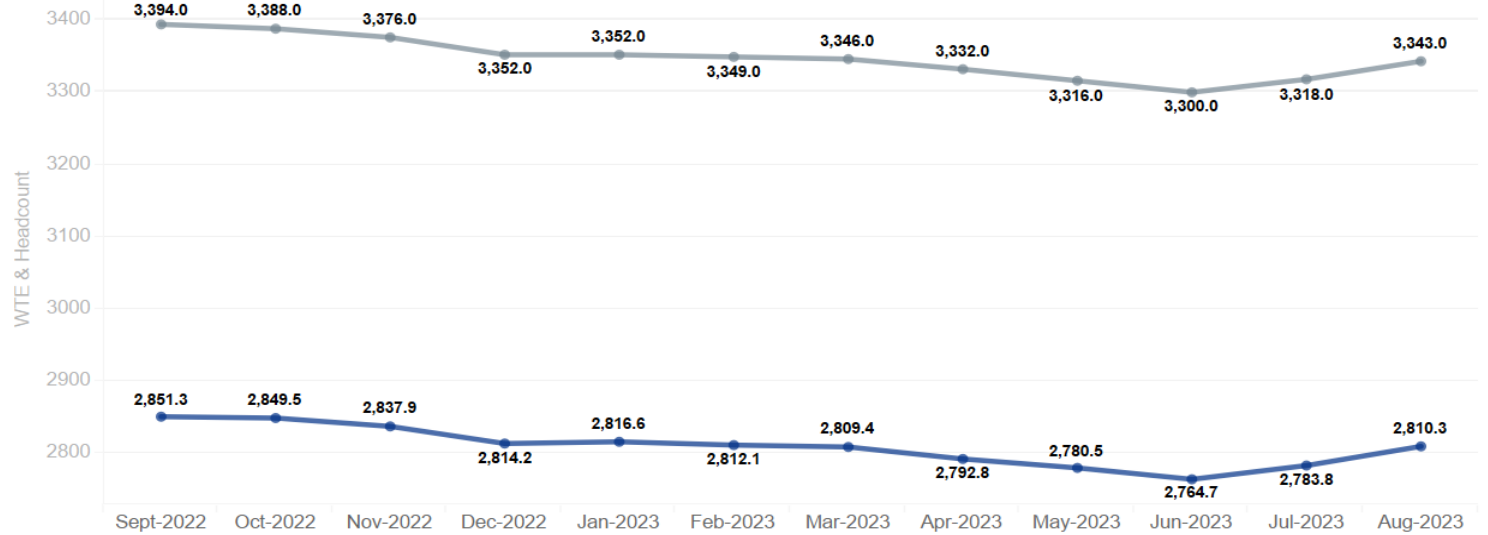
Staff in Post Aug-2022 to Aug-2023

Headcount WTE



Quarter/Month Dates
Monthly Dates

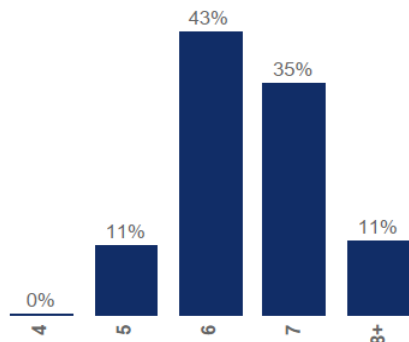
Actual/% Change
Actual Values



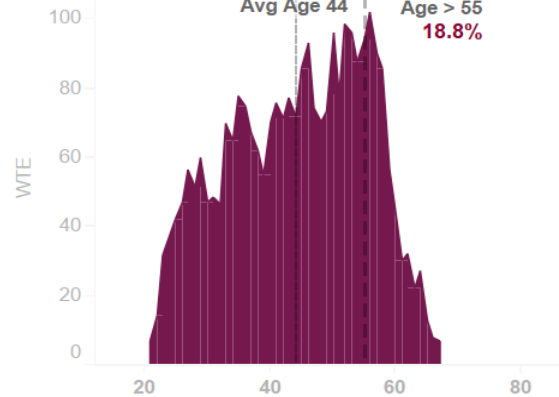
Staff Group/Profession

Chiropody / Podiatry **100%**

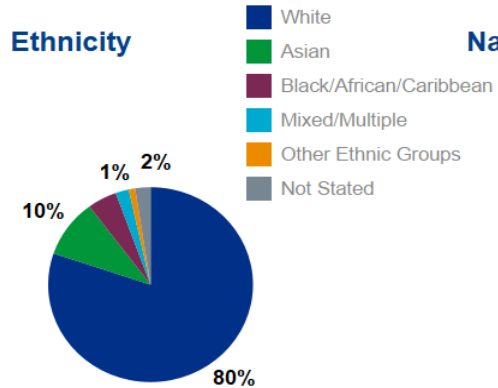
Grade Band



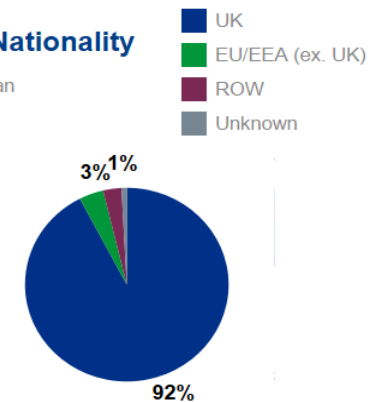
Age Distribution



Ethnicity



Nationality



National Drivers

Long Term Workforce Plan

The LTWP (NHS, 2023) estimates among the allied health professions (AHPs), that podiatrists will see one of the greatest shortfalls with limited supply growth projected. It sets out that education and training places for the AHP workforce are estimated to need to grow by 19–25% by 2030/31.

HCPC

- Standards of proficiency: Leadership is woven in all of the 15 standards.
- HCPC: 'Leadership is a skill anyone can demonstrate, at any level'.

Saks Report

- Priority attention should be given to the diminishing supply of podiatrists, especially in an increasingly ageing profession
- Improve the retention of podiatry staff – through professional development and making careers in NHS podiatry more attractive



Workforce Challenges

- Lack of perceived career progression
- Reduced flexible working
- High workloads
- Lack of Leadership opportunities within the profession
- Lack of voice
- Reduced visibility and awareness of the profession



Leadership Programme Project

Aim statement

To increase the number of Podiatry leadership work based placements across the South East region, will increase the ability of the future workforce to be leaders of change when they enter the workplace.

Purpose

By enabling Podiatrists to be leaders of change at the earliest opportunity will change the current leadership culture and make a positive difference to our workforce, our service users and the diverse communities we serve.



How to Build Podiatry leadership across the SE region

Implementation of Practice based learning leadership opportunities for final year BSc and MSc Podiatry students.

Aims

- Enable Podiatrists to view themselves as leaders of change at the earliest point in their career.
- Exposure to the wider landscape of the NHS
- Exposure to Strategic leadership roles
- Opportunity to be involved in service improvement projects



The Why

- **The need to support the increase of the future Podiatry workforce**
- **The need to increase student placement capacity**
- **The need to retain staff and support career progression**
- **To give podiatrists the job opportunities of other professionals**
- **Podiatrist need a voice in the strategic arena**

The Project Plan

Identify The Challenges

Workforce
Leadership and influence

Engage Stakeholders

- Health Education England
- University
- Podiatry Students
- Podiatry Service Managers

Project group

- Health Education England
- University of Brighton

Placement plan

- 1: Placement Outcomes
- 2: Support and Resources
- 3: Structure of Placement

Evaluation

- Review Placement Outcomes
- Student Feedback
- Project Team Feedback
- Outputs



Outcome

The first cohort of podiatry students

- All placement learning outcome met
- Positive feedback of Placement
- Students completed their own project and resources produces



Next steps

- Share project with stakeholders
- Share resources produced
- Support leadership placements and blended placements across the region
- NHSE SE team to host annual leadership placements for AHP students



My Reflections

The leadership programme enable me:

- To have time and space
- To gain a deeper understanding of myself
- The ability to understand other people's priorities
- How to formulate a shared version across multiple stakeholders
- To network and learn from other Podiatrists

Thank You



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