

NHS Podiatry Apprenticeship

Why and How to get started including benefits to NHS workforce

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Purpose (the why)

To increase and support the Podiatry workforce in Bedfordshire which currently has

By employing local people we should **increase the number of Podiatry staff who better mirror the local community** and want to stay and work in Beds and Luton thus leading to a sustainable workforce.



Stakeholders

End Product

Success Criteria



Why do we need a sustainable Podiatry workforce ?

- 4.9 million people in UK have diabetes. 13.6 million are at risk of developing it. This is expected to continue to rise.
- An estimated 490,000 of those with diabetes develop a foot ulcer at some point in their lives with an ever increasing amputation rate.
- A major contributing factor to diabetes morbidity is inadequate foot care and foot complications.
- Routine foot screening halved in 2021- this is likely to mean that tens of thousands of people will start to appear in our clinics suffering with delayed diagnosis of foot conditions which may lead to loss of life or limb if they aren't seen by the right person in the right place at the right time!
- We need robust, clear, concise and progressive foot care, pathways and to provide this we need qualified staff.



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Purpose	Stakeholders (the how!)
<p>To increase and support the Podiatry workforce in Bedfordshire</p> <p>By employing local people we should increase the number of Podiatry staff who better mirror the local community and want to stay and work in Beds and Luton thus leading to a sustainable workforce.</p>	<p>Beds, Luton and Milton Keynes, (BLMK) Integrated Care Board ICB, ELFT trust (our employer)</p> <p>Therapies manager and finance director</p> <p>Present staffing who are going to have to support them throughout the four years</p> <p>The support of The University of East London (UEL)</p>
End Product	Success Criteria





Weigh it up!



Employment

Qualifications in maths and English equivalent to grade 4/5 GCSE

Need the right to live and work in the UK, residency requirement and complete within the time they have available

Start the process early!!



AHP Apprentices gradually increase competency and therefore 'value' in the workplace – by the final year apprentices will be able to undertake complex tasks (under supervision).

Increased service delivery. Increased ability to deliver services/contracts/quality due to increased skills of apprentices over time and increased number of qualified staff joining qualified workforce.



• Good current permanent clinical & admin staff retention

- Current friendly and welcoming team
- Clinical lead and team leads can provide day to day allocation & support with rota and tasks
- Current excellent "At risk" foot health knowledge & skill set within our existing team
- Management of daily emergency clinic will improve
- Increased admin & clinical support for actual clinicians
- Enthusiasm and "fresh" service improvement channelling
- Future staffing opportunities
- Improving links with sister ELFT Podiatry departments
- Increased admin support for actual clinicians
- Will assist with evidence-based practice examples
- Will assist with service DNA rates with pre appointment calls
- Will assist with local quality improvement projects (currently regarding referrals)
- Notice boars, presentation and education improvements

Opportunities

- Back filling for admin (currently 2.6wte)
- Administration support for call backs
- 1x experienced podiatry assistant nearing retirement trained apprentice to assist existing Podiatry Assistant caseload
- Future B5 Podiatry staffing opportunities
- Will provide more depth & breadth for nail surgery assistant cover
- Will provide more depth & breadth for procurement within the service
- Increased admin & clinical support for existing admin staff & clinicians



Strengths and opportunities

Weaknesses and Threats



Weaknesses

- Small team currently managing demand well (4-5 week wait for assessment)
- Actual/theoretical demands on service currently affected by A/L & sickness
- Money tied up in apprentices cant employ qualified staff if they become available

Threats

- Sickness
- COVID
- Actual/theoretical demands on service therefore affected by A/L & sickness
- We could invest in apprentices and then they either drop out or leave after qualifying

APPRENTICE JOB DESCRIPTION



JOB TITLE:	Podiatry Apprentice
BAND:	
DEPARTMENT:	Podiatry Services
DIRECTORATE:	Community Health Services
REPORTING TO:	Team Lead
ACCOUNTABLE TO:	Podiatry Locality Lead

JOB SUMMARY

This is a developmental role via the Podiatry (Integrated Degree) Apprenticeship standard (Ref ST0493) over 4 years. You will work towards successful completion of a BSc (Hons) degree in podiatry and recognition by the Health Care Professions Council (HCPC) as an Allied Health Professional AHP Podiatrist. You will develop and maintain knowledge, skills and competencies related to the role of a Podiatrist through your apprenticeship within the service as well as through completion of the Podiatry Apprenticeship training programme. This includes working in clinic and community care settings, and delivery of direct person-centred care. Whilst undertaking this training you will work within the service as a Podiatry Apprentice, where your role will reflect your learning.

The Podiatry Apprenticeship Programme combines and integrates academic and work-based learning through close collaboration between employers and education providers. You can expect to spend 60% of your time learning on the job and 40% of your time learning off the job. As a Podiatry Apprentice you will be based as an employee within East London Foundation Trust, working in a variety of clinical settings. This will enable you to gain a wide appreciation of many health and care contexts, which will enable you to fulfil all the requirements of the BSc (Hons) Podiatry programme.

On successful completion of the programme you will be equipped with the appropriate knowledge, skills, attitudes and behaviours to ensure competence at the point of qualification. You will have the capability to continue to meet Health and Care Professions Council regulatory standards and the College of Podiatry professional standards throughout your professional careers.

The academic part of the training will be provided by the University of East London (UEL) where you will undertake modules as detailed below:-

Professional Practice and mental health

Anatomy and physiology

Podiatric Practice, pathology, pharmacology,

Musculoskeletal (MSK) assessment and management

Clinical reasoning and research methods.

Key areas of practice for Podiatry students:

Patients with problems related to endocrine & rheumatological function

Patients with problems related to musculoskeletal function and sporting activities

Patients with problems related to neurological function

Patients with problems related to dermatological function

Patients requiring nail surgery

Patients located in a variety of healthcare and community settings.

The funding for the training element of this post comes from the East London Apprentice levy

KEY RESPONSIBILITIES

- To attend University and clinical placements as set out in the degree programme.
- To complete and pass academic modules and clinical placements to the required standard in order to progress through the programme.
- To ensure timely achievement of assignments and assessments in accordance with the academic programme requirements.
- To gain experience during the period of the Apprenticeship in a wide range of clinical areas.
- To participate in tripartite reviews, with the University and the employer. These are a requirement of the apprenticeship.
- To complete and pass the End Point Assessment.
- To organise and manage a clinical caseload, which will include gaining knowledge and experience of providing podiatric care for patients with a variety of conditions including diabetic, rheumatological and biomechanical problems.
- To gain knowledge and skills to assess, diagnose, develop and implement individualised treatment programmes for patients with a wide variety of clinical needs, including acute or chronic neuropathies, chronic diseases, vascular problems and wound management.
- To provide appropriate education to patients with diverse foot pathology, utilising analytical and reasoning skills in this process in order to empower the patient and others to participate in the patient's self-care.
- To gain experience during the period of the apprenticeship in a wide range of clinical areas including diabetes, rheumatology, biomechanics, tissue viability, nail surgery and wound management.



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I think I need a little nap



Statistics taken from Diabetes UK, WHO and the National Institute of Health websites.



On the Job Development for Podiatry Apprentices:

Our Process and Experiences

Marian Bennett

Podiatry Team Lead Bedfordshire Community Health
Services



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What Tasks Can an Apprentice Do?

- Develop skills over the period of the apprenticeship from simple tasks to completion of all competencies including MDfT foot clinic rotations, Diabetics Competencies, NS competencies, and MSK competencies.



From early in the apprenticeship, develop practical clinical / motor skills with support from an experienced clinician to ensure safe practice





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Consider non clinical tasks
where apprentices can make
a meaningful contribution to
the work of the team.





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- **Year One:**

- NDFA Admin
- Patient Callbacks
- Simple NS assessments
- NS assisting
- Assisting in At Risk and Ulcer clinics – start to develop practical clinical skills under supervision - nail cutting, debridement of callous, and wounds, dressings, padding, notes.
- Notice Boards for clinics
- Monthly Clinic checks
- Some observation at L&D, MSK clinics

General:

- Placement: Internal



- Year Two

- Simple Diabetic Assessments
- Assisting in Casting Clinics
- Supporting in MSK Clinics (note taking)
- Assisting / Admin at Hospital Clinic and MDfT
- Support with Education Admin
- Complete practical PAD competencies

General:

Placement: 1 x external, 1 x internal



- Year Three

- Supervised Ulcer Clinics
- Complex NS assessments (supervised)
- Complex Assessments (supervised)
- Casting Training
- MSK Shadowing
- Nail Surgery shadowing
- Assisting at Training sessions internal and external

General:

- Placement: 1 x external, 1 x Increase clinical experience: Kings, POD surgery, TVNs, UoN, Private practice etc



- Year 4

- Support delivering training, internal and external
- Supervised Nail Surgery
- Mentoring apprentices and students
- Complete NS Competencies
- Complete MSK Competencies
- Complete Diabetic Competencies
- Complete rotation at Hospital / MDfT
- Consolidate Clinical Experience

General:

Placement: 1 x external



Then Graduate
and be an
awesome
podiatrist. Job
Done 😊

