

Podiatrists assess, treat and provide advice for conditions of the foot and lower limb, including skin/nail conditions, arthritic and musculoskeletal problems and foot ulcers associated with chronic disease such as diabetes and peripheral arterial disease. Scope of practice includes soft tissue interventions, advice on biomechanics, gait analysis, foot orthoses and footwear prescriptions and toenail surgery. Podiatrists consult within the inpatient and non-admitted settings, in the community, primary care, aged care and disability sectors. Podiatrists often lead High Risk Foot Services (HRFS), working closely with other health professionals to improve patient outcomes.



Workforce characteristics for NSW Health podiatry workforce in 2040



219
Headcount



73%
Female



25.2
Work hours per week



42.3
Years average age



13.7%
Future 60+



3.4%
Aboriginal workforce target



Demand is expected to grow **2.3%** (low demand scenario) to **2.5%** (high demand scenario).

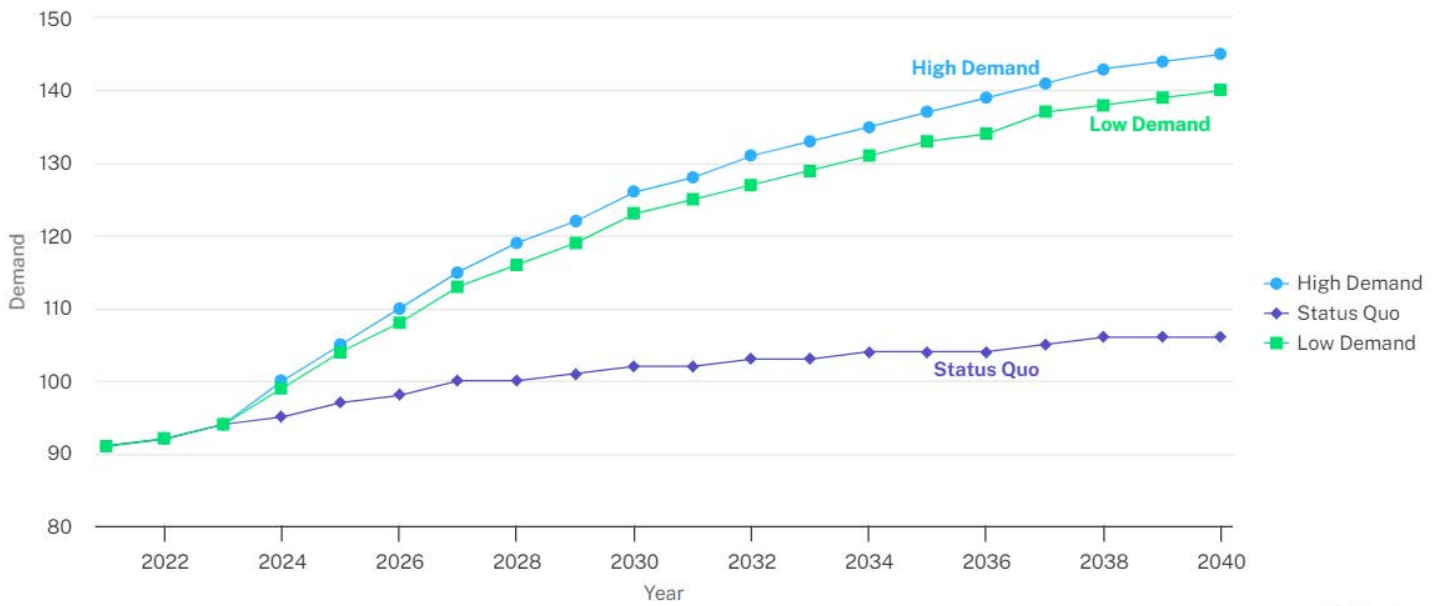
Workforce modelling indicates the need to grow the NSW podiatry workforce by around **6 to 7** new professionals per annum to meet community need in 2040 across both demand scenarios.



Notes

- Data source: NSW Health. Vacancy data is excluded from the workforce model. Excludes affiliated health organisations.
- Note: 2040 workforce characteristics reflect the high demand scenario.
- Data included is limited to the workforce employed under the relevant health professional award.
- Specialty health networks are not displayed geographically in the workforce distribution maps.
- LHD/SHN may engage in sessional arrangements in selected circumstances.
- Workforce that cannot be aligned to a physical location have been attributed to a pre-determined facility within each LHD/N. This may impact on Headcount shown at these facilities within the distribution map.
- NSW Health does not make any representations or warranties whether expressed or implied with respect to the accuracy and completeness of the information contained in the fact sheet.

Projected FTE growth for NSW Health podiatry workforce to 2040



Workforce characteristics for NSW Health podiatry workforce in 2021



134
Headcount



24.9
Work hours per week



41.7
Years average age



70.9%
Female



3.7%
Aged 60+



0.7%
Aboriginal

Metropolitan Sydney



85
Headcount



24.9
Work hours per week



40.4
Years average age



2.2%
Aged 60+

Non-Metropolitan Sydney



51
Headcount



24.9
Work hours per week



44
Years average age



1.5%
Aged 60+

Podiatry junior entrant positions into NSW Health



2017
12

2018
9

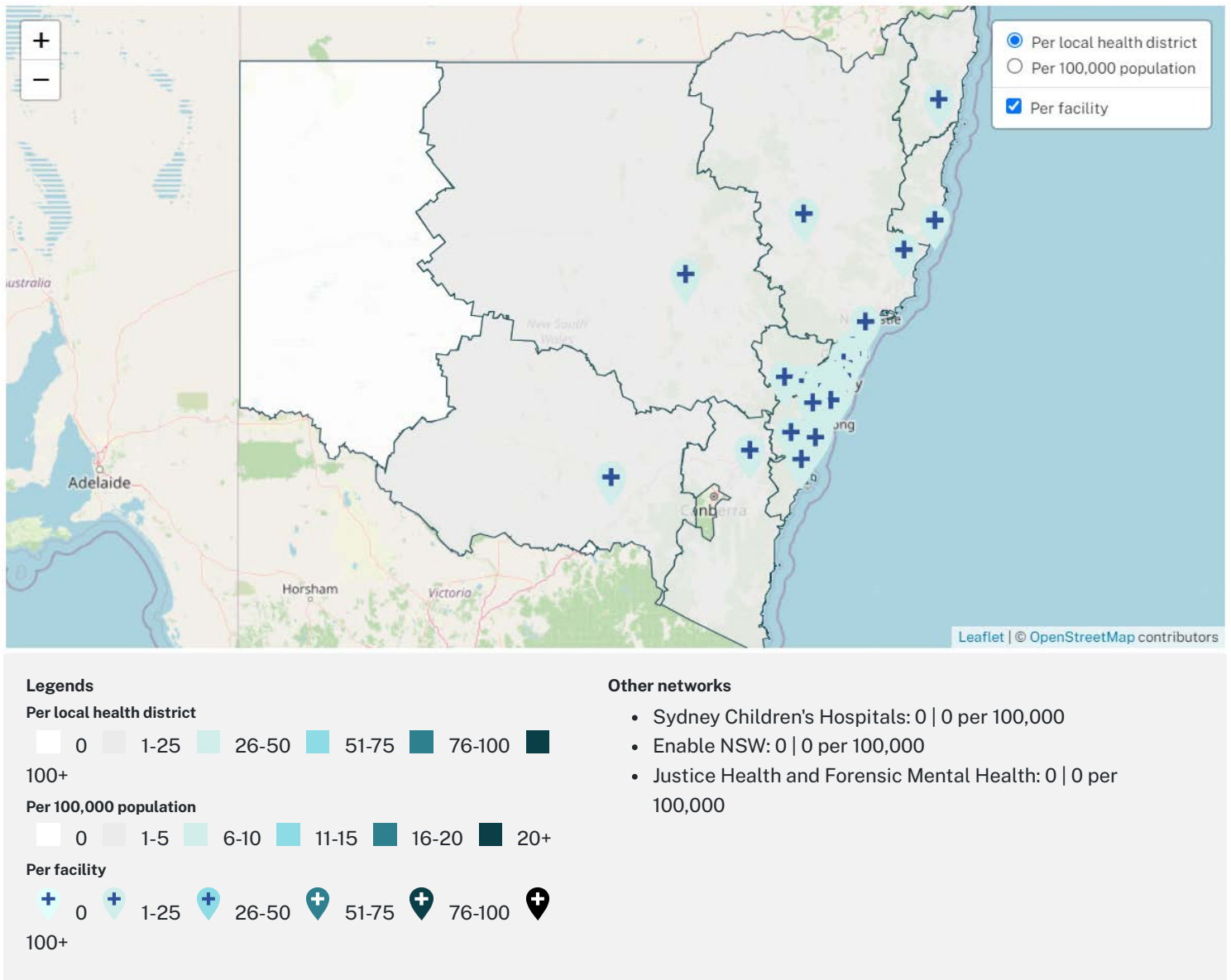
2019
4

2020
12

2021
4

Workforce distribution for NSW Health podiatry workforce in 2021

The geographic distribution of the public workforce by local health district/network, by facility and per 100,000 population.



Workforce considerations

- The scope of practice and skills of podiatrists working in NSW Health differ to those working in primary care. This influences recruitment capability of senior podiatry staff leading clinics for people with serious foot complications.
- Cross border arrangements may not truly reflect supply or demand for podiatry workforce in some rural and remote settings.
- LHD/SHN sessional arrangements exists in the podiatry workforce and data relating to these arrangements are not factored into the workforce model and does not capture all demand (met and unmet).
- Ensuring sustainable training pipelines, graduates, student educators and workforce reflect the future workforce requirements of the community, by both location, speciality and skills.
- Collaborative commissioning and inter-district partnerships may reduce fractionalisation of roles and is an enabler to workforce availability.