***Equity in care - Healthy workplace, collaboration and training for corporate managers***

During the monthly catch-up meeting of the MSK specialist Podiatrists at NHS Fife, I was asked how they can incorporate the public health agenda into their practice and serve their patients better. The Podiatrist had some concerns on how to approach and engage effectively with employers to help meet the MSK needs of their staff, who present to us in the podiatry clinics, and how to reach the middle-aged patient cohort or what they termed the ‘de-conditioned’ people who ideally require the services of MSK podiatrists.

Staff mentioned the challenges they face with fitting orthotics into the work regulated footwear of their MSK patients and the troubles they must go through with the patient's workplace managers in attempt to get suitable footwear that would accommodate prescribed orthotics/insoles. Some of the encounters the podiatrists have had are not always successful. The podiatrists stated that the standard company issue footwear, work duration i.e., 8 hours or more on their feet and pattern (recurrent long days) and working on concrete floors are a contributory factor to the MSK problems of their patients. How can we as podiatrists help to resolve this?

**The way forward** – Data is a pre-requisite for any intervention and within the health service, for service improvement. Good data provides indisputable evidence. The MSK Podiatrists have been empowered to collate data to help establish the numbers of patients presenting with MSK problems and the organisation where they work. The data information requested are patients CHI number, sex, employer name and location, shift duration, presenting complaints and the treatment(s) that have offered to the patient or trialled.

This data would enable plans to be put in place and the necessary contact with the organisations established.

The aim of this data collection process is to identify and make a list of employers where our patients work to enable appropriate educational interventions to be put in place.

**What has been done** – A spreadsheet has been set up for every podiatrist to record the details of patients presenting to the podiatry clinic with an MSK type condition which can be attributed to their work type and the details of their employers. The plan is to collect this data for the next 3 months and analyse it. Once the data has been collated and analysed, the senior managers in the identified organisations would be contacted.

The objectives are to:

* Approach the managers with the evidence gathered, with the view to deliver targeted lower-limb educational materials.
* Design and develop educational material to cover topics which would enable managers to understand the impact of the workplace environment on their staff lower limb/foot health.
* Work collaboratively with the organisation to make necessary workplace changes to improve the working conditions of their workforce and encourage a healthier and more motivated workforce in line with the Scottish Government Healthy Working Lives (HWL) initiative.

In Summary, the aim is also to target the top Fife employers for example Amazon, Diageo, Fife Council, and NHS Fife from where our patients have indicated to work in the past and provide relevant lower limb education.

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