

FOI request to identify barriers to Prosthetist & Orthotist Training, Education & Development

This FOI request should be completed by the Prosthetic &/or Orthotic Service lead or P&O Centre manager.

NOTE: The term '**P&O**' refers to **Prosthetic, Orthotic or Prosthetic & Orthotic** in this FOI request

Q1. Is there a prosthetic and / or orthotic service at this Trust / Health Board?

☐ **Yes**

If the answer is 'Yes' - please continue to Q2 and the rest of the FOI.

If the answer is 'No' - no further information is required thank you.

If you have answered yes to Q1:

Q2. Please confirm how many whole-time equivalent clinicians work in this P&O service?

Number of prosthetists - **0**

Number of orthotists – **4.2**

Q3. Is a nationally recognised Service Specification referenced/adopted for delivering this P&O service?

☐ **Yes** – the NHSE's Orthotics Model Service Specification (2)

(1) <https://www.england.nhs.uk/wp-content/uploads/2018/08/Complex-disability-equipment-prosthetics-all-ages.pdf>

(2) <https://www.england.nhs.uk/wp-content/uploads/2015/11/orthcs-serv-spec.docx>

Q4. Did the output of 'Job Planning' define the number and role of staff required for the service for either NHS-employed P&O clinicians, or for sub-contract clinicians when the contract was tendered? I.e. defining time for Patient-focused / Clinical Activity VS CPD/ Supporting Professional Activities time for each role?

☐ **No** – not planning to undertake Job Planning

Q5. Please confirm if the P&O service is delivered by a third-party commercial P&O company?

☐ **No** - skip to Q7

Q6. Does the specification for this service explicitly require the cost of supporting non-mandatory training, education & development to be built in to the service fee / session fee charged to the Trust/Health board? Where 'supporting' means, for example, the cost of courses, the cost of supervision, the cost of backfilling the clinicians CPD time.

☐ **Yes**

☐ **No**

Q7. Outside the usual requirement for fire safety, information governance, health & safety type training, is protected Training, Education and Development / CPD time built in to the clinic timetable for NHS-employed and/or sub-contracted P&O clinicians in this service?

☐ **No** – protected time is not allocated in the weekly timetable for each P&O clinician

Q8. What outcomes do you see when protected time for Training, Education and Development is built in to the clinic timetable for P&O staff in this service? Tick all that apply - **none of the options are applicable because these outcomes are not collected.**

☐ Good retention of staff

☐ Good morale

☐ Improved patient outcomes

☐ Reduced returns / remakes

☐ More MDT working

☐ More advanced practice roles

☐ More research / evidence

☐ Other (please state) _____

Q9. Does the service have any of the following barriers to undertaking protected Training, Education and Development time for the P&O clinicians in this service? Tick all that apply - **none of the options are applicable because these outcomes are not collected.**

☐ Staff Vacancies – unable to recruit

☐ Staff Vacancies – unable to advertise

☐ Staff vacancies – currently recruiting

☐ High sickness absence

☐ Higher workload than budgeted (waiting lists, increased demand)

☐ No funding for training, education & development

☐ Staff unwilling to undertake non-mandatory Training, Education & Development

☐ Lack of available training schemes /courses

☐ Lack of access to accredited institutions

☐ No barrier to undertaking protected Training, Education & Development time

Q10. How are the costs of supporting protected Training, Education & Development time funded in the P&O service? – For example, the course costs, the cost of supervision, the cost of backfilling the clinician's CPD time? Tick all that apply.

☐ The cost is covered by the Trust/Health board via the Learning Beyond Registration fund

☒ The cost is covered by the Trust/Health board via another form of training budget

☐ The cost is met personally by the clinician

☐ The cost for sub-contracted staff is built in to the contract value/service fees charged by the contractor

☐ The cost for sub-contracted staff is carried by the contractor - not included in the contract value/service fee

☐ The cost is supported by third party product suppliers

☒ The cost is supported by OETT (for orthotists and orthotic technicians)

☐ Other _____

Q11. During the last 12 months, on average how much protected Training, Education & Development /CPD time per week was taken per 'preceptor' (up to two years post graduate) - not including admin time related to patient treatment?

☐ 0 days

☐ 0.25 days

☐ 0.5 days

☐ 0.75 days

☐ 1 day

☐ More than 1 day

☒ No preceptors in the P&O clinical team

Q12. During the last 12 months, on average how much protected Training, Education & Development /CPD time per week was taken per 'graduate' (2-4 years post graduate) - not including admin time related to patient treatment?

☐ 0 days

☐ 0.25 days

- ☐ 0.5 days
☐ 0.75 days
☐ 1 day
☐ More than 1 day
☒ No graduates with 2-4 yrs experience in the P&O clinical team

Q13. During the last 12 months, on average how much protected Training, Education & Development /CPD time per week was taken per 'experienced/enhanced practice clinician' (4 years +) - not including admin time related to patient treatment?

- ☐ 0 days
☐ 0.25 days
☐ 0.5 days
☐ 0.75 days
☒ 1 day
☐ More than 1 day
☐ No clinicians with 4+ years' experience in the P&O clinical team

Q14. During the last 12 months, on average how much protected Training, Education & Development /CPD time per week was taken per 'advanced practice clinician' - not including admin time related to patient treatment?

- ☐ 0 days
☐ 0.25 days
☐ 0.5 days
☐ 0.75 days
☐ 1 day
☐ More than 1 day
☒ No advanced practice clinicians in the P&O clinical team

Q15. Do all P&O staff in this service have access to Training, Education & Development to support practice across all 4 pillars of practice - clinical practice, education, leadership, evidence & research. Tick all that apply:

	Yes, all staff	Yes, some staff	No	Unsure
Orthotic/prosthetic clinical practice courses	x			
Education courses	x			
Leadership courses	x			
Evidence/Research courses	x			

Q16. As part of Training, Education & Development of P&O clinicians, does the service have a preceptorship programme to support new graduates into the working environment? Where preceptorship is defined as

'support to transition from an educational environment to a clinical setting to develop skills & confidence' (not onboarding / induction)

☐ Yes

☐ No- but is currently in development at Trust.

Q17. During the preceptorship period (up to 2 years) at what point are new graduates expected to treat their own caseload of triaged patients in this service?

☐ 3 months

☒ 6 months

☐ 9 months

☒ 12 months- dependant on person.

☐ 18 months

☐ 24 months

☐ Longer than 24 months

Q18. Does this P&O service have clinic space to accommodate a graduate during their preceptorship programme and/or when shadowing a senior member of the clinical team?

☐ Yes, all of the clinic space is adequate

☒ Yes, most of the clinic space is adequate

☐ Some of the clinic space is adequate

☐ None of the clinic space is adequate

Q19. Have any P&O clinicians in this service used the 'Apprentice Levy' to fund enhanced and advanced level practice qualifications?

☐ Yes – for enhanced practice

☐ Yes – for advanced practice

☒ No

☐ Unsure

Q20. Does the Trust/Health Board or Integrated Care Board request activity and patient outcome Key Performance Indicators (KPI) to be reported for the P&O service?

☐ Yes – activity KPI data is requested (Skip to Q23)

☒ Yes – activity AND patient outcome KPI data is requested (Go to Q21)

☐ No - no activity or patient outcome KPI data is requested (Skip to Q23)

☐ Other _____

Q21. If patient outcome KPI data is requested, what kind of patient outcomes are requested? Tick all that apply

☐ Goal Attainment Scores

☐ Improved mobility/balance

☐ Pain score

☒ Patient satisfaction

☐ Socket Comfort score

☐ Other _____

Q22. Does the service receive more funding if improved patient outcomes are achieved?

☐ Yes

☒ No

Q23. Does your patient records system support P&O patient outcome measures to be reported?

☐ Yes

☒ No

Q24. Has the service employed support workers or technicians to see patients?

☒ Yes (Skip to Q26)

☐ No (Go to Q25)

Q25. Do the P&O clinicians in this service see low complexity patients who could be seen by a support worker or patient facing technician because the service does not employ a support worker or patient facing technician?

☐ Yes, clinicians see low complexity patients who could be seen by a support worker or technician

☐ No

Q26. Does the P&O clinical lead for this service have direct communication with the Trusts/Health Boards Lead AHP / Chief AHP / AHP Director/ Director of Therapies and Health Science?

☒ Yes

☐ No

Q27. Have any P&O clinicians in this service, recently or in the past, applied for a leadership role at the Trust/Health Board outside of the P&O service?

☐ Yes, successfully applied for a leadership role

☐ Yes, applied but were unsuccessful

☐ No, unable to apply due to skills required

☐ No, unable to apply as not an NHS employee (sub-contractor)

☒ Other ____not applied_____

Q28. To meet growing demand for P&O services, is an increase in overall costs for this service built in to the financial element for this service year on year?

☒ Yes, staff salary increase in line with AfC (Agenda for change) staff costs is built in

☐ Yes, increase to cover AfC staff costs and inflation is built in

☐ No, there is not a built-in increase to cover staff and other costs.

☐ No, there is not a built-in increase as cost increases are required to be offset by efficiency initiatives

☐ Unsure

Q29. Has the service employed a graduate apprentice prosthetist or orthotist during the last 24 months?

☐ Yes

☒ No – go to Q31.

Q30. What salary do you pay the P&O graduate apprentices in this service during their apprenticeship?

☐ AfC Band 2

☐ AfC Band 3

☐ AfC Band 4

☐ Other (please state) _____

Q31. Does this service follow The British Association of Prosthetists and Orthotists (BAPO) recommended clinic appointment times of 30 minute and 60 minute time slots?

☐ Yes

☒ Yes along with 20 minute time slots where appropriate

☐ No, planning to in the next 6 months

☐ No, planning to in the next 12 months

☐ No, not planned yet