**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?**

X  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** \_\_\_\_\_2.2\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

** Yes – the NHSE Prosthetic Specialised Services For People Of All Ages With Limb Loss (1)**

X **Yes – the NHSE’s Orthotics Model Service Specification (2)**

** No – local specification√**

 **Unsure**

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

** Yes – job planning completed**

X** No – job planning not completed but in progress** For the paediatrics department only

** 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?**

X Yes **- go to Q6**

 **Yes in part - go to Q6**

** 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**

X **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?**

** Yes – protected time is allocated in the weekly timetable for each P&O clinician**

X 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**

** 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) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

We do not hold this information; this is not recorded.

**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**

** Staff Vacancies – unable to recruit**

** Staff Vacancies – unable to advertise**

X** Staff vacancies – currently recruiting**

** High sickness absence**

X **Higher workload than budgeted (waiting lists, increased demand)**

X **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**

x** 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**

X** The cost is supported by third party product suppliers**

x** 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**

x** 0.25 days** (in adults)

** 0.5 days**

** 0.75 days**

** 1 day**

** More than 1 day**

X** No preceptors in the P&O clinical team** (in paediatrics)

**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**

X** 0.25 days**

** 0.5 days**

** 0.75 days**

** 1 day**

** More than 1 day**

X **No graduates with 2-4 yrs experience in the P&O clinical team** (in paediatrics)

**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?**

X  **0 days** (in paediatrics)

X ** 0.25 days** (in adults)

** 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?**

X ** 0 days** (in paediatrics)

** 0.25 days**

** 0.5 days**

** 0.75 days**

** 1 day**

** More than 1 day**

X  **No advanced practice clinicians in the P&O clinical team** (in adults)

**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 |  | 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)**

**Preceptorship managed by third party supplier**.

X **** Yes

** No**

**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**

X ** 6 months**

** 9 months**

** 12 months**

** 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?**

X ** Yes, all of the clinic space is adequate** (in adults)

** Yes, most of the clinic space is adequate**

** Some of the clinic space is adequate**

X ** None of the clinic space is adequate** (in paediatrics)

**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**

X **** 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?**

X**** 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 \_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

We do not hold this information.

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

** Yes**

** No**

We do not hold this information.

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

** Yes**

X**** No

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

** Yes (Skip to Q26)**

X** 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**

X**** 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?**

X**** 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**

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

** Other \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**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**

X** 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?**

X**** 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):** No apprentices in paediatrics. Band 5 in adults

**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?**

X**** 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**