

Reference Number: FOIAH2425/437
From: Private Individual
Date: 06 November 2024
Subject: Prosthetic and Orthotic Services

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?

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.

A1 Yes

Q2 Please confirm how many whole-time equivalent clinicians work in this P&O service?
a. Number of prosthetists
b. Number of orthotists

A2 a. Zero
b. Four Orthotists- all 1.0 WTE

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)
Yes – the NHSE's Orthotics Model Service Specification (2)
No – local specification
Unsure

A3 Yes – the NHSE's Orthotics Model Service Specification.

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
No – job planning not completed but in progress
No – not planning to undertake Job Planning

A4 No – job planning not completed but in progress

Q5 Please confirm if the P&O service is delivered by a third-party commercial P&O company?
Yes - go to Q6
Yes in part - go to Q6
No - skip to Q7

- A5 Information not held – no third-party delivers this service.
- 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
- A6 Information not held – as per A5
- 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
No – protected time is not allocated in the weekly timetable for each P&O clinician
- A7 Yes – protected time is 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)
- A8 Good retention of staff
Good morale
More MDT working
- 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
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
- A9 Staff vacancies – currently recruiting.
Higher workload than budgeted (waiting lists, increased demand).

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

A10 [The cost is covered by the Trust/Health board via another form of training budget](#)
[The cost is supported by OETT \(for orthotists and orthotic technicians\)](#)

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

A11 [0.25 days](#)

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

A12 [0.25 days](#)

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

A13 0.25 days

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

A14 0.25 days

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:

A15

	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)

A16 Yes

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

18 months

24 months

Longer than 24 months

A17 3 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

A18 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?

A19 No

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

A20 No - no activity or patient outcome KPI data is requested.

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

A21 Not applicable as per A20

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

A22 No

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

A23 No

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

A24 No

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?

- A25 Yes, clinicians see low complexity patients who could be seen by a support worker or technician
- 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?
- A26 Yes
- 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?
- A27 Yes, applied but were unsuccessful
- 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?
- A28 Yes, increase to cover AfC staff costs and inflation is built in.
- Q29 Has the service employed a graduate apprentice prosthetist or orthotist during the last 24 months?
- A29 No
- Q30 What salary do you pay the P&O graduate apprentices in this service during their apprenticeship?
- A30 Not applicable as per A29
- 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?
- A31 Yes, along with 20-minute time slots where appropriate.