

Trust Headquarters
Russell's Hall Hospital
Dudley
West Midlands
DY1 2HQ

Ref: FOI-0001245

Date: 20.12.2024

Address / Email:

Dear

Request Under Freedom of Information Act 2000

Thank you for requesting information under the Freedom of Information Act 2000.

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 – Orthotic**

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 ____ **Unable to provide this as not within in this service**

Number of orthotists __ **Service outsourced so unable to provide the number as cover varies, 1 Orthotists works each day so approx. 1 WTE** _____

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

Unsure

(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?

= **Yes - go to Q6**

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.

= **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 = **N/A**

- 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

= **No funding for training, education & development**

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.

Other _No courses funded due to outsourced service - covered by own company

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**

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?

= **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**

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?

= **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)

= **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? - N/A

- 3 months
 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?

- 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?

= **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?

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

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

- 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? - N/A

- Yes
- No

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

= **No**

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

= **Yes (Skip to Q26)**

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 – **but only ops lead – no clinical lead**

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?

= **Other _No Posts have been advertised due to outsourcing of service**

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?

= **Unsure**

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

= **No – go to Q31.**

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

Other (please state) _____ N/A _____

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 along with 20 minute time slots where appropriate**

If you are dissatisfied with our response, you have the right to appeal in line with guidance from the Information Commissioner. In the first instance you may contact the Information Governance Manager of the Trust.

Information Governance Manager
Trust Headquarters
Russell's Hall Hospital

FOI/REF FOI-

Dudley
West Midlands
DY1 2HQ
Email: dgft.dpo@nhs.net

Should you disagree with the contents of our response to your appeal, you have the right to appeal to the Information Commissioners Office at.

Information Commissioners Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 0303 123 1113
www.ico.org.uk

If you require further clarification, please do not hesitate to contact us.

Yours sincerely

Freedom of Information Team
The Dudley Group NHS Foundation Trust