

# The Future of the Orthotic and Prosthetic Workforce in England

Response to the NHS England report 'Improving the Quality of Orthotic Services in England'



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## The future of the orthotic and prosthetic

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January 2017 Commencement on the production of the final report containing HEEs response to the NHS England Report *Improving the Quality of Orthotic Services in England*.

8 February 2017 Delivery of the *Education Summit on the Future of the Orthotic and Prosthetic Workforce in England*.

February 2017 Completion of the preliminary draft report *The Future of the Orthotic and Prosthetic Workforce in England* -



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During this process, it became apparent that not all commercial providers of orthotic services across England were members of the BHTA. To overcome this challenge further research was undertaken involving cross referencing the employer details of the membership of BAPO with the data already obtained. This generated an additional 22 commercial/private providers of orthotic services and led to the identification of a total of 38 commercial/private providers who directly employed orthotists across England.

N.B. To prevent any potential duplication of data all sources were cross referenced and reviewed.

A full list of NHS providers who responded and supplied data can be found in Appendix 1  
A full list of commercial providers who responded and supplied data can be found in Appendix 2

### Commercial Providers

Data relating to Commercial companies who directly employ Orthotists, Dual Role Orthotists and Prosthetists, Orthotic Technicians, Orthotic Assistants/Support Workers and/or Trainee Orthotic Technicians/Apprentices was obtained from 34 of the 38 companies identified who provide orthotic services in England. 4 companies did not provide data.

Role Title	Numbers Employed (Full time)	Numbers Employed (Part time)
Orthotist		
Dual Role Prosthetist and Orthotist		

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Role Title	Numbers Employed (Whole Time Equivalents)
Orthotist	
Dual Role Prosthetist and Orthotist	
Orthotic Technician	
Orthotic Assistant/Support worker	
Trainee Orthotic Technician/Apprentice	

### Overall Estimates

Using the information provided by the NHS Providers and Commercial Providers, the estimated total combined numbers for the Orthotic workforce working in clinical practice across England is

Role Title	Combined Full and Part time Numbers Employed by both Commercial and NHS Providers
Orthotist	
Dual Role Prosthetist and Orthotist	
Orthotic Technician	
Orthotic Assistant/Support worker	

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directly employing orthotists. Some of these companies employ large numbers of orthotists while other may only employ 1 or 2 orthotists.

Following the feedback received during engagement with stakeholders it became apparent that with the apprenticeship levy going live in May 2017 and apprenticeships to 3m by 2020<sup>13</sup> and expectation that the cost of this growth will be met employers, there was





### Key outcomes from the workshops

#### **Level 6 (BSc) apprenticeships.**

A commitment from 13 NHS and Commercial providers of Orthotic and prosthetic services across England, the British Association of Prosthetists and Orthotists (BAPO) and 4 geographically diverse Higher Education Institutes to work together to submit an expression of interest to form a Trailblazer to develop a Level 6 (BSc) apprenticeship for prosthetics and orthotics.

#### **Level 5 and Level 3 apprenticeships.**

An agreement from employers/providers and BAPO that there is an increasing need to pursue level 3 support workforce and level 5 technician apprenticeships.

#### **Utilising the wider workforce effectively.**

A commitment from organisations to share their models of best practice for utilising the wider workforce and the development of case studies to demonstrate this.

#### **Preceptorship.**

*There has been a lot of email traffic about the proposed apprenticeship scheme development following the summit I would be very interested in being part of the trailblazer development.*

**Head of Orthotics and Prosthetics at an NHS Trust**

*I really enjoyed t  
were brilliant in putting the patient perspective at the heart of things.* **Patient Representative**

*I think the day went exceptionally well and you achieved a lot more than I expected.* **Chief Executive of an Orthotic and Prosthetic Company.**

*Yesterday answered a lot of questions for me about what has gone wrong, why it has gone wrong and more importantly, why, despite my complaints and upset - Nothing happened to bring about any cha*

*I feel there  
I'm really pleased to have been part of  
e good than bad*

*came out of yesterday for me and in some ways, it brought some closure and understanding for me.* **Patient Representative**

*for Prosthetics and Orthotics. I will definitely be looking to progress the idea of level 6 apprentice Orthotists through my own Trust. With the meeting including so many inspirational patient representatives I found the day really kept the patients at the centre so thank you for all your hard work.*

### Actions

A universal agreement that came out of the education summit was that there is an expectation that both NHS and Commercial providers of orthotic and prosthetic services will make a commitment to share best practice at a local service delivery level to allow the best possible prosthetic and orthotic care to be provided.

All of the actions below will be co-produced in the tone of the education summit, which modelled the NHS constitution by valuing the input of all, and placing people and populations at the heart of what we do.

### Professional standards

Action	Owner	Completion date
BAPO will work in collaboration with employers, higher education institutes and the International Society of Prosthetics and Orthotics to review, and where appropriate, update and standardise the undergraduate core curriculum.	BAPO	March 2018

### Level 6 (BSc) apprenticeships



<p>expression of interest (EOI) to develop a Trailblazer for a Level 6 BSc Apprenticeship for Prosthetics and Orthotics.</p> <p>Development of an apprenticeship standard, end point assessment plan and costing schedule.</p>	<p>Trailblazer Group</p>	<p>Re-submission of amended EOI July 2017</p> <p>Development of a Degree Level Apprenticeship Standard for Prosthetics and Orthotics approved August 2017</p> <p>Anticipated completion September 2018</p>
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### Level 3 and 5 apprenticeships

Action	Owner	Completion Date
<p>Health Education England will support BAPO to work in collaboration with employers to develop the strategic fit between the new P&amp;O technician training programme starting in April 2017 and the current Level 5 Assistant Practitioner Apprenticeship Standard.</p>	<p>BAPO</p>	<p>April 2017</p>
<p>Following an AHP level 3 standard gap analysis workshop undertaken on 28<sup>th</sup> February 2017 between Health Education England, Skills for Health, BAPO and the other AHP professional bodies, it was agreed that the prosthetic and orthotic support worker roles would fit within the Level 3 Senior Health Care Support Worker (AHP Option) Apprenticeship Standard<sup>15</sup>. As a result of the decision made at this meeting BAPO agreed to formally respond to the Level 3 Diploma consultation (which ran from 6<sup>th</sup> February 2017 until the 6<sup>th</sup> March 2017) evidencing the training requirements for Level 3 prosthetic and orthotic support workers and offering expert support with the development of required content.</p>	<p>BAPO</p>	<p>April 2017</p>

<sup>15</sup> HM Government (2016) *Apprenticeship standard: senior healthcare support worker*. Available at: <https://www.gov.uk/government/publications/apprenticeship-standard-senior-healthcare-support-worker>

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**Learning environment**

Action

Owner



## Appendices

### Appendix 1: NHS providers who supplied workforce data.

Central Manchester University Hospital NHS Foundation Trust

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Salisbury NHS Foundation Trust

Sandwell and West Birmingham Hospitals NHS Trust

Sherwood Forest Hospitals NHS Foundation Trust

Stockport NHS Foundation Trust

The Robert Jones and Agnes Hunt Orthopaedic Hospital NHS Foundation Trust

The Rotherham NHS Foundation Trust

University Hospitals Bristol NHS Foundation Trust

University Hospitals Coventry and Warwickshire NHS Trust

University Hospitals of Leicester NHS Trust

**Appendix 2: Commercial providers who supplied workforce data.**

Andrew Lodge Orthotics

A&S Healthcare

Arden Orthotics

Bell Orthotics Ltd

Blatchford

Buchanan Orthotics Limited

Crispin Orthotics Limited

Dacey Limited

DM Orthotics Limited

Dudley Surgical Appliances Ltd

Elite Orthotic Consultancy

Frank Crewsdon Orthotics Ltd

Halo Medical

Healthcare UK Ltd

John Florence Limited

M G Gilligan Ltd

Moore Bros Surgical

Opcare

Orthotic Biomechanical Solutions

Orthotic Experts Ltd

Ossur UK

Ottobock Healthcare PLC

Pace Rehabilitation Ltd

Peacocks Medical Group Limited

Premier Orthotics Ltd





**Appendix 3: Agenda for the Education Summit**

09:00