

Welcome to AHP Workforce Webinar 2
Physiotherapy, Operating Department Practitioners
and Orthoptics
18 September 2020



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Purpose of the webinars

- Follow up to the successful AHP Faculty virtual showcase that took place on the 15th July.
- AHP Faculties provide the infrastructure to enable system wide collaboration to address AHP workforce challenges and to maximise opportunities
- Part of the support that we want to give to the faculties is to deliver a series of 5 webinars with the following aims:

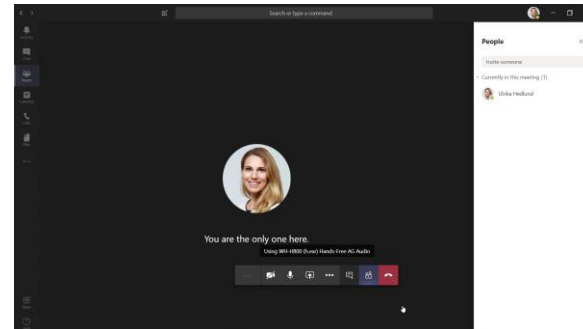
- 1) To provide Chief/lead AHPs with up to date AHP workforce information and data**
- 2) To enable them to have informed conversations with their HR Directors and senior stakeholders to raise awareness, promote value and optimise AHP skill utilisation within the system**

House Keeping



This Webinar will be recorded for future reference

Please switch your cameras off.



Today's Plan

Physiotherapy

- Workforce Data
- Chartered Society of Physiotherapy (CSP)

Operating Department Practitioners

- Workforce Data
- College of Operating Department Practitioners(COPD)

Orthoptics


- Workforce Data
- British and Irish Orthoptics Society (BIOS)

Discussion

Physiotherapy

Shagufta Khan

National Workforce Planner



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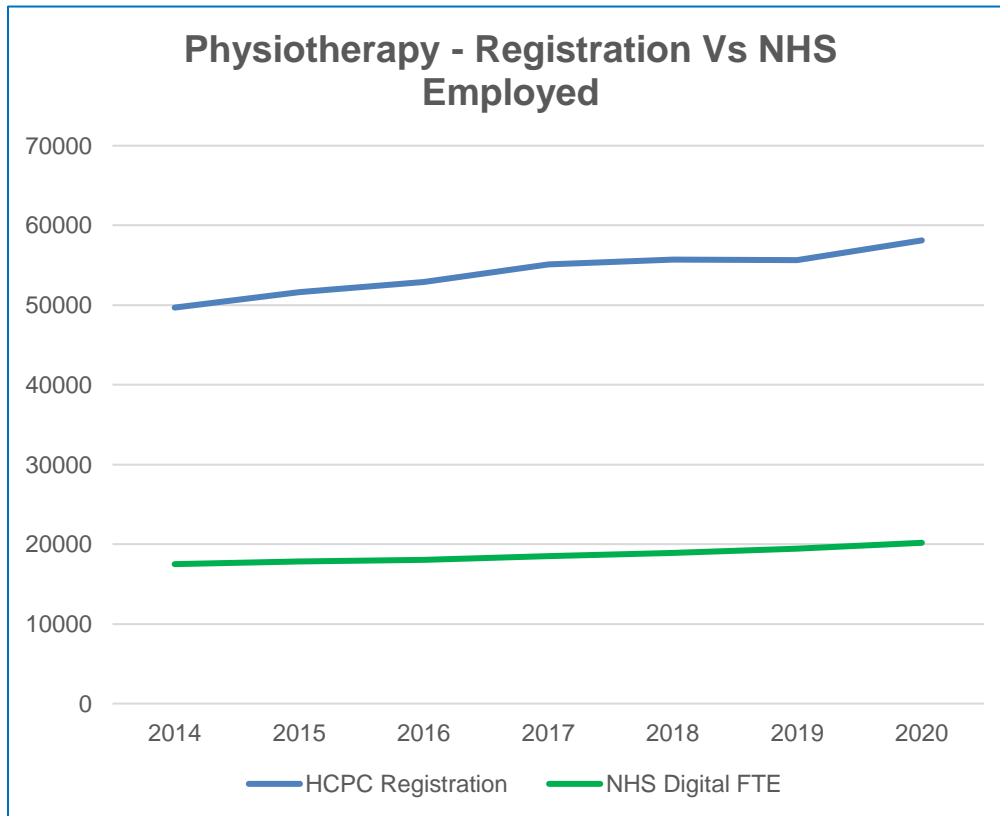
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HCPC – Registration Data

	Art, Music & Drama Therapists	Chiropodists / Podiatrists	Dietitians	Operating Department Practitioners	Orthoptists	Occupational Therapists	Paramedics	Physiotherapists	Prosthetists / Orthotists	Radiographers (D & T)	Speech and Language Therapists
2018-19FYE	4,432	12,833	9,722	13,903	1,496	39,925	27,686	55,695	1,101	34,470	16,595
2017-18FYE	4,322	13,115	9,585	13,639	1,440	38,183	25,465	55,132	1,051	32,475	15,932
2016	4,026	12,931	9,107	13,052	1,451	38,080	23,992	52,915	1,063	32,072	15,935
2015	3,897	13,121	8,986	12,811	1,385	36,272	22,380	51,662	1,005	30,244	15,199
2014	3,620	12,911	8,528	12,182	1,379	36,128	21,185	49,685	1,011	29,786	14,992
2013	3,429	13,060	8,340	11,852	1,312	33,789	19,955	48,863	944	29,052	13,942
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2009	2,576	12,581	6,700	9,587	1,278	30,122	15,019	42,676	877	25,318	12,169
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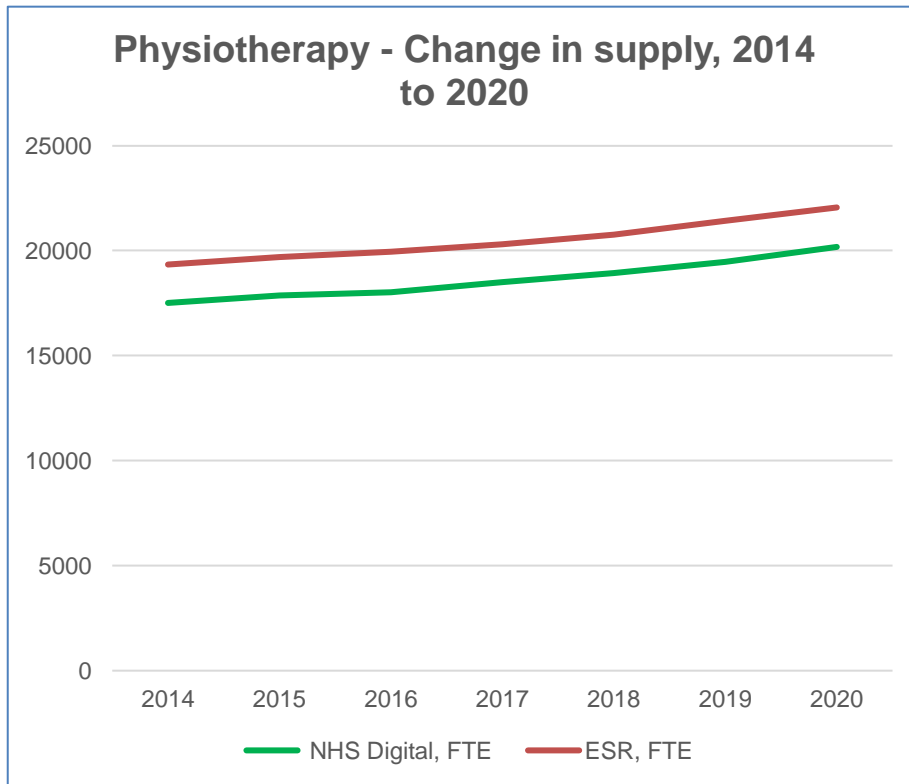
- HCPC regulate the 14 AHPs along with the General Council for Osteopaths.
- Art, Music and Drama therapists are grouped together as are Diagnostic and Therapeutic Radiographers

Physiotherapy – Registration Data Vs Employed (NHS Digital)



- Physiotherapy registrants increased by c. **8,450 (17%)** between 2014 and 2020. This represents solid growth in the region of **2.6% per year**
- In August 2020, there were **56,699** registrants – a **1.8%** increase on end 2018/19, suggesting growth may be slowing down
- Majority of registrants do not work in the NHS in England. This will reflect registrants working elsewhere in the UK and abroad, as well as high employment in other sectors.

Physiotherapy – Historic Supply Trends



- We use both published NHS Digital data and data from ESR Data Warehouse
- There are some differences, with latter numbers being higher – we typically count all employed staff, NHS Digital count ‘frontline only’ and so do not count all staff. However, the trends are largely the same.
- Both sources confirm growth in the order of **2-2.5% per year**. Growth has been slightly slower than the register

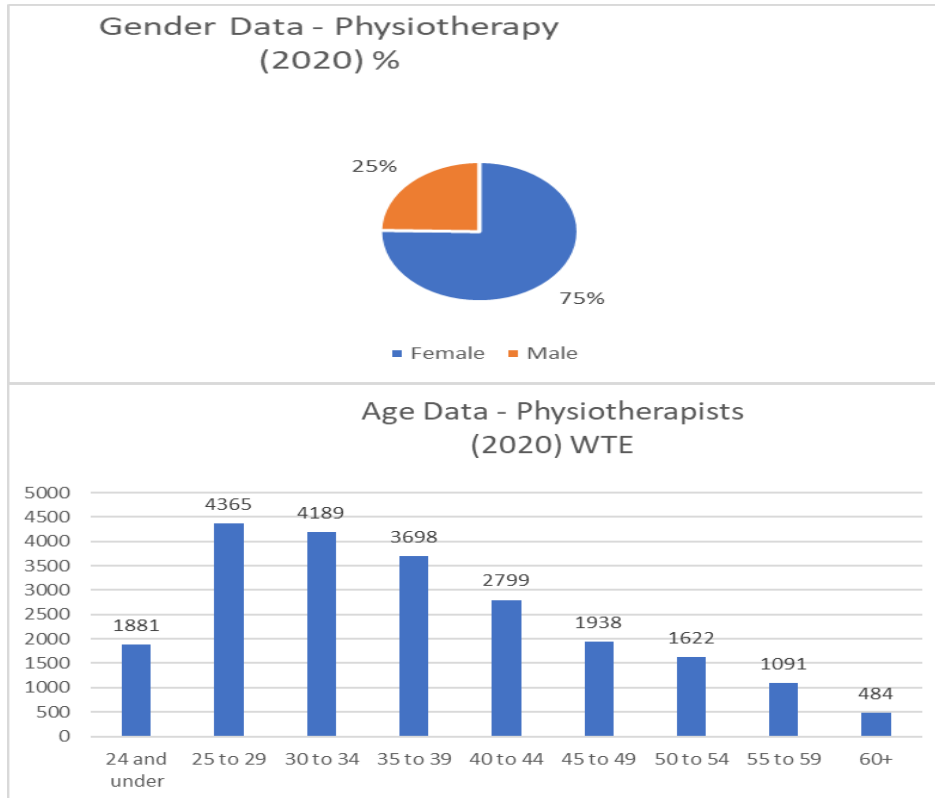
Flow analysis - summary

- **Overall, numbers grew by 2.2-2.4% per year between 2015 and 2020**
- UK joiners increased from c. 1750 per year to 1,870 by 2020
- International Recruits increased from c.240 per year to c.380 by 2020
- Leaver rates fell from 7.7% in 2017-18 to 6.4% in 2019-20, suggesting success of retention efforts

Local Workforce Data (wte) – By Region

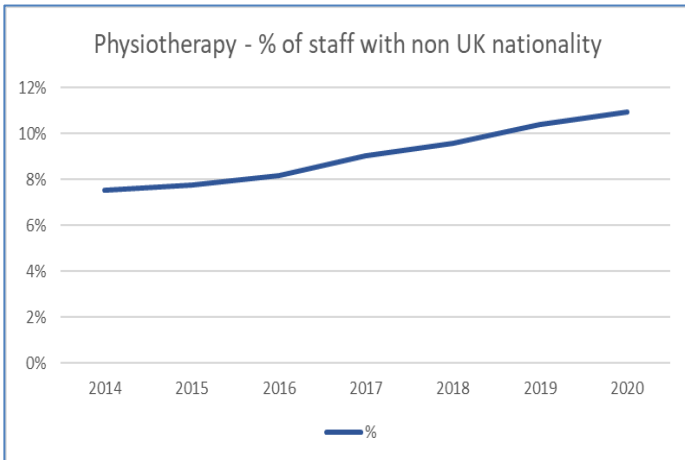
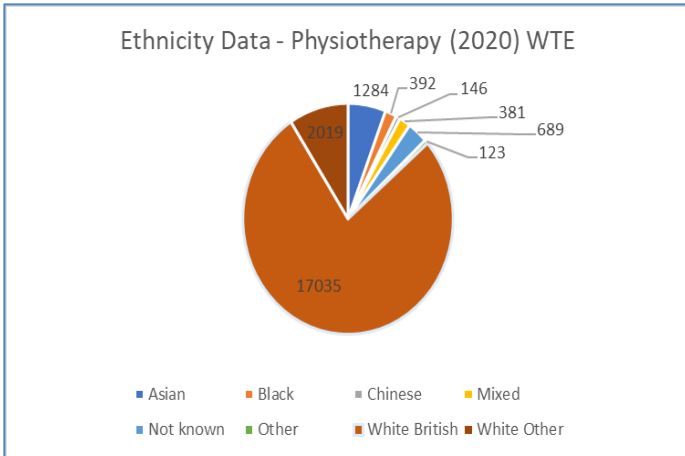
Physiotherapy	2014	2015	2016	2017	2018	2019	2020
NE&Y	3342	3373	3368	3427	3461	3502	3625
NW	2748	2863	2894	2917	3085	3298	3383
Midlands	3444	3485	3549	3623	3657	3728	3830
EofE	1595	1639	1679	1707	1723	1780	1769
London	3243	3427	3441	3529	3614	3639	3831
South East	2748	2724	2805	2816	2909	3037	3131
South West	2216	2170	2221	2273	2304	2439	2498
Totals	19336	19681	19958	20292	20753	21423	22067

Gender and Age Information



- Physiotherapy workforce is predominately female (75%)
- Age profile information for the profession shows a younger workforce than seen for many AHP professions.
 - Only 14% in the age band of 50+ (3,198 WTE).
 - The evidence suggests no immediate risk of workforce supply issues due to an ageing workforce.

Ethnicity & Nationality Information



Ethnicity

- Ethnicity data suggests 77% of the workforce are White British
- Ethnicity data shows at least 11% of the workforce are from Asian, Black, Chinese or Other Ethnic backgrounds

Nationality

- The % of staff with non-UK nationality is at 11% of the workforce. In March 2020, this represented c. 2,400 out of c. 22,100 of the workforce
- London by far has the greatest dependence on non-UK nationals – 22% of the workforce in 2020. EoE and the SE also have higher than average numbers
- Most common nationalities other than UK are: Irish (568 in 2020), Indian (396) and Polish (258).

	2015	2016	2017	2018	2019	2020
01_NEY	4%	4%	5%	5%	6%	6%
02_NW	7%	7%	7%	7%	8%	8%
03_MIDS	6%	6%	6%	7%	7%	7%
04_EoE	9%	9%	11%	11%	13%	12%
05_LON	15%	16%	18%	20%	21%	22%
06_SE	8%	9%	10%	10%	12%	13%
07_SW	4%	5%	6%	6%	6%	6%
TOTAL	8%	8%	9%	10%	10%	11%

Summary of Future Trends

- All else equal, we would expect supply growth to be solid, at **2-3%** per year. In practice, growth in NHS staff is likely to be slightly higher given recent increases in pre-registration training places
- However, despite growth in demand being harder to determine, we have to expect growth in demand to grow by at least the same amount if not more, given requirements within the Long Term Plan for additional First Contact Physiotherapists
- This means despite the positive supply prognosis we would almost certainly need further intervention, if we are to do more than keep pace with demand – the historically experienced solid growth and increased training numbers are encouraging in that regard

Physiotherapy workforce summary

- Solid growth in both registrant and NHS supply in region of 3% per year
- Particular dependence in London and the commuter belt on international recruitment (similar to nursing)
- Prognosis uncertain, despite seemingly buoyant supply growth – uncertainties around growth in demand post Covid, and particularly around required growth in demand from primary care. Challenge but also an opportunity for the profession

Naomi McVey MCSP

Regional Head of Allied Health Professions

North West AHP Network

Health Education England, North West

www.ahpnw.nhs.uk

Key workforce issues in Physiotherapy

Gill Rawlinson

Asst Director Chartered Society of Physiotherapy

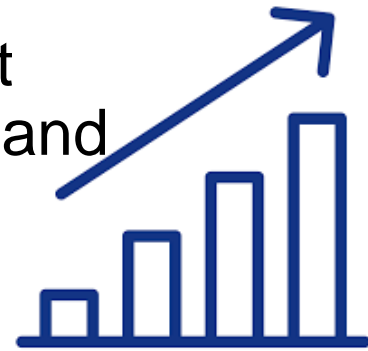


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Workforce Challenges in Physiotherapy

- Need **sustained growth** in pre-reg to meet demand for physiotherapy within LTP– placements are key
- **Care closer to home –community rehabilitation & increased primary care / FCP workforce**
- Increased **diversity**
- Create patient-centred **integrated services** meet needs of patients & their complexity- **leadership** and **transformation** using skills of physio workforce
- **Technology** enhanced care models (TECS)



Key areas for physiotherapy workforce growth & Development

Support worker growth -optimise capabilities for maximum impact

Maximise Apprenticeships / Increase Diversity

Growth in pre-reg incl. placement capacity and diversity

Creation & utilisation of band 5 posts and career development

(re)Design primary care & community rehab integrated services which maximise skills of physio

Development of Advanced roles & Transformation leadership


Key messages

- **Supply** good- but must meet demands future workforce Incl. placements e.g. primary care/TECS
- Need strong supply line and **growth & development** band 5 roles to create flow/ retention (&diversity)
- **SW capability optimised** to work at top of scope, greater delegation to release registered workforce capacity – **not substitution**
- **Apprenticeships** are key and can help diversity
- **Ensure flow** in to **primary care FCP / MSK ACP**
- **Tech enabled care models** & placements
- Contact enquiries@csp.org.uk

Operating Department Practitioners

Tom Speller

Deputy Head of Workforce Planning, MMD



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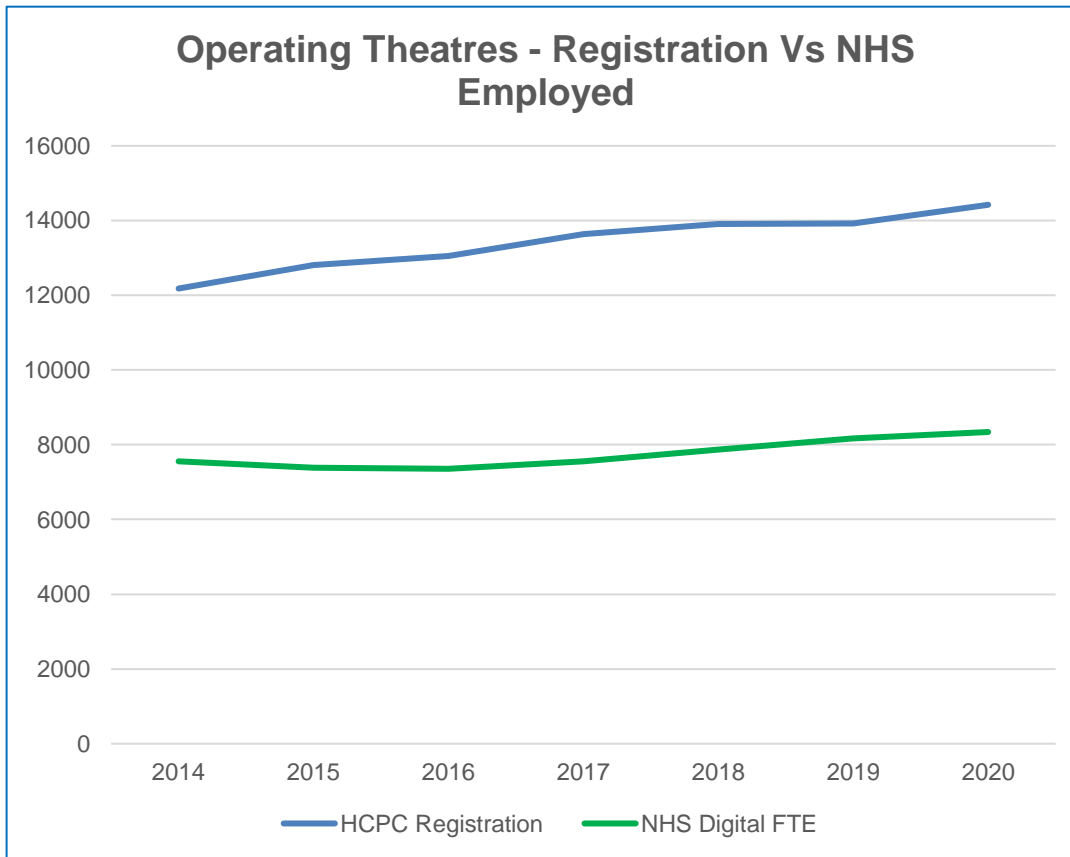
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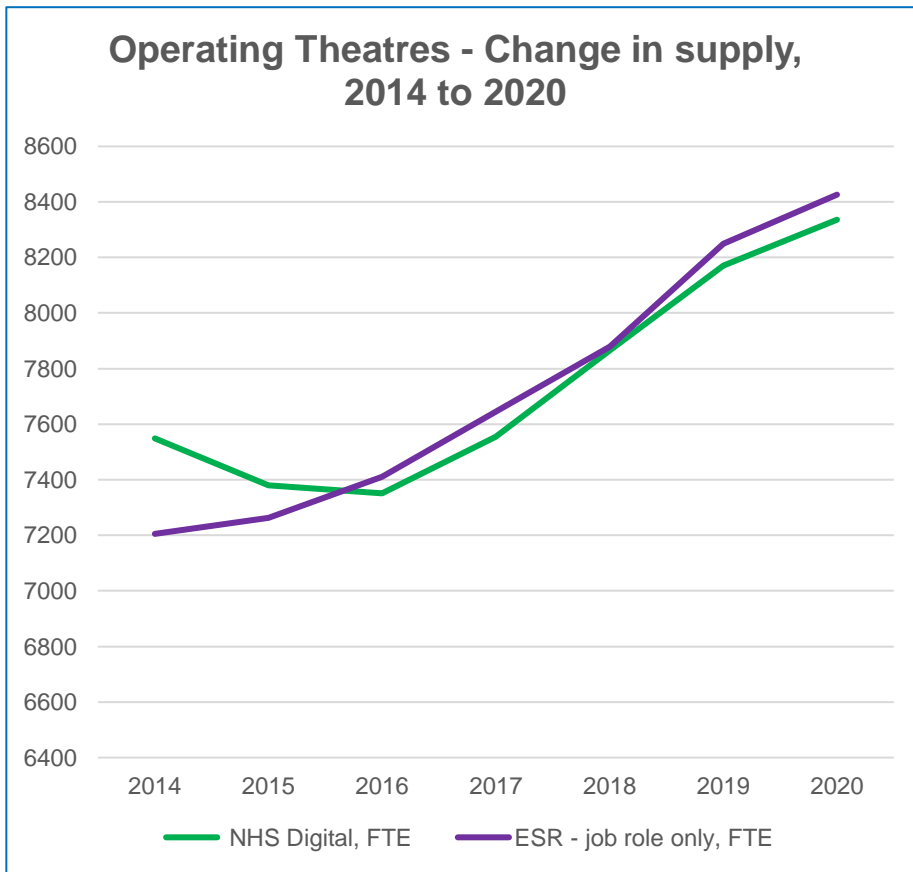
- HCPC regulate the 14 AHPs along with the General Council for Osteopaths.
- Art, Music and Drama therapists are grouped together, as are Diagnostic and Therapeutic Radiographers.
- Within ESR known as **Operating Theatres**

Operating Theatres



- ODP registrants in the UK increased by **2,238** between 2014 and 2020, which represents solid growth of the order of **3%** per year
- In August 2020 there were 14,540 registrants, a **4.5%** increase on end 2018/19 numbers, suggesting numbers are growing
- Evidence suggests majority of registrants work in NHS in England; others will work in rest of UK and abroad and in other sectors

ODPs – historic supply trends



- Reservations around ESR coding for the profession, with numbers sometimes counted in nursing and other ST&T). Improvement needs to be aspiration; evidence that recording may be getting better (as shown by drop in NHS Digital FTE around 2014-15)
- We use both published NHS Digital data and data from ESR Data Warehouse. There are some differences, with latter numbers being higher – we typically count all employed staff, NHS Digital count ‘frontline only’ and so do not count all staff. However, the trends are normally the same.
- Assuming all staff in ‘Operating Theatres’ correct (S0T and S4T codes), suggests growth in the order of **1.7% per year** in line with NHS Digital and **8,500 FTE** in 2020. Growth has been slightly lower than the register
- If adjusted to reflect job roles more clearly linked to profession*, evidence suggests comparable growth to register of order of **2.6% per year** and numbers of **8.425 FTE**

Slides thereafter use definition as below *

*Job roles counted are: **Advanced Practitioner, Manager, Operating Department Practitioner, Practitioner, Specialist Practitioner, Technician**

Flow analysis

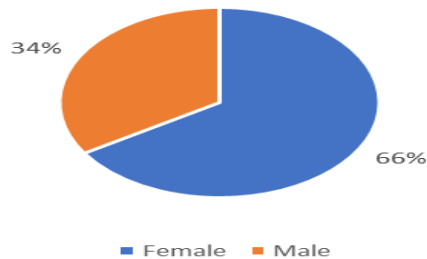
- **Overall numbers between 2014 and 2020 increased by about 2.6% per year** (with spike in 2018-19 likely to reflect coding improvements)
- UK new Joiners have largely remained between 550-580 per year; 541 in 2019-20
- International Recruitment increased from 62 in 2014-5 to 93 in 2019-20
- Increase stronger among non-EEA than EEA
- Leaver Rates have dropped from 6.7% in 2014-15 to 5.4% in 2019-20

Local workforce data (WTE) – by region, Operating Theatres

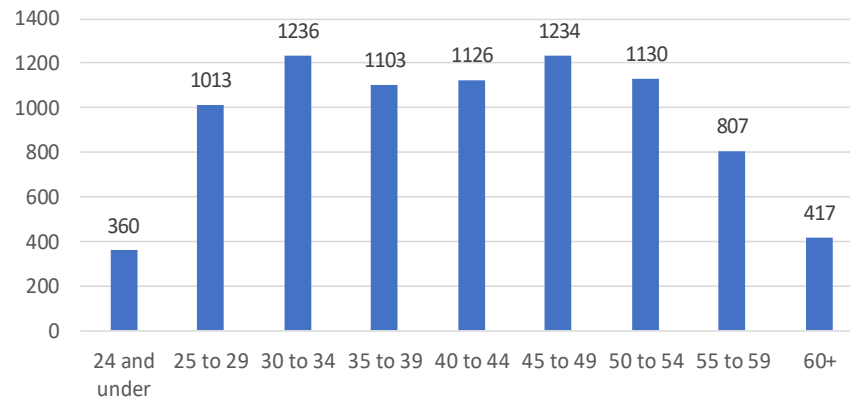
Operating Theatres	2014	2015	2016	2017	2018	2019	2020
NE&Y	1299	1455	1462	1549	1589	1635	1678
NW	1057	1107	1133	1165	1204	1259	1266
Midlands	1571	1542	1547	1652	1699	1823	1811
EofE	783	773	804	827	870	902	896
London	602	564	598	575	618	648	728
South East	1046	1020	1041	1034	1042	1077	1141
South West	847	803	827	838	859	906	906
Total	7205	7264	7411	7644	7879	8250	8425

Gender and Age Information

Gender Data - Operating Theatres (2020) %



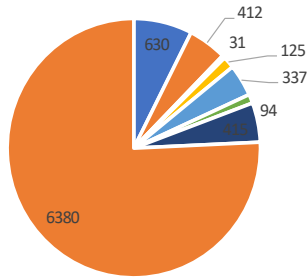
Age Data - Operating Theatres (2020) WTE



- Operating Theatres workforce is **predominately female** (66%).
- Age profile information for the profession shows there is a good distribution across the various age bands, but with a lot of older staff:
 - 27% of the workforce in the age band of 50+ (2381 WTE).
- **Almost a quarter of the workforce approaching retirement age in the not so distant future**, which may be a concern given fewer staff aged 35 to 44

Ethnicity & Nationality Information

Ethnicity Data - Operating Theatres (2020) WTE



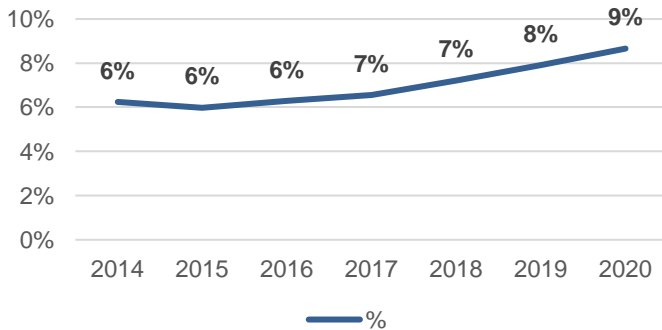
Ethnicity

- Ethnicity data suggests majority (76%) of operating theatre workforce are White British
- Ethnicity data shows at least 15% of the workforce are from Asian, Black, Chinese or Other Ethnic backgrounds

Nationality

- The % of staff with non-UK nationality has increased from 6 to 9% of the workforce. In March 2020, this represented c.730 out of c.8,425 of the workforce.
- London by far has the greatest dependence on non-UK nationals – 23% of the workforce in 2020. EoE and SE also above average; pattern very similar to nursing
- Most common nationalities other than UK are: Filipino (133 in 2020), Indian (84) and Zimbabwean (62)

Operating Theatres- % of staff with non UK Nationality



	2014	2015	2016	2017	2018	2019	2020
01_NEY	1%	2%	2%	2%	2%	3%	3%
02_NW	4%	4%	5%	5%	6%	6%	5%
03_MIDS	3%	2%	3%	4%	4%	5%	5%
04_EoE	10%	8%	9%	10%	12%	12%	13%
05_LON	18%	17%	19%	20%	20%	21%	23%
06_SE	11%	11%	10%	10%	12%	12%	14%
07_SW	6%	6%	6%	6%	6%	6%	7%
Grand Total	6%	6%	6%	7%	7%	8%	9%

Summary of Future Trends

- All else equal, we would expect supply growth to be solid, of order of **2-3% per year**
- Pre-Covid, we would have expected growth in demand to be about **1-2% per year**
- However, post-Covid it is likely increases in demand may be beyond that level, and we are aware of concerns over placement capacity and some pre-registration programmes closing, as well as the ageing workforce
- This means that while all else equal the evidence seems positive, the prognosis may be more uncertain

ODP workforce summary

- Uncertainty around coding on ESR – possible ‘grey area’ between ODP and nursing/other ST&T, some signs of improvement but more to be done
- Solid growth in both registrant and NHS supply in region of about 2.5% per year
- Particular dependence in London and commuter belt on international staff (similar to nursing)
- Prognosis possibly uncertain, despite seemingly solid growth – uncertainties around growth in demand post Covid, viability of pre-registration courses, ageing workforce.

Sonia Davis

AHP Workforce Improvement Fellow

Registered Operating Department Practitioner



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Operating Department Practice AHP Workforce Webinar

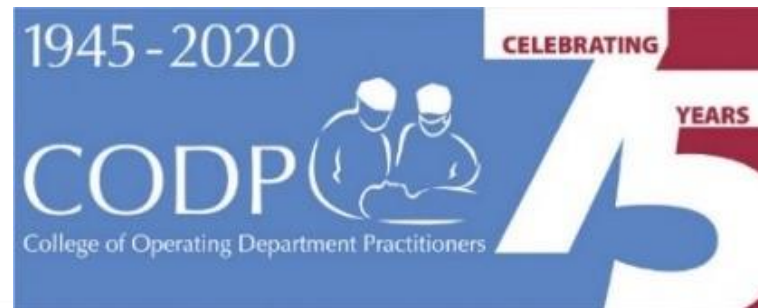
Mike Donnellon

CODP Education and Standards Committee

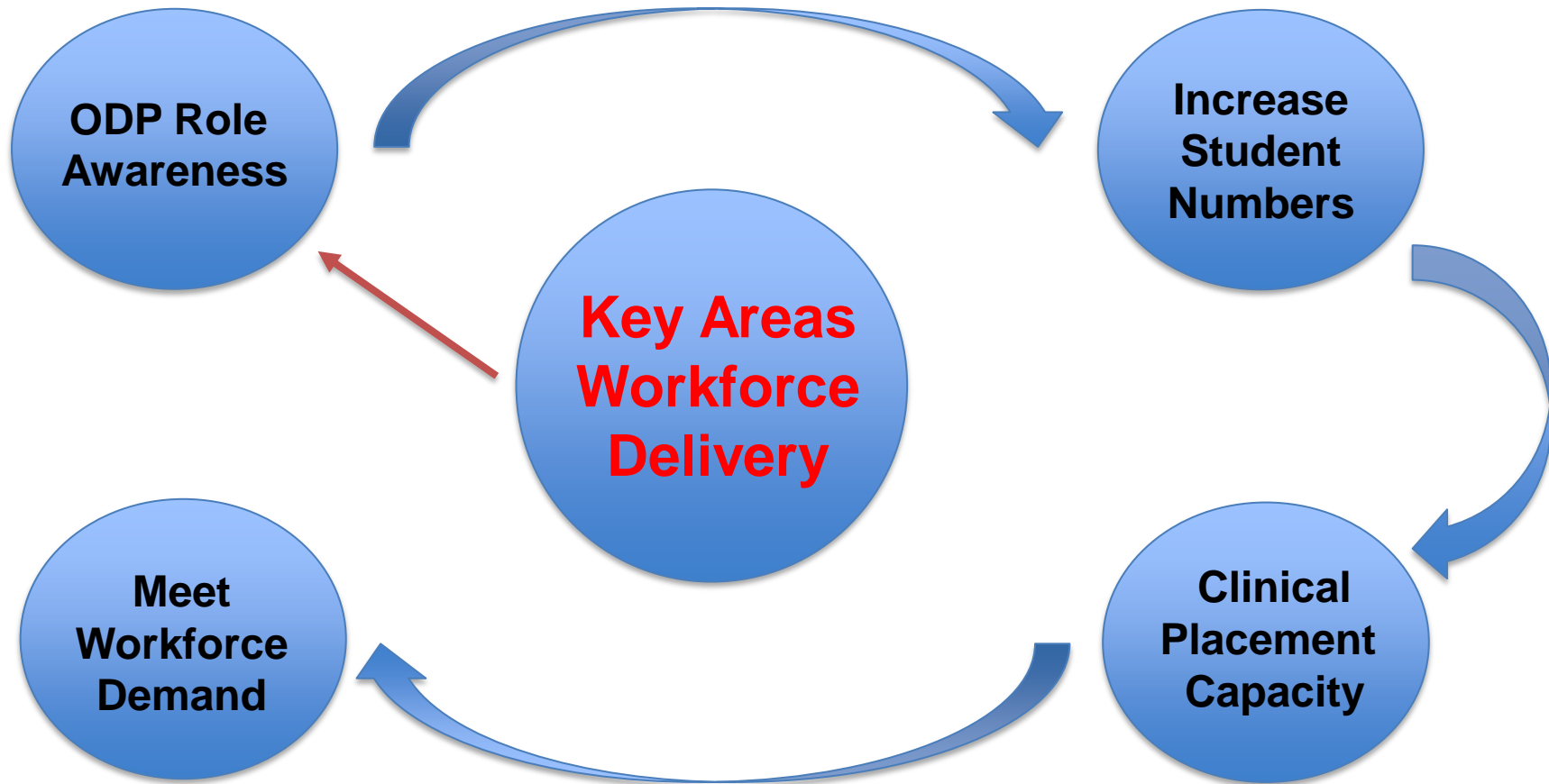


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Operating Department Practice



Key Challenges

- Student / Apprentice Recruitment and Retention
- Priority for Student ODPs in Operating Department Placements
- Change in Threshold Entry Level to HCPC Register
- Patient Group Directions / Non Medical Prescribing
- Access to Advanced Practitioner Roles

How Can Challenges Be Addressed?

- Awareness Campaigns
 - National ODP Day – Media Coverage
 - RePAIR Project
- AHP Leadership in NHS Trust
 - Strategic Placement Allocation for ODP Students
 - Opportunities for ODPs outside of Operating Departments
- HCPC Consultation
 - Change to SET1

How Can Challenges Be Addressed?


- Chief Professional Officers Medicines Mechanisms Project
 - PGD Consultation Autumn 2020
 - Commencing Case of Need NMP
- Lobbying Medical Colleges / Faculties

- All of these in the context of the People Plan 2020/21 and COVID-19

Orthoptics

Tom Speller

Deputy Head of Workforce Planning



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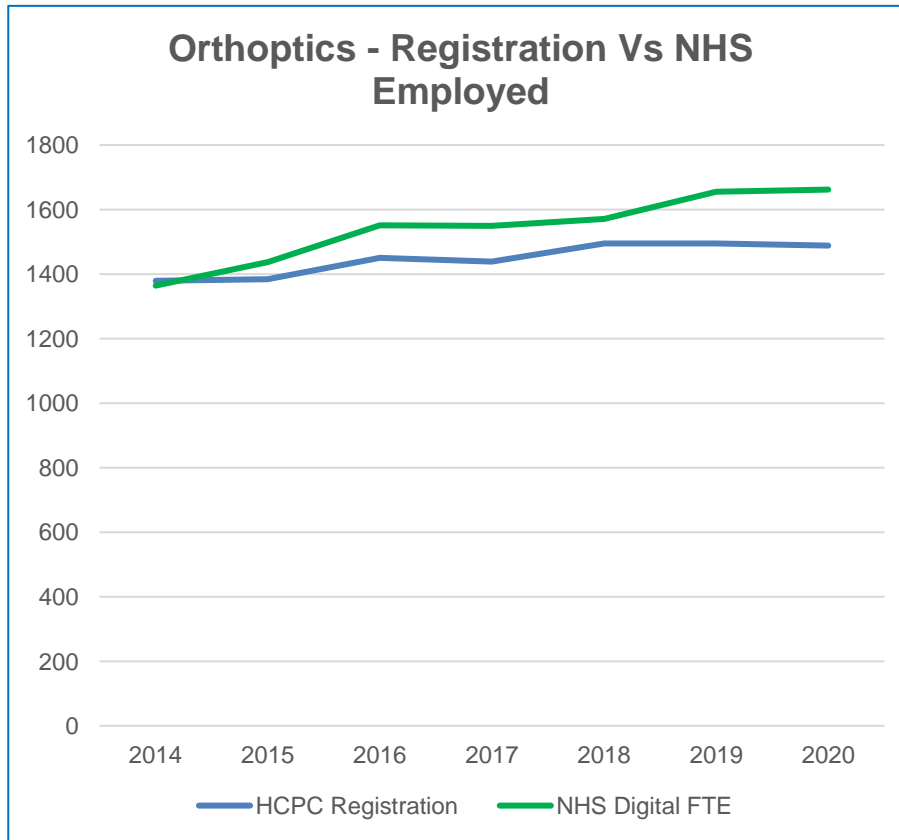
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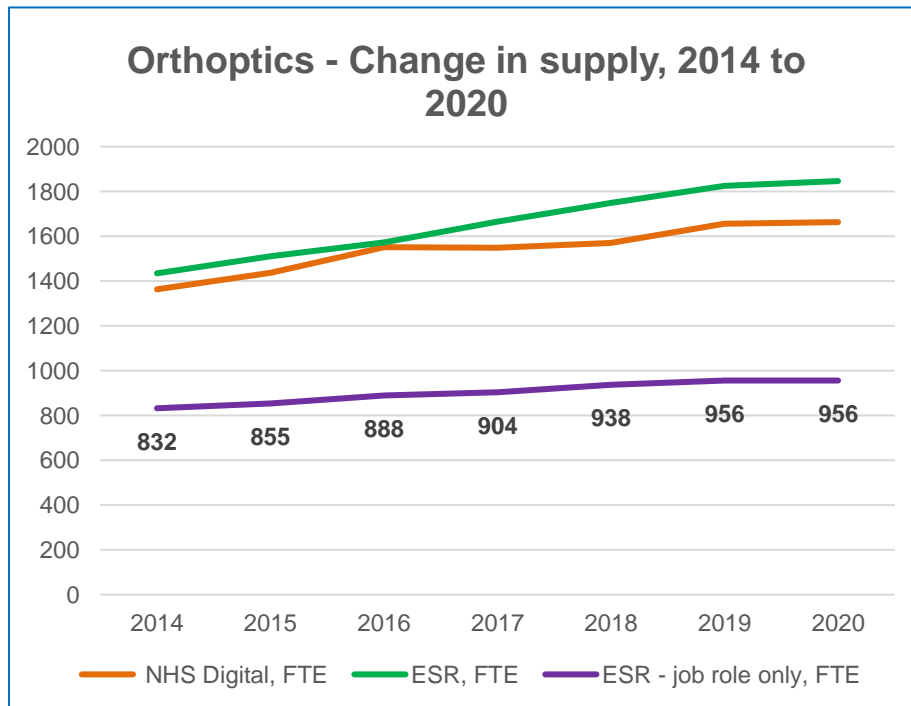
- HCPC regulate the 14 AHPs along with the General Council for Osteopaths.
- Art, Music and Drama therapists are grouped together as are Diagnostic and Therapeutic Radiographers
- Orthoptists counted as such on HCPC...and small profession, c. **1,500 in UK** end 2018/19

Orthoptics/Optics- Registration Vs Employed NHS Digital



- **Significant challenges exist with ESR coding, and need to be acknowledged and resolved**
 - NHS Digital/ESR count staff in **orthoptics and optics**, and so include *opticians/optometrists* (**NB – NOT orthoptists**). Includes at least **450 FTE with job role ‘Optometrist’ in 2020**
 - More worryingly, some *‘orthotists’* – who work in prosthetics and orthotics (**Again – NOT orthoptists**) - included. **c. 10-15 FTE with ‘orthotist’ type job roles in 2020.**
- **Means any analysis is difficult to do reliably** – and explains why NHS Digital numbers seem to be more than number of UK registrants (which is clearly not true)
- **Also explains why growth in NHS Digital FTE faster than register – 3% per year, versus 1.3% on the register**

Orthoptics – historic supply trends



- We use both published NHS Digital data and data from ESR Data Warehouse
- There are some differences, with latter numbers being higher – we typically count all employed staff, NHS Digital count ‘frontline only’ and so do not count all staff. However, the trends are largely the same.
- Both sources confirm growth in the order of 3-4% per year for orthoptics and optics...
- However, when corrected to take into account more realistic numbers of orthoptists*, growth appears to be more akin to the register... 2-2.5% per year, with numbers at c. 950 in 2020
- **Overall, strong evidence to suggest reported numbers overcount somewhat. *Numbers thereafter use corrected definition and assumed numbers of 956 FTE in 2020 * rather than reported ESR/NHS Digital***

*Job roles assumed to be correct are: *Orthoptist, Orthoptist Consultant, Orthoptist Manager, Orthoptist Specialist Practitioner.*

Flow analysis - summary

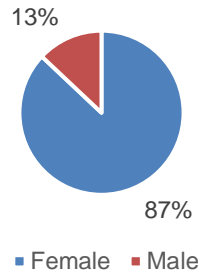
- **Overall growth assumed to be 2-2.5% per year, which is faster than register (and not 4% as reported numbers seem to suggest)**
- UK Joiners typically about 70-75 per year, will be mostly new qualifiers but also from other routes
- International recruits small - < 10 per year and tend to be Irish
- Leaver Rates low at 5.4% in 2019-20, have been as low as 4% (will likely reflect small size of profession)

Local Workforce Data (wte) – By Region

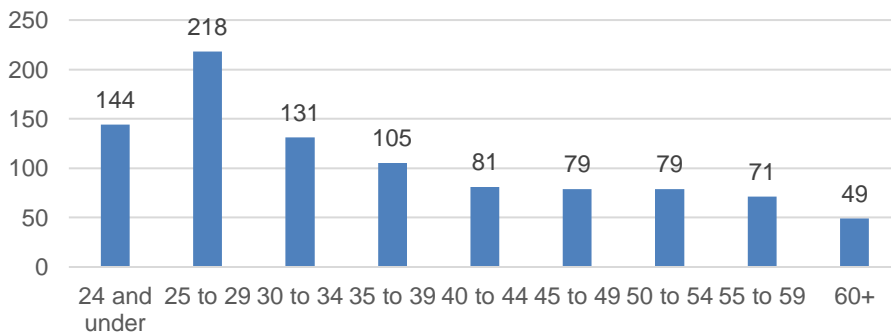
Orthoptics/Optics	2014	2015	2016	2017	2018	2019	2020
NE&Y	130	134	141	137	141	142	145
NW	161	173	189	195	206	217	205
Midlands	174	169	171	179	176	185	188
EofE	79	80	81	79	82	81	80
London	103	106	115	123	138	133	140
South East	120	126	122	118	120	125	122
South West	65	67	70	74	75	74	76
Totals	832	855	888	904	938	956	956

Age and Gender

Gender Data - Orthoptics (2020) %



Age Data - Orthoptics (2020) WTE



- Orthoptics workforce is predominately female (87%)
- High proportion of workforce aged under 30 (37%, or 362 FTE), with only 21% aged over 50+ (199 WTE).

Ethnicity and Nationality

Ethnicity

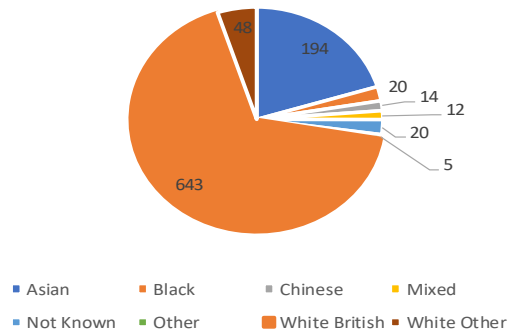
- Ethnicity data suggests majority (67%) of Orthoptics staff are White British
- Ethnicity data shows at least 24% of the workforce are from Asian, Black, Chinese or Other Ethnic backgrounds

Nationality

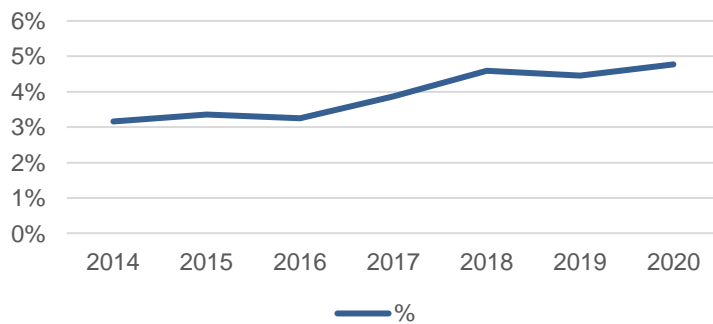
- The % of staff with non-UK nationality has increased from 3% in 2014 to 5% in 2020. In March 2020, this represented c.50 out of c.950 of the workforce.
- London has the greatest dependence on non-UK nationals – 9% of the workforce in 2020. SW had 8% 2020
- Most common non-UK nationalities are Irish (17) and Dutch (5)

	2014	2015	2016	2017	2018	2019	2020
01_NEY	2%	2%	3%	4%	3%	3%	1%
02_NW	3%	2%	1%	2%	3%	4%	3%
03_MIDS	3%	3%	3%	2%	3%	2%	6%
04_EoE	3%	4%	3%	3%	2%	3%	0%
05_LON	8%	9%	10%	9%	9%	9%	9%
06_SE	3%	3%	3%	5%	5%	6%	6%
07_SW	2%	2%	1%	4%	8%	7%	8%
Grand Total	3%	3%	3%	4%	5%	4%	5%

Ethnicity Data - Orthoptics (2020) WTE



Orthoptics - % of staff with non UK nationality



Summary of future trends

- All else equal we would expect supply to grow at about **2-2.5%** per year based on observed trends
- While demand is harder to ascertain, pre-Covid we were expecting demand to grow by c. 1-2% per year
- Post Covid, it is possible demand may grow by a higher figure
- We also know there is some risk around this profession, with currently only two providers in the North and employment more challenging in the South

Orthoptics Workforce Summary

- Considerable challenges around ESR coding mean hard to determine true picture of profession – however, best endeavours suggest current number of c. 950 FTE (as opposed to 1,600-1,800 reported on ESR)
- Largely stable profession – low joiners and leavers, little use of IR
- High numbers of staff from BAME backgrounds
- Supply growth solid, at least **2-2.5%** per year (NB – ‘best guess’), but challenge of only two providers (with third coming onstream in 2021) and possible future demand

Orthoptics

Veronica Greenwood

**Chair – British and Irish Orthoptic Society
(BIOS)**

Head of Orthoptic Services MREH

Orthoptists are the experts in diagnosing and treating defects in eye movement and how the eyes work together, called binocular vision.

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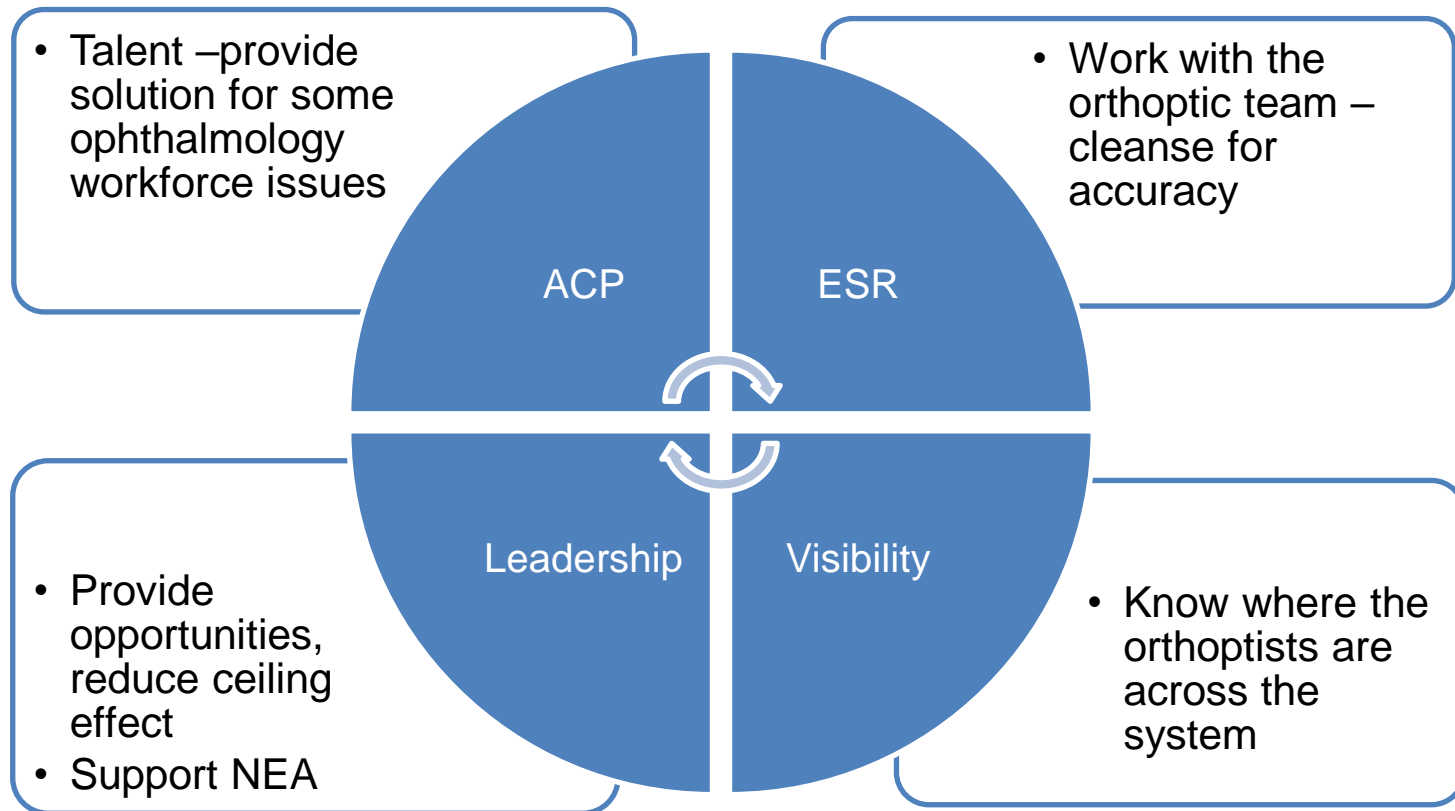


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Workforce Growth – Orthoptics

- Stabilisation of 2 English HEIs with increasing recruitment (interventions by HEE and SIHED)
- National Equitable allocation clinical placement model
- Growing workforce
- First new programme to start 2021 in London – MSc pre reg
- Orthoptists in the ophthalmology workforce and ACP
- Development of non registered workforce (intervention)

Workforce Asks – Orthoptics



Discussion

Time for you all now to ask any further questions to any members of the team.

Please put your hand up or type your question in the comments box





**Q. What else
do you want
to know about
the AHP
workforce?**

**Please enter your
comments in the chat
box**