



# SE ODP Workforce Programme Engagement Webinar



SE HEE AHP Team

Maria Mitchell, AHP workforce programme lead

Health Education England, South East

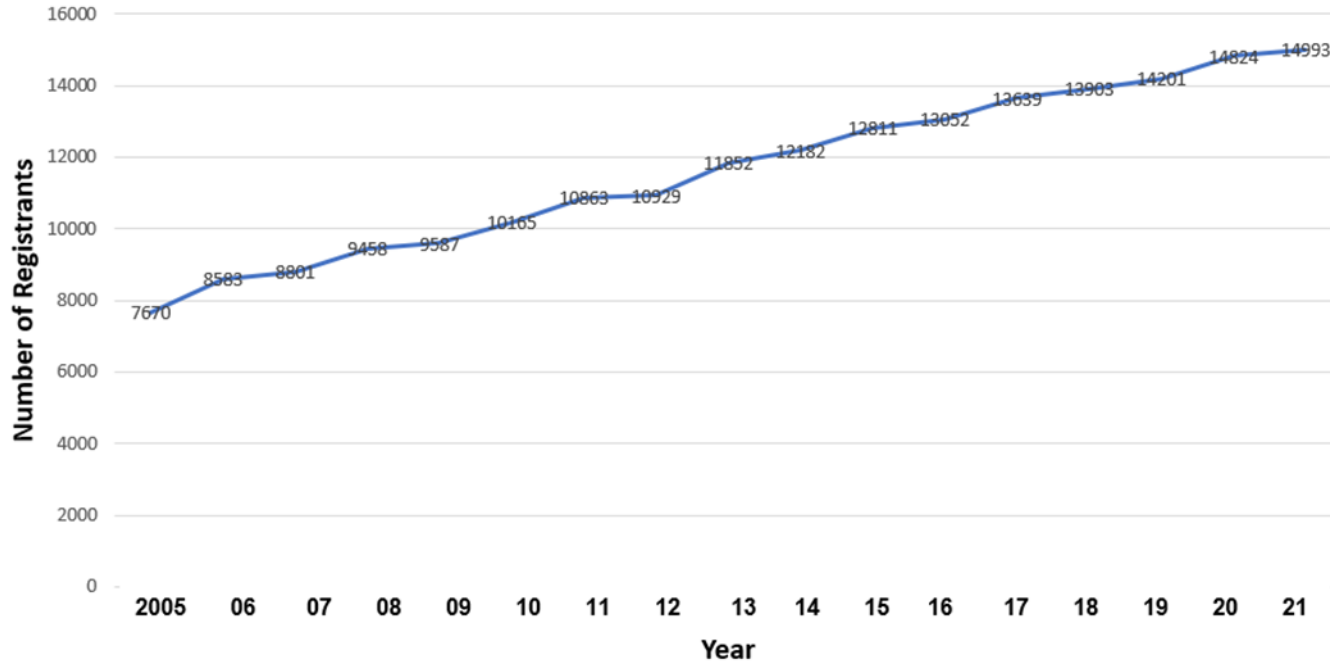
# Welcome and introduction

Housekeeping:

- This session will be recorded and hosted on the HEE website
- Please keep your microphone muted
- Feel free to use the chat function and there will be time for questions
- We value your feedback- link for the Jamboard will be in the chat and sent out

# CODP- Mike Donnellon

## Number of ODPs Registered by Year



# CODP Priorities

- Support the work of Health Education England
  - National and Regional challenges
- Raising awareness of the ODP profession
  - [CODP – ODP Microsite](#)
- Revised HCPC Standards of Proficiency
- International Recruitment
- Consultation on the proposal for the supply and administration of medicines using PGDs by ODPs
- Access to Advanced roles – Independent Prescribing



# Workforce Factsheet as at: March 2022

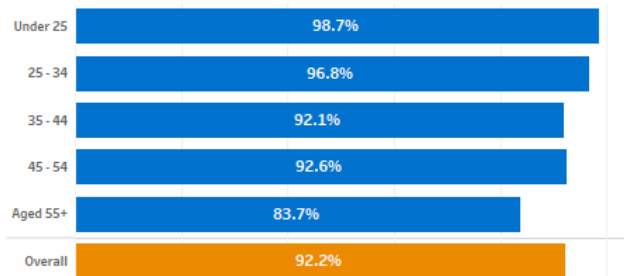
System: All

Profession: Operating Department Practitioners

## Substantive Workforce

Staff in Post (HC)	1,347
Staff in Post (WTE)	1,241.8

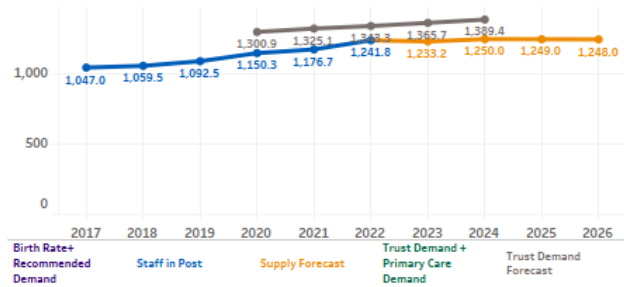
## Participation Rate



## Joiners, Leavers and Retirements

Average Joiners (%WTE)	8.2%
Average Non-Retirement Leavers (%WTE)	7.7%
Average Retirements (%WTE)	1.6%

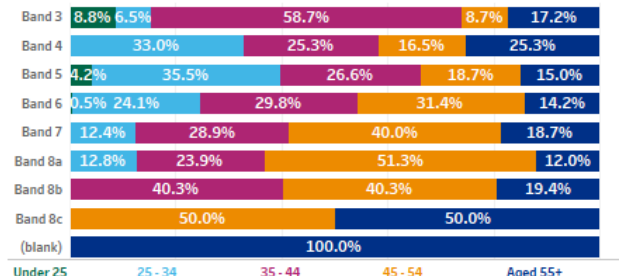
## Supply and Demand Model



## Age

Aged 55+	15.4%
Average Retirement Age	60

## Age Breakdown by AfC Band

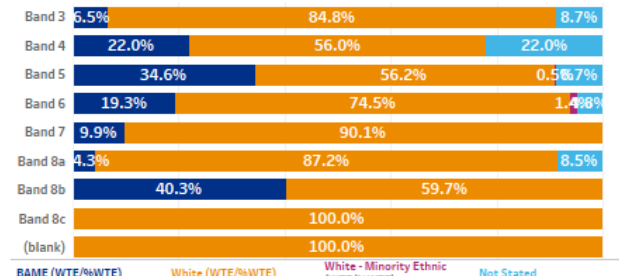


Under 25    25 - 34    35 - 44    45 - 54    Aged 55+

## Ethnicity

BAME (WTE/%WTE)	315.7	25.4%
White (WTE/%WTE)	836.7	67.4%
White - Minority Ethnic (WTE/%WTE)	8.8	0.7%

## Ethnicity Breakdown by AfC Band

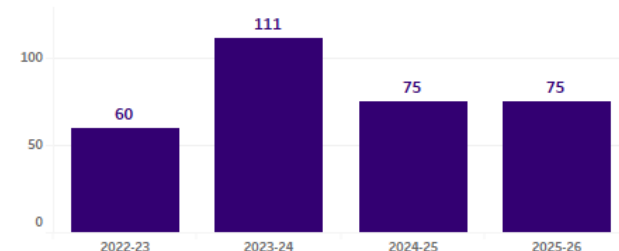


BAME (WTE/%WTE)    White (WTE/%WTE)    White - Minority Ethnic (WTE/%WTE)    Not Stated

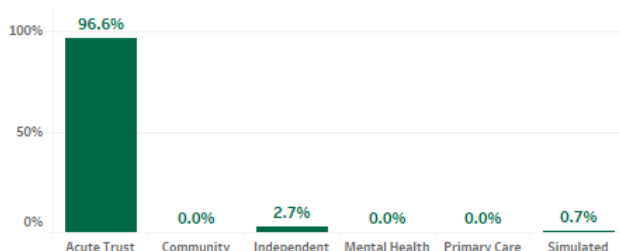
## Education and Training

Assumed Annual Attrition from Training	5.8%
Assumed Attrition After Graduation	30.0%
Length of Training Programme	2

## Active and Expected Trainees from Education (Headcount)



## Placement Activity by Sector % of Total Hours



# South East AHP programme– ODP workforce 2021/22- 2022/23

**Audience:** Regional and system workforce leads, AHP Council and faculties, regional & system people directorates

**Situation:** Small profession that has recently become degree entry. Challenged regional supply forecast to meet current demand with a potential to increase due to elective care recovery & opportunities in critical care.

**Complication:** Limited awareness of role and visibility of skills sets, inaccurate ESR data for WFP, lack of profession specific leadership & perceived lack of career progression leading to retention issues, backlog & competition of placement capacity during pandemic, with high pre reg attrition rates

**Question:** How do we support recovery and grow a sustainable ODP workforce across the SE to meet growing demand aligned with the NHS Long term plan?

**Next steps:**

- Host engagement webinar
- Report to steering group
- Measure progress against KPIs

South East ODP workforce programme to :

**strengthen ODP leadership  
& influence**

**support sustainable growth  
of ODP workforce**

**transform & retain the ODP  
workforce**

Profession specific leadership development & engagement with ICS'

Raise ODP role awareness & visibility

Support elective care recovery and critical care

Placement recovery & expansion-reduce pre reg attrition

Early careers support- transition and preceptorship

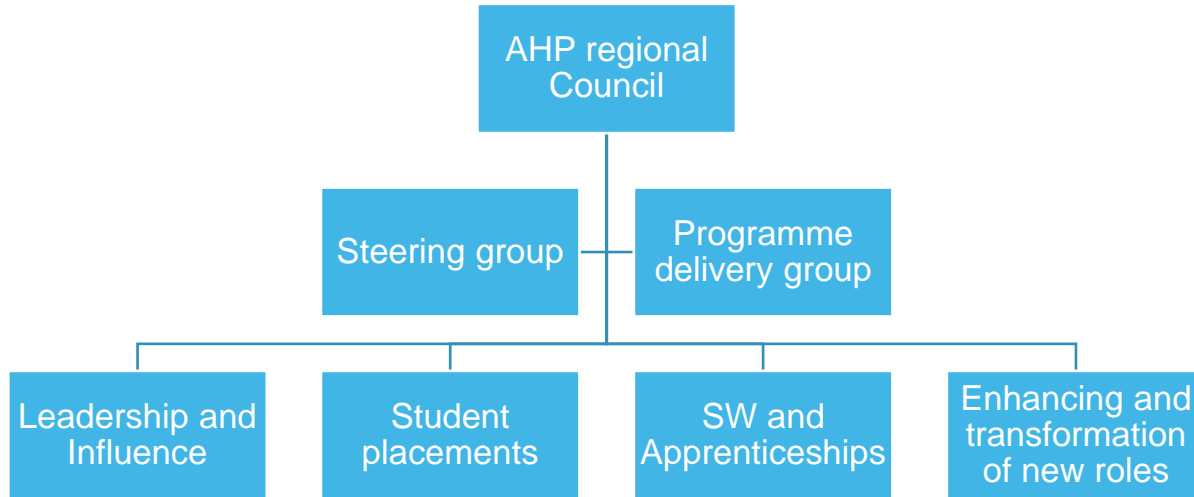
Develop theatre support workforce & widen participation

Survey-benchmark Job planning, scope, role expectations & skills utilisation

Roadmaps - advancing practice & new ways of working

Create clear & attractive career progression pathways

# Programme governance



# Leadership and increasing the visibility of profession Task and finish group

## Aims:

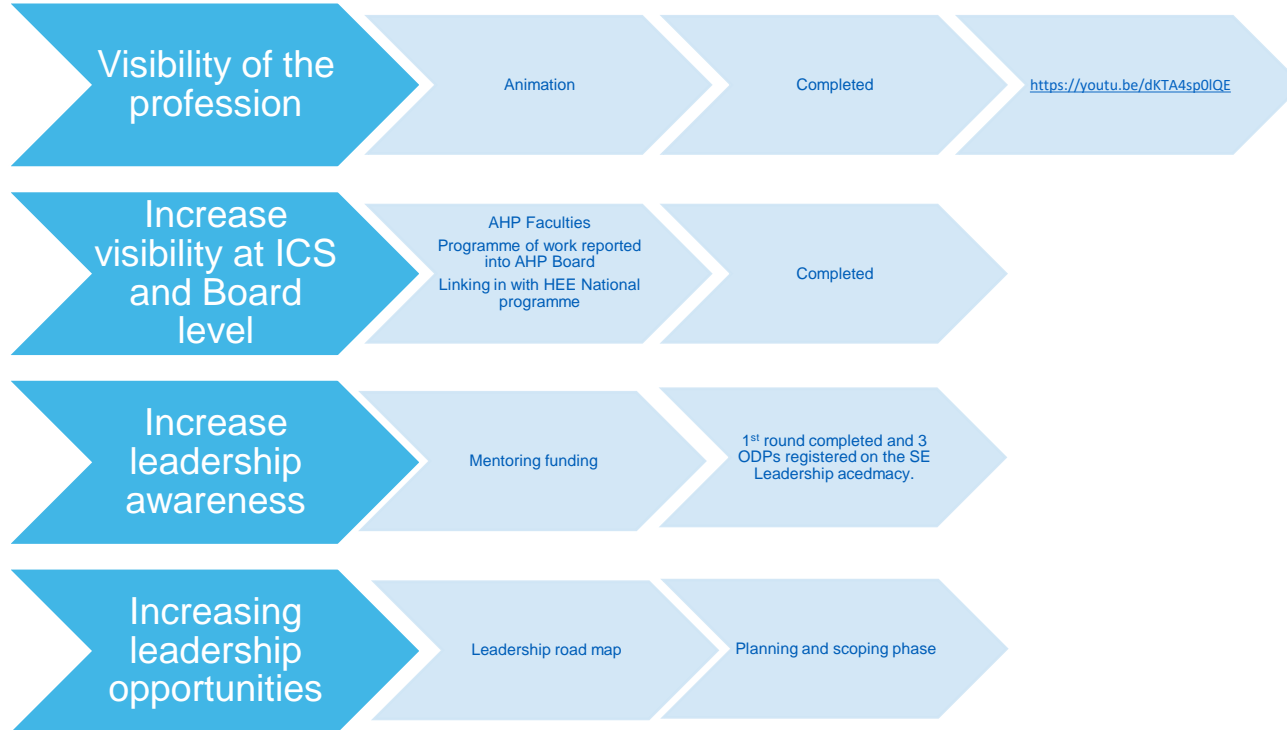
- Increase ODP role & skills awareness & visibility to strategic boards and ICS'
- Define and strength ODP identity
- Strengthen leadership architecture across the profession
- Leadership opportunities that are inclusive.

## Outcomes:

- Ensure SE ODP working group reports into regional AHP Council and representation at ICS Councils (& subgroups)
- Workforce intelligence- cleanse ESR data- ODPs, ACP & MAPs more visible in workforce planning
- Increase visibility of ODPs – Regional/National Animation
- Produce mentorship programme across the SE
- Leadership at all levels roadmap



# Progress



# Widening participation, support work force and Apprenticeships

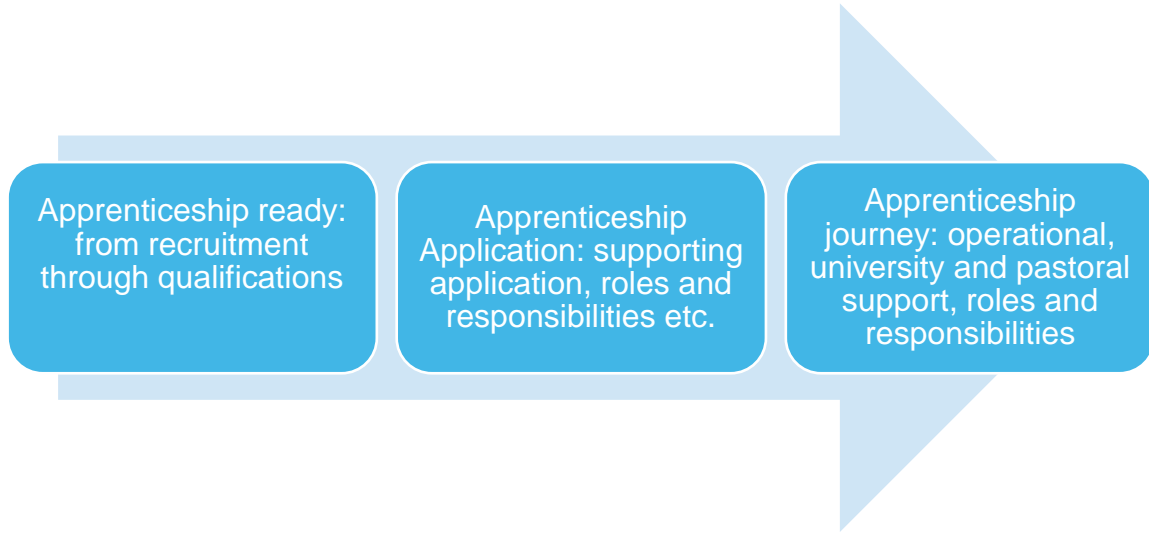
## Aims:

- Support development of ODP support worker career pathways
- Increase awareness and participation in level 3,5 and 6 apprenticeships
- Increase the awareness and understanding of professions, ensuring inclusivity and diversity

## Deliverables :

- Implement national [AHP support worker competency framework](#)
- Increase uptake of level 3,5 and the level 6 ODP across SE
- Promotion of professions using available resources and targeted campaigns
- Increase work experience

# ODP Apprenticeship resources



Templates

Induction  
TSW/Apprenticeship

Placement timetables

Recordings:

Recruitment  
processes

Apprenticeship  
process management

Signposting:

Internal

External

# Attracting to roles and apprenticeships

Promotional material for appropriate spaces to promote:



Support worker roles in Theatres

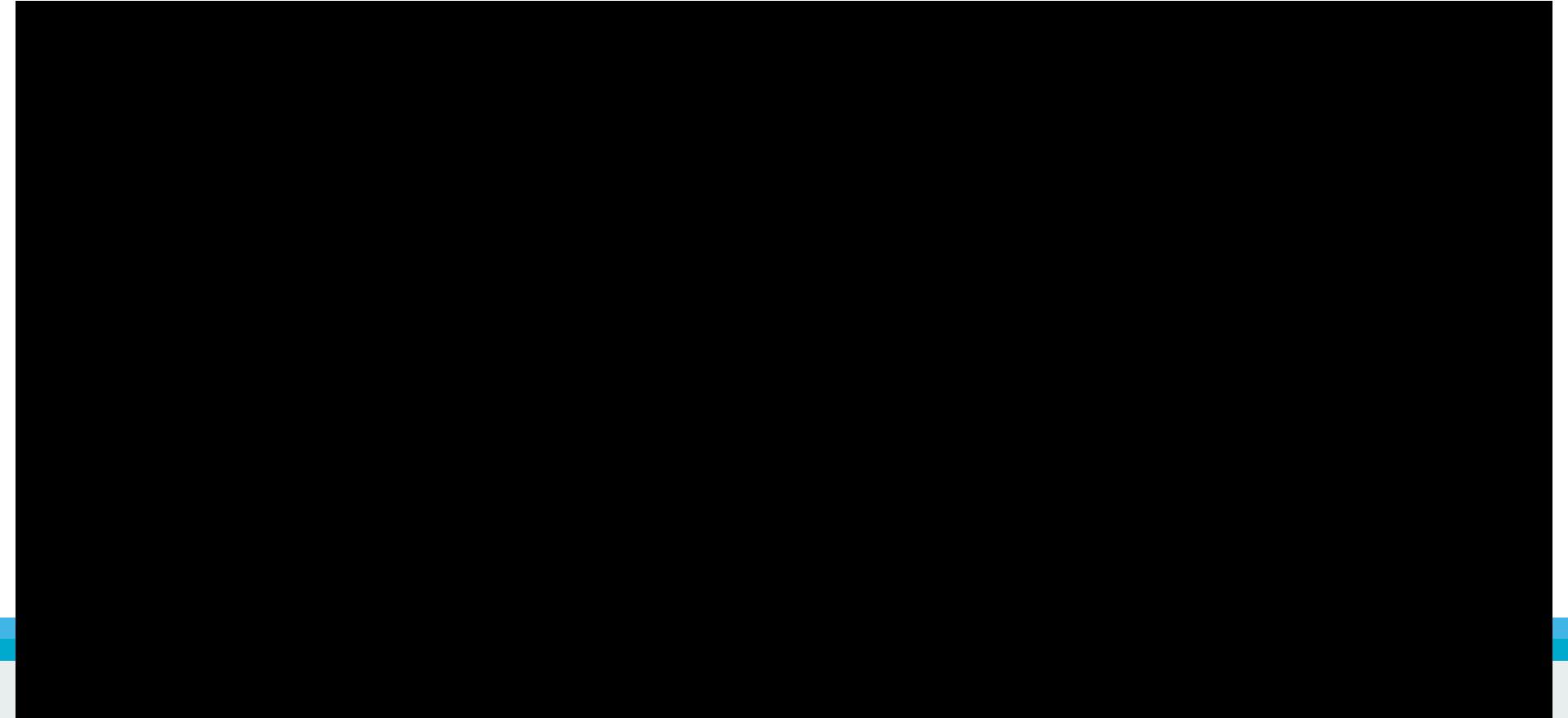


Ongoing learning and opportunities (e.g. functional skills)



ODP Apprenticeship

# Expansion of student placements and pre registration Task and finish group



# ODP HEI Forum

## Purpose

- Support implementation of the Placement Expansion programme within integrated care systems (ICSs) in the South East region

## The aims:

- To develop a collaborative working across local HEI delivery ODP course and the 6 ICSs within the SE region
- High-quality practice learning opportunities for pre-registration ODPS, across the four pillars of practice, in health and care sectors.
- Effective and efficient systems and processes that support the equitable utilisation of available placements

# Enhancing and transformation of new roles

## Aims:

- Retention of ODPs
- Offer attractive career pathways
- Develop and support new ways of working and roles

## Outcomes:

- ODP survey:
  - Benchmark
  - Greater understanding of perceptions
  - Challenges and opportunities across SE- including job planning
  - Scope of practice
  - Expectations and utilisation of ODP skills and roles
- Identify/create roadmaps for advancing practice & new ways of working

# Progress

## T&F group has identified:

- Lack of clear and obvious career development pathway(s) into new/advanced roles for ODPs post qualifying Many people making 'bespoke' routes.
- Development routes for ODPs including management or education roles and roles such as Anaesthetic Associate, Surgical Care Practitioner, Surgical First Assistant and Advanced Practitioner
- Potential barriers for development into Advanced Practice due to non-degree routes into becoming an ODP
- Non-prescribing status for ODPs may be a potential barrier for development to ACP in some areas

## Surveyed 9 acute Trusts across the region:

- Identified that ODPs in a variety of roles, most had trained via non-degree route to ODP

For ODPs extended roles – most were in Surgical First Assistant roles or Anaesthetic Associate roles.

ACP role = 0, SCP = 1, SACP = 1



# We value your feedback

Please use the below link for the Jamboard which will close  
November 18 2022

[https://jamboard.google.com/d/1A4J1aECLayT\\_YUihfgjGYqJW5ABgzL8PjPjPXFephuCKk/edit?usp=sharing](https://jamboard.google.com/d/1A4J1aECLayT_YUihfgjGYqJW5ABgzL8PjPXFephuCKk/edit?usp=sharing)

Thank you for your feedback

SE AHP Team: SE.ahp@hee.nhs.uk