

HEE Questionnaire 3 – Organisations

Questionnaire 3 – Organisations/Trusts

Thank you for taking the time to complete this survey about advanced clinical practice which is part of a wider piece of work being undertaken by HEE along with NHSE and NHSi and being conducted by Ipsos MORI.

Those working at advanced clinical practice level play a critical role in enhancing capacity and capability within multi professional teams, and come from a range of professional backgrounds such as nursing, midwifery, allied health professionals, and pharmacy (job titles may include Extended Scope Practitioners in Physiotherapy, OT, Pharmacy; Podiatry Practitioners, and some Clinical Nurse Specialists as well as many others).

They are healthcare professionals educated to Masters level and have developed the skills and knowledge to allow them to take on expanded roles and scope of practice caring for patients. It is anticipated that the role of advanced practice staff will continue to develop and increase in importance over the coming years.

To help develop and improve their policies relating to advanced clinical practice, Health Education England is keen to understand the training and roles that advanced clinical staff are currently undertaking in your organisation, your workforce strategy, the support and training advanced practice staff are offered, and the governance structures underpinning it all. The more people we hear from, the more we learn about what is working well and what could be improved.

For more information, a link to Health Education England's multi-professional framework for advanced clinical practice in England (2017) can be found [here](#).

We have also produced a short webinar about the purpose of this research, which can be found [here](#). This may help with completing the survey.

NEXT BUTTON**Privacy Notice****How your data will be used**

Health Education England have invited you to take part in this survey, and as a potential participant it's important that you are informed on how your personal data will be used and your rights under GDPR.

To process your data Ipsos MORI ("the processor") and Health Education England ("the controller") require a legal basis to do so. For this survey the legal basis for the processing of your personal data is your consent.

Responding to this survey is entirely voluntary and you can choose to withdraw your consent at any time. If you would like to withdraw your consent at any point please contact healtheducationacp@ipsos.com or call Ipsos MORI on Freephone 0800 141 3657.

You also have the right to object to, or restrict the processing of your personal data at any time. To do so please email gdpr@hee.nhs.uk.

The personal data which may be collected in this survey includes your name, email address and job title. However, you do not need to provide this information if you do not wish to and there are answer options in the survey that will allow you to remain anonymous.

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Data from this survey may be reported at various levels including organisation/trust level, STP/ICS level and by profession and speciality. Some verbatim answers submitted as part of this survey will also be passed on to HEE for their own analysis purposes.

Data collected through this survey will be retained for 3 months with personal data held for up to 12 months after completion of the research and will be deleted via secure methods. For more information on your rights please see Health Education England's privacy notice [here](#).

Toward the end of the survey you will also be asked if you consent to taking part in further research and other work on advance clinical practice. If you choose to do so, your personal data will be shared with Health Education England and this information will be held for up to 12 months.

NEXT BUTTON

How to complete this survey

We only require one response per Organisation, please liaise with colleagues and other departments before completing this survey to avoid duplication.

You may also wish to download a PDF version of the questionnaire, available [here](#) to share with others in your organisation to help you gather their views and staff numbers, before you respond to the survey online.

We have also produced an excel form which can be found [here](#), to help you collect some of the information required for this survey. You may have already received this document from Health Education England. Before proceeding, please make sure you have collected this information as it will help you answer questions in relation to staff headcounts and whole-time equivalents (WTE).

Please note that the answers that you provide on behalf of your Organisation may be shared with Health Education England so they can understand what is happening at a local level. You won't personally be identified in the data unless you choose to provide information which could identify you.

Depending on the extent of your comments, this questionnaire should only take around **30 minutes** to complete.

Please note, your answers will only be saved once you have completed and submitted the survey. However, if you would like to save your progress and submit your answers later, please tick the box below to provide your email address. We will then send you a unique link to the survey which will allow you to access your answers and pick up where you left off. We will only use this email address to send you the unique link and this will not be shared with Health Education England or any other organisation.

If you are happy to do so please select "I would like to provide an email address". EMAIL ADDRESS BOX.

1. I would like to provide an email address.

If you need to change any of your answers, please use the back button to go back and change previous responses.

If you need help completing this survey, please let us know by emailing healtheducationacp@ipsos.com or calling Ipsos MORI on Freephone 0800 141 3657.

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CONSENT BUTTON: I agree to participate in the survey and provide data about advanced clinical practice and understand that participation is voluntary and I can change my mind at any time.

By clicking the button, you agree to participate in the survey about advanced clinical practice and understand that participation is voluntary and you can change your mind at any time.

Organisation information

The first few questions are about the organisation that you work for.

ASK ALL

Q1 Which of the following categories does your organisation fall under?

MULTICODE

1. Primary care
2. Out of Hours care
3. Acute trust
4. Community trust
5. Mental health trust
6. Learning Disability trust
7. Other NHS commissioned Service
8. Ambulance trust
9. Community pharmacy
10. Education
11. Social Care
12. Something else – (please write in)
13. None of these - THANK AND CLOSE

IF CODED 1 AT Q1. SHOW SCREEN.

Thank you for your interest in this survey. We have developed a slightly different questionnaire for organisations in Primary care. Please use the link below to access this survey.

QUESTIONNAIRE 5 (PRIMARY CARE) OPEN LINK.

Thank You.

END SURVEY.

ASK ALL

Q2A Which area does your STP/ICS fall under?

SINGLE CODE

1. North
2. Midlands and East
3. London
4. South

ASK ALL

Q2B What is the name of your STP/ICS? Please choose from the following list.

CHOOSE FROM DATABASE. FILTER BASED ON ANSWER TO Q2A. ADD INSTRUCTIONS FOR SEARCHING.

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1. Other – please write in (SPECIFY)

ASK ALL**Q3 What's the name of your organisation? Please choose from the following list.****SINGLE CODE**

CHOOSE FROM DATABASE – FILTER BASED ON ANSWER TO Q2A. ADD INSTRUCTIONS FOR SEARCHING.

1. Other (please write in)

ASK ALL**Q3A Are you responding to this survey on behalf of your organisation overall or on behalf of one part of your organisation?**

1. On behalf of my organisation overall
2. On behalf of one part of my organisation

IF CODE 2 AT Q3A – PLEASE CLOSE – Thank you for your interest in this research. Please liaise with your organisation ACP lead/designated ACP lead for this survey to complete your answers, as we respectfully request one response per organisation.**Awareness of the framework and workforce**

The next few questions are about your workforce and your awareness of the multi-professional advanced clinical practice framework.

ASK ALL**Q4A Is there currently a lead person in your organisation for advanced clinical practice?**

1. Yes – A lead for single professions
2. Yes – A lead for multi-professions
3. No – But we are intending to have a lead in the future
4. No – We do not intend on having a lead
5. Don't know

IF YES AT Q4A**Q4B Are you the lead person?****Please note - by providing an answer to this question you may make yourself identifiable to Health Education England. If you do not wish to answer this question, please select 'prefer not to say'.**

1. Yes
2. No
3. Prefer not to say

ASK ALL**Q5 Do you have a lead person for multi-professional Consultant Practitioners?**

1. Yes
2. No
3. Don't know

IF CODED 1 AT Q6

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Q5B Is it the same person as the lead for multi-professional advanced clinical practice?

1. Yes
2. No
3. Don't know

ASK ALL**Q6 Before today, how much, if anything, would you say you know about Health Education England's multi-professional framework for advanced clinical practice in England (2017)?****SINGLE CODE**

1. A great deal
2. A fair amount
3. Just a little
4. Heard of, but know nothing about
5. Never heard of
6. Don't know

IF CODED 3, 4, 5 AT Q6

The following questions link to the framework. You can find the framework [here](#).

Definition of advanced practice:

“Advanced clinical practice is delivered by experienced, registered health and care practitioners. It is a level of practice characterized by a high degree of autonomy and complex decision making. This is underpinned by a master's level award or equivalent that encompasses the four pillars of clinical practice, leadership and management, education and research, with demonstration of core capabilities and area specific clinical competence.

Advanced clinical practice embodies the ability to manage clinical care in partnership with individuals, families and carers. It includes the analysis and synthesis of complex problems across a range of settings, enabling innovative solutions to enhance people's experience and improve outcomes.”

The four pillars (taken from the multi-professional framework for advanced clinical practice):

This framework requires that health and care professionals working at the level of advanced clinical practice should have developed and can evidence the underpinning competencies applicable to the specialty or subject area, i.e. the knowledge, skills and behaviours relevant to the health and care professional's setting and job role. The core capabilities **across the four pillars**...

- Clinical practice
- Leadership and management
- Education
- Research

...are then applied to these specialist competencies. These may be manifested/demonstrated in different ways depending on the profession, role, population group, setting and sector in which an individual is practising.

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ASK ALL

The next few questions are about staff working at advanced clinical practice level and the professions and specialities they work within. When answering these questions please refer to the excel form provided to you and the information you have collected on staff headcount and whole time equivalents.

Please click [here](#) to download the form if you have not already done so.

ASK ALL

Q7A Does your organisation have staff working at an advanced level of clinical practice, in any of the following professions across your organisation?

Please note, job titles for staff working at an advanced level of clinical practice may include Extended Scope Practitioners in Physiotherapy, OT, Pharmacy; Podiatry Practitioners, and some Clinical Nurse Specialists as well as many others.

MULTICODE**1. Allied Health Professionals**

- Art Therapist
- Drama Therapist
- Music Therapist
- Podiatrist
- Dietitian
- Occupational Therapist
- Operating Department Practitioner
- Orthoptist
- Osteopath
- Paramedic
- Physiotherapist
- Prosthetist and orthotists
- Diagnostic Radiographer
- Therapeutic Radiographer
- Speech and Language Therapist

2. Midwife**3. Nurse**

- Adult
- Paediatric
- Mental health
- Learning disability
- District nurse
- Public Health Nursing (school nurse or health visitor)
- Other – please write in (SPECIFY)

4. Health Care Sciences

- Clinical Scientist - Life Sciences
- Clinical Scientist - Physical Sciences
- Clinical Scientist - Physiological Sciences
- Clinical Scientist - Bioinformatics and Digital Healthcare Sciences

5. Optometrist

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6. Pharmacist

- Clinical pharmacist
- Community pharmacist

7. Psychological Professions

- Clinical Psychologist
- Counselling Psychologist
- Forensic Psychologist
- Health Psychologist
- High Intensity Therapist
- Psychological Wellbeing Practitioner
- Counsellor
- Cognitive Behaviour Therapist
- Systemic Family Therapist
- Adult Psychotherapist
- Child Psychotherapist
- Children’s Wellbeing Practitioners
- Other – please write in (SPECIFY)

8. Dental

- Dental nurse
- Other – please write in (SPECIFY)

9. None of these – CLOSE QUESTIONNAIRE**ASK ALL**

Q7B Does your organisation have staff working at a consultant level of clinical practice, in any of the following professions?

MULTICODE**1. Allied Health Professionals**

- Art Therapist
- Drama Therapist
- Music Therapist
- Podiatrist
- Dietitian
- Occupational Therapist
- Operating Department Practitioner
- Orthoptist
- Osteopath
- Paramedic
- Physiotherapist
- Prosthetist and orthotists
- Diagnostic Radiographer
- Therapeutic Radiographer
- Speech and Language Therapist

2. Midwives**3. Nurse**

- Adult
- Paediatric
- Mental health
- Learning disability

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- District nurse
 - Public Health Nursing (school nurse or health visitor)
 - Other – please write in (SPECIFY)
- 4. Health Care Sciences**
- Clinical Scientist - Life Sciences
 - Clinical Scientist - Physical Sciences
 - Clinical Scientist - Physiological Sciences
 - Clinical Scientist - Bioinformatics and Digital Healthcare Sciences
- 5. Optometrist**
- 6. Pharmacist**
- Clinical pharmacist
 - Community pharmacist
- 7. Psychological Professions**
- Clinical Psychologist
 - Counselling Psychologist
 - Forensic Psychologist
 - Health Psychologist
 - High Intensity Therapist
 - Psychological Wellbeing Practitioner
 - Counsellor
 - Cognitive Behaviour Therapist
 - Systemic Family Therapist
 - Adult Psychotherapist
 - Child Psychotherapist
 - Children’s Wellbeing Practitioners
 - Other – please write in (SPECIFY)
- 8. Dental**
- Dental nurse
 - Other – please write in (SPECIFY)
- 9. None of these**

Advanced Practice staff

The next few questions are about staff working at advanced clinical practice level.

The information you provide in the following questions is particularly important as it will allow Health Education England to assess the current level of staff working at advanced level of clinical practice across professions and within specialities.

ASK IF CODED 1-8 AT Q7A AND/OR CODED 1-8 AT Q7B (profession)

LOOP: PLEASE ASK FOR EACH PROFESSION SELECTED AT Q7A AND/OR Q7B

Q8 You previously stated that your organisation has staff working in advanced clinical practice in the following professions <<ENTER LIST FROM Q7A AND/OR Q7B>>.

Please select the specialities that a <<INSERT CODE SELECTED AT Q9A AND Q9B>> may work in within your organisation. (Respondent selects all specialities which cover profession selected)

MULTICODE

1. Emergency medicine (including urgent and emergency care)
2. Acute Medical

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3. Medical specialities (e.g. gastro, cardio-vascular, respiratory, stroke etc)
4. Surgery
5. Critical Care
6. Neonates
7. Paediatrics
8. Older People
9. Ophthalmology
10. Musculoskeletal services (including orthopaedics, primary care etc)
11. Mental health
12. Cancer
13. Diagnostics (e.g. ultrasound, reporting radiographers etc)
14. Learning disability
15. Obstetrics and gynaecology
16. Community care (health and care)
17. Primary care
18. Dental
19. Other – please write in (SPECIFY)
20. Unknown/not specified
21. None of these (SINGLE CODE)
22. Don't know (SINGLE CODE)

ASK IF CODED 1-8 AT Q7A AND/OR CODED 1-8 AT Q7B (profession), AND CODED 1-20 AT Q8 (speciality).

Q9 You previously stated that your organisation has staff working in advanced clinical practice in the following professions <<ENTER LIST FROM Q7A AND/OR Q7B>> (professions).

LOOP: PLEASE ASK QUESTION FOR EACH CODE SELECTED AT Q9A AND/OR Q9B.

For << INSERT CODE SELECTED AT Q7A AND/OR Q7B>> please now record the number of staff working at advanced level practice or consultant level in each speciality.

Please use the excel form provided to help you complete this question. You can also download the form here if needed.

Please record both the actual number of staff and the whole time equivalents.

BRING FORWARD LIST OF SPECIALTIES SELECTED AT Q8 (speciality)

1. Trainee advanced level practitioner – RECORD NUMBER
 - a) Number of staff headcount
 - b) Whole time equivalent (WTE)
2. Advanced level practitioner – RECORD NUMBER
 - a) Number of staff headcount
 - b) Whole time equivalent (WTE)
3. Trainee consultant level practitioner – RECORD NUMBER
 - a) Number of staff headcount
 - b) Whole time equivalent (WTE)

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4. Consultant level practitioner – RECORD NUMBER
 - a) Number of staff headcount
 - b) Whole time equivalent (WTE)

ASK ALL

Q10 Has your workforce been mapped against HEE’s multi-professional framework for advanced clinical practice in England? When answering this question please think about those who are working at advanced clinical practice level or consultants.

SINGLE CODE

1. All staff have
2. Some staff have
3. Hardly any staff have
4. None have
5. Don’t know

ASK IF WORKFORCE MAPPED AT Q10 (CODES 1 &2)

Q11B Approximately, what proportion of your advanced practice staff have skills gaps in <INSERT PILLAR>?

- A. Advanced clinical practice
 - B. Leadership and management
 - C. Research and service development
 - D. Education
1. Enter percentage (MIN 0%-MAX 100%)
 2. Don’t know

Q11D Has your organisation developed a plan to support staff who have skills gaps relating to HEE’s multi-professional framework pillars?

1. Yes
2. No
3. Don’t know

IF PLAN HAS BEEN DEVELOPED (CODED 1 AT Q11D)

Q12 Please list up to three areas you have identified where your organisation needs further focus or support to ensure your advanced practice staff meet the capabilities of the advance clinical practice framework.

OPEN ENDED

1. We have not done this yet.

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2. Prefer not to say

Q16 Which of the following, if any, does your organisation have in place for those working at advanced clinical practice level?

GRID**MULTICODE**

1. A workforce plan
2. An advanced practice forum/meeting bringing together different professions
3. Standardised job titles
4. Core job descriptions aligned to the framework
5. A generic job planning template
6. An organisation wide agreed grading system
7. An organisation governance policy
8. Annual appraisals

- a) Yes
- b) No
- c) Don't know

Training, Development and Supervision

The next section is about the, training, supervision and support that is given to people working in Advanced Practice roles/at advanced practice level.

ASK ALL

Q17 Is there an organisational standard policy for the supervision and support offered to those training to advanced clinical practice level? Please think about each of the following roles...

- a) Trainee advanced practitioner
- b) Advanced practitioner
- c) Trainee Consultant
- d) Consultant

SINGLE CODE

1. Yes
2. No
3. Don't know

ASK ALL

Q18 Overall, is there a standard as to how supervision is given? When answering this question please think about things like how much time, when and where this supervision takes place?

SINGLE CODE

1. Yes
2. No
3. Don't know

Competencies and Training

The next few questions are about the competencies and training of advanced clinical practitioners.

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Q19 Thinking more generally, are your advanced clinical practice level workforce required to have capability frameworks (competencies) aligned to their areas of clinical practice?

SINGLE CODE

1. Yes
2. No
3. Only in specific areas – please write in (SPECIFY)
4. Don't know

ASK ALL

Q20 Thinking about your training and development programs. How do you...

- a) Currently provide local training to your advanced clinical practice level staff?
- b) Plan to provide local training to your advanced practice staff in the future?

MULTICODE

1. Training posts
2. In-house training
3. Higher Education Institution training places
4. Working with postgraduate schools of medicine
5. System wide training opportunities which are speciality specific
6. Other
7. None of these
8. Don't know

ASK ALL

Q21 How is the advanced clinical practice level /consultant training generally funded? Please select all that apply.

MULTICODE

1. Trust training fund
2. HEE funded
3. Charity funded
4. Trust service improvement funded
5. Individually Funded
6. Other
7. Don't know

Service Development, New posts and Evaluation

The next section is about service development, new posts and evaluation.

ASK ALL

Q22 In your opinion what are the main drivers for new advanced clinical practice level positions and services within your organisation? Please select the three main drivers.

MULTICODE – ALLOW UP TO THREE REPSONSES.

1. Retention of your existing workforce
2. Service improvements
3. Population needs/STP plan
4. Improving productivity/reducing locum spend
5. Workforce shortages
6. Individual career development

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7. Waiting list initiatives
8. Government priority
9. System wide pathway development
10. Other
11. Don't know

OPEN ENDED**ASK ALL**

Q23 Are advanced clinical practice level staff expected to provide evidence about their impact? For example, service evaluation, quality assurance measures or outcome measures.

1. Yes
2. No
3. Don't know

ASK ALL

Q24 How do you support and enable your staff to share examples of good practice? For example, please describe here if any individuals from your organisation have presented national or international work, or written papers in peer reviewed journals.

OPEN ENDED

1. Don't know

Q25 Are there any other thoughts you would like to share with us around advanced clinical practice?

OPEN ENDED

1. No, I have nothing further to add

Q26 RECONTACT QUESTION

Health Education England or an agency working on behalf of HEE (such as Ipsos MORI) may want to get in contact with those who have responded to this survey for the purpose of inviting them to take part in follow up research as part of this project within the next 12 months.

If you are willing to be contacted as part of this project we will need to collect some contact details. All details provided will be treated in the strictest confidence, held only for 12 months by HEE, and will only be used to invite you to take part in further research as part of this project.

Are you willing to provide your contact details to HEE so that they, or an agency working on their behalf, can contact you within the next 12 months for this purpose?

1. Yes – COLLECT CONTACT DETAILS – NAME & EMAIL ADDRESS.
2. No

SHOW IF CODED 2 AT Q26

Q27A Would you be happy to be contacted by Ipsos MORI or Health Education England to discuss your role and advanced clinical practice in more depth?

1. Yes
2. No

IF YES AT Q27A, CODE 1

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Q42B Please could you put your contact details here? Please write in your email address / contact number.

OPEN ENDED

IF CODED 4 AT Q16

Q43 You stated earlier that you had a job description for your advanced clinical practice level staff, would you be happy to share this core job description with HEE?

SINGLE CODE

1. Yes
2. No

IF CODED 7 AT Q16

Q44 You stated earlier that you had a governance policy for your advanced clinical practice level staff, would you be happy to share this document with HEE? If you agree to this your details will be passed to HEE for someone on behalf of HEE to contact you about this.

SINGLE CODE

1. Yes
2. No

Thank and close