



Preceptee Learning Needs Analysis Tool

Contents

Introduction	3	Work appropriately with others	16-18
Funding	3	Maintain records appropriately	19
Author	3	Reflect on and review practice	20
Learning Needs Analysis Tool		Assure the quality of their practice	21-22
Practise safely and effectively within their scope of practice	4	Understand and apply the key concepts of the knowledge base relevant to their profession	23-25
Practise safely within the legal and ethical boundaries of their profession	5-7	Draw on appropriate knowledge and skills to inform practice	26-30
Look after their health and wellbeing, seeking appropriate support where necessary	8	Establish and maintain a safe practice environment	31-32
Practise as an autonomous professional, exercising their own professional judgment	9-10	Promote health and prevent ill health	33
Recognise the impact of culture, equality and diversity on practice and practise in a non-discriminatory and inclusive manner	11-12	Summary SLOT analysis	34
Understand the importance of and maintain confidentiality	13		
Communicate effectively	14-15		



Introduction

At the point of registration with the [Health and Care Professions Council](#) (HCPC), prosthetists / orthotists must be able to meet the standards outlined below. Your HCPC approved educational pathway will have ensured that, as a new graduate, you do meet these Standards. Your confidence in relation to each of them might, however, be a different matter.

Use this Learning Needs Analysis Tool to remind yourself of what is expected of you as a new registrant prosthetist / orthotist. RAG-rate your confidence in relation to each element of the Standards. **Red** = little or no confidence **Amber** = some confidence **Green** = confident.

Then think carefully about what you need to learn or experience to help build your confidence in the areas you rated amber or red. If you have ideas about how to address those needs, capture them now, but remember that you can discuss all of this with your preceptor who will also have suggestions.

Funding

This document was commissioned by BAPO, with funding from the Workforce, Training and Education Directorate, NHS England.

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HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
1 Practise safely and effectively within their scope of practice			
1.1 identify the limits of their practice and when to seek advice or refer to another professional or service.			
1.2 recognise the need to manage their own workload and resources safely and effectively, including managing the emotional burden that comes with working in a pressured environment.			
1.3 keep their skills and knowledge up to date and understand the importance of continuing professional development throughout their career.			



HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
2 Practise within the legal and ethical boundaries of their profession			
2.1 maintain high standards of personal and professional conduct.			
2.2 promote and protect the service user's interests at all times.			
2.3 understand the importance of safeguarding by actively looking for signs of abuse, demonstrating understanding of relevant safeguarding processes and engaging in these processes where necessary.			
2.4 understand what is required of them by the Health and Care Professions Council, including, but not limited to, the standards of conduct, performance and ethics.			
2.5 respect and uphold the rights, dignity, values and autonomy of service users, including their role in the assessment, diagnostic, treatment and/or therapeutic process.			

HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
2 Practise within the legal and ethical boundaries of their profession			
2.6 recognise that relationships with service users, carers and others should be based on mutual respect and trust, maintaining high standards of care in all circumstances.			
2.7 understand the importance of and be able to obtain valid consent, which is voluntary and informed, has due regard to capacity, is proportionate to the circumstances and is appropriately documented.			
2.8 understand the importance of capacity in the context of delivering care and treatment.			
2.9 understand the scope of a professional duty of care, and exercise that duty.			
2.10 understand and apply legislation, policies and guidance relevant to their profession and scope of practice.			

HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
2 Practise within the legal and ethical boundaries of their profession			
2.11 recognise the power imbalance that comes with being a healthcare professional, and ensure they do not abuse this for personal gain.			
2.12 be aware of the quality guidelines and device design principles that apply to the specifications of individual devices.			



HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
3 Look after their health and wellbeing, seeking appropriate support where necessary			
3.1 identify anxiety and stress in themselves and recognise the potential impact on their practice.			
3.2 understand the importance of their own mental and physical health and wellbeing strategies in maintaining fitness to practise.			
3.3 understand how to take appropriate action if their health may affect their ability to practise safely and effectively, including seeking help and support when necessary.			
3.4 develop and adopt clear strategies for physical and mental self-care and self-awareness, to maintain a high standard of professional effectiveness and a safe working environment.			

HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
4 Practise as an autonomous professional, exercising their own professional judgement			
4.1 recognise that they are personally responsible for, and must be able to justify, their decisions and actions.			
4.2 use their skills, knowledge and experience, and the information available to them, to make informed decisions and/or take action where necessary.			
4.3 make reasoned decisions to initiate, continue, modify or cease treatment, or the use of techniques or procedures, and record the decisions and reasoning appropriately.			
4.4 make and receive appropriate referrals, where necessary.			
4.5 exercise personal initiative.			

HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
4 Practise as an autonomous professional, exercising their own professional judgement			
4.6 demonstrate a logical and systematic approach to problem-solving.			
4.7 use research, reasoning and problem-solving skills when determining appropriate actions.			
4.8 understand the need for active participation in training, supervision and mentoring in supporting high standards of practice, and personal and professional conduct, and the importance of demonstrating this in practice.			
4.9 make reasoned decisions to accept or decline requests for intervention.			

HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
5 Recognise the impact of culture, equality and diversity on practice and practise in a non-discriminatory and inclusive manner			
5.1 respond appropriately to the needs of all groups and individuals in practice, recognising that this can be affected by difference of any kind including, but not limited to, protected characteristics, ¹ intersectional experiences and cultural differences.			
5.2 understand equality legislation and apply it to their practice.			
5.3 recognise the potential impact of their own values, beliefs and personal biases (which may be unconscious) on practice and take personal action to ensure all service users and carers are treated appropriately with respect and dignity.			
5.4 understand the duty to make reasonable adjustments in practice and be able to make and support reasonable adjustments in their and others' practice.			

¹ The Equality Act 2010 defines the protected characteristics as age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity. Equivalent equality legislation in Northern Ireland protects age, disability, gender, race, religion or belief and sexual orientation.

HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
5 Recognise the impact of culture, equality and diversity on practice and practise in a non-discriminatory and inclusive manner			
5.5 recognise the characteristics and consequences of barriers to inclusion, including for socially isolated groups.			
5.6 actively challenge these barriers, supporting the implementation of change wherever possible.			
5.7 recognise that regard to equality, diversity and inclusion needs to be embedded in the application of all HCPC standards, across all areas of practice.			
5.8 understand the psychology of loss and disability as it affects and influences prosthetic and orthotic management, and be able to apply such understanding to clinical decision-making.			
5.9 recognise the social factors affecting the rehabilitation of service users.			

HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
6 Understand the importance of and maintain confidentiality			
6.1 adhere to the professional duty of confidentiality and understand when disclosure may be required.			
6.2 understand the principles of information and data governance and be aware of the safe and effective use of health, social care and other relevant information.			
6.3 recognise and respond in a timely manner to situations where it is necessary to share information to safeguard service users, carers and/or the wider public.			
6.4 understand the need to ensure that confidentiality is maintained in all situations in which service users rely on additional communication support (such as interpreters or translators).			
6.5 be aware that the concepts of confidentiality and informed consent extend to all mediums, including illustrative clinical records such as photography, video and audio recordings and digital platforms.			

HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
7 Communicate effectively			
7.1 use effective and appropriate verbal and non-verbal skills to communicate with service users, carers, colleagues and others.			
7.2 communicate in English to the required standard for their profession (equivalent to level 7 of the International English Language Testing System, with no element below 6.5 ²).			
7.3 understand the characteristics and consequences of verbal and nonverbal communication and recognise how these can be affected by difference of any kind, including, but not limited to, protected characteristics, ³ intersectional experiences and cultural differences.			
7.4 work with service users and/or their carers to facilitate the service user's preferred role in decision-making, and provide service users and carers with the information they may need where appropriate.			

2 The International English Language Testing System (IELTS) tests competence in the English language. Applicants who have qualified outside of the UK, whose first language is not English and who are not applying through the Swiss Mutual Recognition Route (SMR) must provide evidence that they have reached the necessary standard. More information is available here: [Statement on English language proficiency requirements for internationally trained health and care professionals](#).

3 The Equality Act 2010 defines the protected characteristics as age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity. Equivalent equality legislation in Northern Ireland protects age, disability, gender, race, religion or belief and sexual orientation.

HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
7 Communicate effectively			
7.5 modify their own means of communication to address the individual communication needs and preferences of service users and carers, and remove any barriers to communication where possible.			
7.6 understand the need to support the communication needs of service users and carers, such as through the use of an appropriate interpreter.			
7.7 use information, communication and digital technologies appropriate to their practice.			
7.8 understand the need to provide service users or people acting on their behalf with the information necessary, in accessible formats, to enable them to make informed decisions.			
7.9 recognise the need for effective communication with technical staff to ensure the appropriateness and quality of prostheses and orthoses.			

HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
8 Work appropriately with others			
8.1 work in partnership with service users, carers, colleagues and others.			
8.2 recognise the principles and practices of other health and care professionals and systems and how they interact with their profession.			
8.3 understand the need to build and sustain professional relationships as both an autonomous practitioner and collaboratively as a member of a team.			
8.4 contribute effectively to work undertaken as part of a multidisciplinary team.			
8.5 identify anxiety and stress in service users, carers and colleagues, adapting their practice and providing support where appropriate.			

HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
8 Work appropriately with others			
8.6 understand the qualities, behaviours and benefits of leadership.			
8.7 recognise that leadership is a skill all professionals can demonstrate.			
8.8 identify their own leadership qualities, behaviours and approaches, taking into account the importance of equality, diversity and inclusion.			
8.9 demonstrate leadership behaviours appropriate to their practice.			
8.10 act as a role model for others.			

HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
8 Work appropriately with others			
8.11 promote and engage in the learning of others.			
8.12 understand the need to engage service users and carers in planning and evaluating diagnostics and therapeutic interventions to meet their needs and goals.			



HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
9 Maintain records appropriately			
9.1 keep full, clear and accurate records in accordance with applicable legislation, protocols and guidelines.			
9.2 manage records and all other information in accordance with applicable legislation, protocols and guidelines.			
9.3 use digital record keeping tools, where required.			



HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
10 Reflect on and review practice			
10.1 understand the value of reflective practice and the need to record the outcome of such reflection to support continuous improvement.			
10.2 recognise the value of multi-disciplinary reviews, case conferences and other methods of review.			



HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
11 Assure the quality of their practice			
11.1 engage in evidence-based practice.			
11.2 gather and use feedback and information, including qualitative and quantitative data, to evaluate the response of service users to their care.			
11.3 monitor and systematically evaluate the quality of practice, and maintain an effective quality management and quality assurance process working towards continual improvement.			
11.4 participate in quality management, including quality control, quality assurance, clinical governance and the use of appropriate outcome measures.			
11.5 evaluate care plans or intervention plans using recognised and appropriate outcome measures, in conjunction with the service user where possible, and revise the plans as necessary.			

HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
11 Assure the quality of their practice			
11.6 recognise the value of gathering and using data for quality assurance and improvement programmes.			
11.7 evaluate the supply, fit and delivery of any device on an ongoing basis as part of the review mechanism, including the body-device interface, functional alignment, mechanical integrity, functional suitability, cosmesis, clinical effectiveness, and the needs and expectations of service users.			



HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
12 Understand and apply the key concepts of the knowledge base relevant to their profession			
12.1 understand the structure and function of the human body, together with knowledge of physical and mental health, disease, disorder and dysfunction relevant to their profession.			
12.2 demonstrate awareness of the principles and applications of scientific enquiry, including the evaluation of treatment efficacy and the research process.			
12.3 recognise the role(s) of other professions in health and social care and understand how they may relate to the role of prosthetists / orthotists.			
12.4 understand the structure and function of health and social care systems and services in the UK.			
12.5 understand the theoretical basis of, and the variety of approaches to, assessment and intervention.			

HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
12 Understand and apply the key concepts of the knowledge base relevant to their profession			
12.6 know human structure and function, especially the human musculoskeletal system.			
12.7 know the aetiology and pathophysiology of human disease and general genetic principles relevant to prosthetic or orthotic practice, and recognise when disorders are not amenable to prosthetic or orthotic treatment.			
12.8 understand the structure and properties of materials and their appropriate application to prosthetic or orthotic hardware and clinical practice.			
12.9 understand biomechanical principles and the appropriate application of forces to the human body following prescription and supply of a prosthesis or orthosis.			
12.10 understand the biomechanics of gait and interventions.			

HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
12 Understand and apply the key concepts of the knowledge base relevant to their profession			
12.11 demonstrate a sound knowledge and understanding of the theoretical basis of prosthetic and orthotic science.			



HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
13 Draw on appropriate knowledge and skills to inform practice			
13.1 change their practice as needed to take account of new developments, technologies and changing contexts.			
13.2 gather appropriate information.			
13.3 analyse and critically evaluate the information collected.			
13.4 select and use appropriate assessment techniques and equipment.			
13.5 undertake and record a thorough, sensitive and detailed assessment.			

HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
13 Draw on appropriate knowledge and skills to inform practice			
13.6 undertake or arrange investigations as appropriate.			
13.7 conduct appropriate assessment or monitoring procedures, treatment, therapy or other actions safely and effectively.			
13.8 recognise a range of research methodologies relevant to their role.			
13.9 recognise the value of research to the critical evaluation of practice.			
13.10 critically evaluate research and other evidence to inform their own practice.			

HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
13 Draw on appropriate knowledge and skills to inform practice			
13.11 engage service users in research as appropriate.			
13.12 understand the need to maintain all equipment to a high standard.			
13.13 formulate specific and appropriate management plans including the setting of timescales.			
13.14 use equipment and machinery appropriately to capture and modify anthropometric, kinetic, and kinematic data safely and effectively.			
13.15 provide, where appropriate, a suitable cast or electronic data to accompany the written information.			

HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
13 Draw on appropriate knowledge and skills to inform practice			
13.16 use contemporary technologies that aid service user assessment.			
13.17 complete an accurate clinical assessment.			
13.18 demonstrate awareness of the weight and potential level of activity of service users, and the uses that prostheses or orthoses will be subject to, as part of health and safety assessments.			
13.19 measure and cast for prostheses and orthoses and, where necessary, rectify them.			
13.20 prescribe orthotic or prosthetic treatment including, where necessary, the specification for manufacture, and recognise the need to carry out risk analyses where required for unapproved combinations or applications of components.			

HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
13 Draw on appropriate knowledge and skills to inform practice			
13.21 analyse normal and abnormal gait, locomotor function and movement using both qualitative and quantitative means.			
13.22 assess factors important to the relevant design specification of prostheses and orthoses and apply these when designing a device.			
13.23 conduct neurological, vascular, biomechanical and dermatological assessments in the context of prosthetics and orthotics.			
13.24 use a systematic approach to formulate a clinical diagnosis.			

HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
14 Establish and maintain a safe practice environment			
14.1 understand the need to maintain the safety of themselves and others, including service users, carers and colleagues.			
14.2 demonstrate awareness of relevant health and safety legislation and comply with all local operational procedures and policies.			
14.3 work safely, including being able to select appropriate hazard control and risk management, reduction or elimination techniques, in a safe manner and in accordance with health and safety legislation.			
14.4 select appropriate personal protective equipment and use it correctly.			
14.5 establish safe environments for practice, which appropriately manage risk.			

HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
14 Establish and maintain a safe practice environment			
14.6 understand and be able to apply appropriate moving and handling techniques.			
14.7 know how to position or immobilise service users correctly for safe and effective interventions.			



HCPC (2023) Standards of Proficiency: Prosthetists / Orthotists	RAG-rate your confidence	Identify your learning needs	Plan how you will address them
15 Promote health and prevent ill health			
15.1 understand the role of their profession in health promotion, health education and preventing ill health.			
15.2 understand how social, economic and environmental factors (wider determinants of health) can influence a person's health and wellbeing.			
15.3 empower and enable individuals (including service users and colleagues) to play a part in managing their own health.			
15.4 engage in occupational health, including being aware of immunisation requirements.			

Summary SLOT analysis

Use this space to summarise your reflections in readiness to share and discuss them further with your preceptor.

STRENGTHS

What do you do well? What knowledge, skill and experience do you have?

LEARNING NEEDS

Are there any gaps in your learning or experience? Do you need more experience in anything? Are you clear about what is expected of you and the support you expect from your team?

OPPORTUNITIES

What development opportunities are available? What resources are available from your professional body?

THREATS

What are the barriers? Consider time, workload pressures, personal commitments, and energy levels.



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