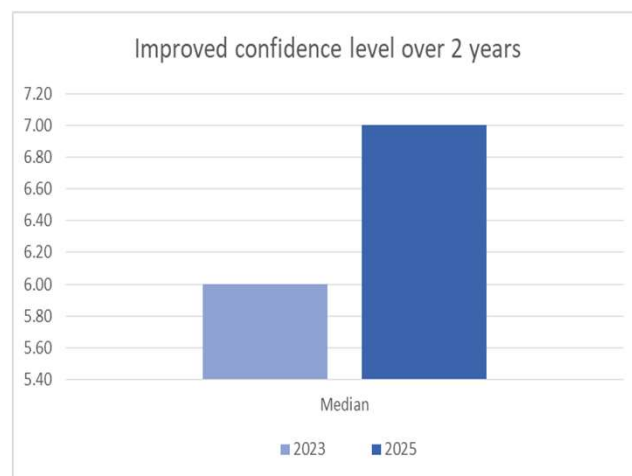


Background & Aim	Method
Continuing Professional Development (CPD) is an essential aspect of clinical practice¹. In 2021, all members of the Orthotic Team in NHS Greater Glasgow & Clyde (GGC) were invited to complete an anonymous survey called an "iMatter Review", this survey identified that the Orthotic Team were lacking in confidence relating to professional development in three specialist clinical areas of practice: Diabetes, MSK and Neurology. Two full-team meetings followed this survey, offering opportunity for all clinical staff members to share their opinions on CPD, after which the team agreed there was a requirement for specific guidance to support orthotic staff in directing their own development within the NHS GGC health board. Throughout 2021/2022 the Specialist Orthotic Team Leads for Diabetes, MSK and Neurology developed specialist professional development frameworks, based on the four pillars of practice¹, with attainment levels aligning to those in the Nursing, Midwifery and AHP Development Framework for Scotland². AIM: To improve the confidence of orthotists in the NHS GGC orthotic service in planning and managing their own professional development in a specialist area.	- In August 2022, prior to the launch of the new specialist professional development frameworks, a baseline survey was sent to all clinical members of NHS GGC orthotic team to assess their confidence, using a 0-10 numeric rating scale where, 10 indicated highest level of confidence. - Using Quality Improvement methodology, a consultation period was conducted to identify knowledge-needs in specialist areas. - In 2022, the three novel Professional Development Frameworks tested and refined from September to December, using Plan Do Study Act (PDSA) cycles. - These Frameworks covered Diabetes, Neurology and MSK. - The three professional development frameworks were officially launched for the NHS GGC Orthotic Team in June 2023. - A follow-up survey was sent to all clinical staff in 2025 to assess if use of the frameworks had improved staff confidence in managing their own CPD. 

Results
Responses received: - Baseline 80% (16/20) 2-year Follow-up 86.4% (19/22) Median percentage increase in confidence of 16.7% (IQR 10.0-24.1%), an improvement from 6/10 in 2023 to 7/10 in 2025. During the development of the frameworks, six clinical staff members tested the frameworks as part of Plan Do Study Act (PDSA) cycles from September 2022 to December 2022, providing free text commentary in response. They were looking at the usability of the frameworks, the layout, the readability and asked "even better ifs". <i>Staff quotes</i> <i>"it has made planning what to do next/area of improvement so much clearer"</i> <i>"it's a great tool to have"</i>



Discussion and Conclusion
The introduction and implementation of three novel Professional Development Frameworks within the NHS GGC Orthotic Service have improved the confidence of orthotists in managing their own professional development. Over the two-year evaluation period, a median increase in confidence was observed, rising from 6.0/10.0 in 2023 to 7.0/10.0 in 2025, representing a 16.7% improvement. This positive trend was supported by high response rates to both baseline and follow-up surveys, indicating strong engagement from clinical staff. Staff feedback highlighted the frameworks' practicality, with comments noting increased clarity in identifying areas for improvement and the frameworks' value as effective developmental tools. The Quality Improvement development process, using Plan Do Study Act (PDSA) cycles, ensured the frameworks were user-friendly, relevant, and responsive to staff needs. Importantly, these frameworks were designed in alignment with both local and national strategies ^{2,3}. This alignment not only supports individual professional growth but also enhances the potential for wider adoption across other orthotic services in the UK. In conclusion, the frameworks have proven successful in empowering orthotists to take charge of their professional journeys and offer a scalable model for advancing the profession nationally.¹

References	Acknowledgements
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