



Our Future – Your Say

College of Operating Department Practitioners – Strategy Consultation Outcome Report

April 2023

Forward by the President

The College of Operating Department Practitioners (CODP) has been in existence for over 75 years, albeit as several predecessor organisations, and the changing nature of the professional organisation has largely reflected the evolution of the profession. What has remained a constant however is the unique focus on our profession and this has enabled the achievement of several milestones that continue to drive the profession forward.



It is now time for the next stage in the evolution of the College so that there is a defined professional body for Operating Department Practitioners which can continue to develop the profession and ensure representation on a national and international level. This change is also aligned to a change in our structure and establishment, as the College will no longer be part of UNISON beyond December 2023; hence it is essential that a viable operating model is established to ensure the longevity of the College.

To ensure the future direction of the College is aligned with the needs and priorities of the profession, a consultation exercise was completed, and I would like to thank the ODPs who took time to respond to the survey and attend the focus groups. I would also like to extend my thanks to CODP colleagues who completed this work. The future of the College is key to us all and I am therefore pleased to present the findings of the consultation in this publication.

What is clear, is the absolute demand for the professional body and to ensure its future. To achieve this will require significant investment, both in time and resource. Therefore, while a standalone organisation was the preferred operational model, it may be that this needs to be a longer-term ambition with an alternative as an interim measure. This is not to compromise but rather to meet the primary aim of securing the future of the College whilst the financial stability and supporting infrastructure is developed to operate as a standalone organisation. In addition to the membership required to achieve financial sustainability, it is also essential that there are additional ODPs undertaking roles within the College to establish and deliver this new organisation.

This is an exciting opportunity for the College to evolve and establish a model which enables us to drive our profession forward, to meet the needs of ODPs now and in the future. I would urge you therefore to embrace this opportunity and to support the next phase which cannot be delivered without the active engagement of the profession. We hope you will join the College on the next stage of our journey.

A handwritten signature in black ink that reads "Hannah Abbott". The signature is written in a cursive style with a horizontal line underneath the name.

Hannah Abbott

President, College of Operating Department Practitioners

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Executive Summary

In November 2022, the College of Operating Department Practitioners (CODP) commenced a consultation with the profession regarding the future operation and function of the College. The consultation was based on the [CODP 2028 Strategy](#), in addition to exploring future operational structural models as the College will no longer be part of UNISON beyond December 2023. The consultation was completed via an online consultation, focus group discussions and focused discussion with attendees at the December Clinical and University Educator (CUE) Forum.

The future operational model of the College was a key element of the consultation as it can no longer be accommodated in its current format. Most respondents to the consultation preferred the future CODP to be a standalone organisation, whilst winding up CODP was the least preferred option. This was reflected in the focus groups with participants favouring a standalone organisation, although some respondents did see several potential advantages of CODP functioning within another organisation.

Consultation feedback identified that there was high support for the CODP Visions and Values as indicated within the aims of the Strategy Document relating to the CODP as:

- Representing the profession both nationally and internationally.
- Holding the education curriculum for the profession and being the recognised authority for the professional education.
- Driving research to support the development of the profession and contributing to the specific body of knowledge.
- Promoting best clinical practice for patients and services.
- Offering membership to all ODPs regardless of union affiliation.

The consultation identified that there was overwhelming support for these key objectives in establishing the future CODP as identified within the Strategy Document. In addition to these, respondents identified some additional priorities which were collated into three core themes:

1. Prescribing
2. Promotion of the profession and
3. Promotion of the profile of the future CODP.

The future CODP offer is crucial to meeting the needs of the profession and, therefore, securing the membership. Continuing Professional Development (CPD) was ranked the highest in the membership offer, followed by professional advice and support, and the pursuing of Royal College status. The lowest ranked options were an annual evening reception, overseas support and exclusive discounts and benefits. The desire for a CPD offer was reflected in the focus groups who also felt that regular communication to members should be a priority. Other themes identified by the focus group participants as a future CODP offer included indemnity insurance, networks for leadership and research.

Focus Group participants recognised the challenges facing the future CODP during the current cost of living crisis however, participants considered ODPs would be willing to financially support the future CODP if the offer was of the right value. Participants also believed it was important to consider students and lower paid staff, for example having a tiered membership structure and fees. Most survey respondents were not willing to exceed an annual cost of £100 for registrant membership, with significantly reduced costs [less than £20 per annum] for students/learners, associated and retired membership categories.

Responses from both survey and focus group participants suggested a willingness to become involved in creating the future for CODP. Focus Groups participants also considered that there was a need to engage students with the College from the start of their pre-registration course. Participants highlighted the need for greater transparency in the future CODP to encourage more clinical ODPs to become involved. This included publishing Professional Council meetings, financial records and publicising events. Participants felt it was important to have clearly identified descriptors related to terms of office and how are expressions of interest are processed by the Professional Council.

Recommendations

- The Professional Council take the necessary actions to separate the College from UNISON, establishing a professionally independent and financially viable ODP membership organisation.
- Regular communications from the future CODP to both members and the profession overall is key. This can be achieved through monthly newsletters, regularly maintained website and social media postings.
- Have a clear and transparent governance arrangement for an elected Professional Council with a clear succession plan.
- The offer of a Continuous Professional Development provision will require investment but should be a priority of the future CODP.
- Principles of inclusivity underpin future planning to make the future CODP representative of the ODP profession.
- Pursue Royal College status to raise the profile of the future CODP.

1. Outline of consultation

In November 2022, the College of Operating Department Practitioners (CODP) launched its [Strategy 2028](#) along with an online consultation and a series of focus groups to test the strategy and get views on the future shape of the College. In total 488 people responded to the online consultation and 5 small focus groups were held with a total of 15 people. In addition, the Clinical University Educators (CUE) forum held an in-person workshop on 5 December 2022.

The online survey asked members a series of questions included in [appendix 1](#) along with headline answers.

The focus groups were led by members of the Professional Council through a presentation and discussion to explore some key themes.

2. Online survey responses (key themes)

The survey received a total of 488 responses, most responses, 423 (87%), were from Operating Department Practitioners (ODPs). There were a small number of ODP Student/Apprentices that responded (7%) too.

Overall, engagement in the survey was remarkably high, with positive feedback and enthusiasm for the future of CODP. There was broad consensus across multiple areas, which ought to provide a solid foundation and blueprint to build on moving forward.

A complete summary of multiple-choice questions and answers is attached in [appendix 1](#), below are some of the headline findings.

2.1 CODP Vision, Values & Approach, Key Objectives

The survey format asked respondents to indicate their level of support for the CODP Vision and Values & Approach as set out in the CODP 2028 Strategy document. There was high support for all these statements (questions 2-8, and questions 10-15), with between 88-92% of respondents answering 'strongly agree' or 'agree' for each statement.

In the 'CODP Vision' section, the greatest support was for 'CODP will promote best clinical practice for patients and services' with 69% of respondents answering, 'strongly agree' (91% strongly agree or agree). The lowest support was for 'CODP will drive CODP members' professional development through a career framework and a robust Continuous Professional

Development (CPD) offer'; 65% of respondents 'strongly agreed' (89% strongly agree or agree).

125 people took the time to respond in our text box, regarding additional items to be included as part of the CODP vision. The three main themes that were raised most frequently were prescribing, promotion of the profession and profile of CODP.

Moving onto the 'CODP Values & Approach' section, the statement 'CODP will offer membership to all ODPs regardless of union affiliation' received the highest support, with 76% responding 'strongly agree' (92% strongly agree or agree). The weakest support was for 'CODP will develop a sustainable and financially viable operating model', with 64% answering 'strongly agree' (88% strongly agree or agree).

This time 47 people had additional comments in the comments box, and the themes were less dominant. However, no union/political affiliation and greater autonomy, were most frequently mentioned.

CODP key objectives were covered in the next section of the survey, these objectives were also overwhelmingly supported with 56% 'strongly agreeing' (89% strongly agree and agree).

42 people added comments in the text box regarding 'anything else you think we ought to include as part of our key objectives'. Again, prescribing was a commonly mentioned issue. Along with CPD, pay (parity and consistency) and profile/knowledge of profession.

2.2 CODP Membership Offer and Fees

Question 19 took a different approach in determining what future CODP members would most like to see as part of a membership offer – respondents could select a maximum of 7 options from list of 15. Not everyone used all 7 options, however a clear ranking emerged.

A CPD offer was ranked highest with 330 people (68%) selecting it, professional advice and support was next with 326 responses (67%), and royal college status came third with 309 responses (63%).

The lowest options (excluding 'other') were an annual evening reception with 39 responses (8%), overseas support with 93 responses (19%) and exclusive discounts and benefits with 104 responses (31%).

16 people selected the 16th option 'other' – their responses included 'all of the above' and at the other end of the spectrum 'nothing'! Other themes already touched upon were raised again here – prescribing, professional recognition, etc.

Section 4 asked respondents how much they consider a reasonable amount to pay annually for CODP membership. For full membership, 70% of respondents answered either 'less than £50' (36%) or £50-100 (34%).

Learner membership had lower priced banding to select from but still garnered responses at the lower priced options. Indeed, 73% answered either 'less than £10' (27%), £10-20 (29%) or 'I am not willing to pay/I think it should be free (17%).'.

Retired membership has the same bandings as learner membership, and again most answers were at the lower end of the pricing scale: 76% answered either 'less than £10' (30%), £10-20 (23%) or 'I am not willing to pay/I think it should be free' (23%).

The last category of membership – associate – attracted a much broader spread of responses, although £10-20 attracted the highest level of response (23%).

2.3 CODP Future & Organisational Model

The last section of the survey focussed on the CODP organisational model moving forward. There was a clear preference for a 'standalone independent organisation', with 75% of respondents selecting this as their preferred option, and only 3% of respondents opting for 'wind up CODP'.

'Wind up CODP' also topped the responses for the least preferred option with 49% of responses. Although responses were slightly more evenly spread on his question.

Some of the rationale for answers is included in [appendix 1](#).

Towards the end of the survey, we gave respondents an opportunity to add any further comments they had relating to the draft constitution, 63 people responded. Many were positive that they were being engaged in the consultation and keen to contribute to the future. This was largely reflected in the last question which asked if people wanted to get more involved with CODP, encouragingly, 42% responded 'yes'.

There were a few concerns that future costs should not be too high.

We also asked respondents which sub-committees they thought CODP ought to have, 104 people completed this question, with education coming out as the highest response (33%). Other suggestions included students/apprentices, research, governance, professional standards, legal issues, groups for different ODP roles and/or regionally based groups.

3. Focus group responses (key themes)

Notes were taken in the focus groups and have been summarised here under the heading of the presentation.

3.1 Organisational model

Most participants supported a standalone organisation. Mostly to determine their own affairs but also to be independent of a union. There was a recognition that the College of Operating Department Practitioners (CODP) would need to know how much people are willing to pay, so that they can determine what is viable.

There was less support for a merger with another organisation, although some felt this may provide short term stability once a long-term solution is found. However, the organisation would have to have the College's best interest at heart, otherwise a merger risks the College's position being diminished.

As with the merger option, participants felt that there could be benefits of being a 'function' as it would enable each party to draw on each other's strengths and knowledge, however people were concerned that CODP will not have the same independence, as those outside the ODP profession do not really understand it. Therefore, careful consideration is needed to maintain the same profile and voice.

There was no support to wind up the College.

Finally, a theme that emerged was the desire to be comparable to other similar organisations. People felt strongly that this should be a royal college or a chartered society. This was felt to be important to encourage young people into the profession.

3.2 College offer

Participants acknowledged a chicken and egg situation with this section as they felt someone joining the college would need to see what the benefits are before deciding to join.

Participants thought the college should offer:

1. Individual and career development

Participants felt that CODP could offer Continuous Professional Development and peer support. For example, this could be through a leadership programme. Other networking and collaborating examples were given such as Action Learning Sets, linking in mentoring and 150

Leaders programme, mentoring and reverse mentoring and support with writing up serious incidents.

2. Celebration and promotion of the profession

Participants felt that CODP needs to better celebrate ODPs, recognising and rewarding their contribution, promoting ODPs working beyond practice and outside theatre roles. An example was a simple badge or something for qualifying. People like the recognition.

“We need to promote the whole range of roles and specialisms within ODPs – there is such a variation from ‘shop floor’ to university educators. Many of us have doctorates too.”

3. Regular communication on the profession including critical analysis of professional issues

Participants felt that CODP needs to communicate what is happening for the profession nationally and a critical analysis what is considered best practice. CPD opportunities, different areas that ODPs could progress into, such as critical care. People wanted to see something for CODP paying for membership with the Centre for Perioperative Care (CPOC)

A few participants highlighted a journal as part of the offer to ensure communication about education and new professional developments. It was felt an online journal would be ok if it had the ability to print to share with students.

4. Indemnity insurance

Indemnity insurance was raised by several participants as a membership offer.

5. Leadership and network development

Participants felt that CODP could develop professional or regional networks to link ODPs in practice and education more cohesively to share and learn from current front-line practice.

6. Research

Participants felt that CODP could support ODPs to become research fellows to bring research back into the profession.

“We need ODPs and CODP to be flying the flag... [we] need to be doing research, we need to be saying we are the best you can get”

7. Education

Participants felt that education should be a key part of what and who the College are and should be part of the offer for new starters. For example, CODP could offer support for people to access funding for education and preceptorship for newly qualified ODPs.

8. Digital offer

Participants felt that, in time, CODP could develop an app which could include mentoring. People felt that to be competitive a decent website is essential with a live chat option and a commitment to responds to emails within 24-hours. This could provide backing for Shop Floor ODPs. – i.e., *“I am having problems doing X in my employer – what is the CODP advice”*

Other professional body websites were offered as examples of good practice around member benefits, CPD, wellbeing, diversity and inclusion, become an AHP/paramedic and a student offer etc.

3.3 Financial considerations

Participants were aware of the challenges facing ODPs during the current cost of living crisis. There was no clear consensus from the focus groups on amount or frequency of payment, but people did feel that ODPs would be willing to pay if it came with a good membership offer.

The challenge will be enticing people and being clear what makes CODP stand out from other organisations and competitors – e.g., a student rate would be a good idea to help them find their identity. However, CODP would need student forums which will support them from Day 1.

Participants felt it is important to consider students and lower paid staff. For example, having a tiered membership structure. One participant felt that universities or employers might pay 1st year fees for students or newly qualified ODPs.

A couple of participants suggested CODP could get start up finance through research funding or sponsorship from a partner organisation, to boost income.

Other ways to raise money were to sell CODP merchandise or through advertising opportunities in an online journal as external organisations want to promote their products to health professionals.

Funding from HEE was also mentioned as well as funds from NHS Digital to support digital learning technology. but people were concerned that the NHS England merger may impact on this.

3.4 Member involvement

Participants were asked to consider ways to get people involved in the running and promotion of the College. There was broad support on the need to engage students in some way.

As above, CPD and research as well as supporting the development of ODP roles and professional development felt like a good way to encourage people to get involved. For example, putting on study days or professional develop days

Some barriers were highlighted such as the difficulty in knowing whether efforts made a discernible difference, or that you need to know the right people to have any input. People also felt time is a barrier so it will be important to support volunteers to get time at work to do CODP activities.

To overcome these barriers participants wanted greater transparency. For example, publishing board meetings, financial records and publicising events (i.e., CUE forum) not just invite only. People wanted to know how long the terms of office are for and how are expressions of interest followed through by the board.

Succession planning was discussed with people suggesting elections of representatives on regional basis, with professional champion roles to get people involved at a local or regional level.

To support inclusion, it was felt important to have more visibility of the leaders within the College.

3.5 Next steps

Participants were asked to share their ideas on next steps. Here are few themes

Relaunch the college through a new logo and a rebranding. This could be supported by a mission statement to describe what CODP does, who it represents and why people should get involved. This could also describe the College future direction to achieving royal college status.

Address the democratic deficit. Once regional structures are in place, the College can get regional views on how the College should look. Once these are in place, hold elections for the council for all professions. There was recognition from many participants that the national CODP group are doing a great job pushing change forward.

A win is needed for the new College so expend all efforts to achieve something, for example PGDs are needed to help ODPs to get the same recognition as other AHPs.

Improve inclusion and diversity to make the College more representative of the of current ODPs. Don't just send the same people to meetings.

Improve communications. Participants wanted the College to address the perceived lack of communication from CODP, including responsiveness to enquiries, which is needed to improve the College presence, engage ODPs and boost promotion about who the CODP are. Communications should include promoting who the CODP team are and how people can get involved.

4. Conclusions

4.1 Organisational Model

Feedback from the Consultation, Focus Groups and attendees of the CUE Forum clearly favoured a Standalone Independent organisation as the preferred model for the future CODP although some respondents did see several potential advantages of CODP functioning within another organisation. The benefits of independence include a sense of greater autonomy and professional identity and an organisation managed by ODPs for ODPs. There was no support to wind up the CODP.

4.2 College Offer

Respondents from the Consultation identified that a Continuous Professional Development (CPD) provision, professional advice / support and the pursuing of 'Royal College' status for the CODP as the three priorities offers that the future CODP should provide its members. Three main themes identified from the comments within the Consultation included increasing the profile of profession and the CODP, progression towards independent prescribing and pay parity.

Participants within the Focus Groups likewise believed that Continuous Professional Development (CPD) should be an offer to CODP members. Participants believed regular communication from the future CODP to its members should be a priority. Other themes identified by the Focus Group participants as a CODP offer included indemnity insurance together with leadership and research networks. Respondents to the Consultation and participants of the Focus Groups acknowledge though that ambitions versus the plan to build and deliver within Year 1 of the future CODP would be challenging.

4.3 Finances

Overall, feedback identified that even in this period of cost of living pressures, ODPs would be willing to financially support the future CODP if the offer was of the right value. A range of membership categories were preferred however 70% of respondents to the Consultation indicated that they would be prepared to pay up to £100 per year as a full membership fee. £60 per year 'felt about right'. It was acknowledged by respondents that the membership fee needs to factor in administration of the CODP and membership system.

4.4 Getting Involved

Feedback from the Consultation, Focus Groups and attendees of the CUE Forum all identified that ODPs wanted to become involved in the future CODP with 183 respondents from the Consultation providing personal telephone and email contact details. It is planned that the CODP will actively contact all ODPs who have indicated a willingness to become involved in the future CODP which will help in creating networks and allocation of roles.

5. Recommendations

- The Professional Council take the necessary actions to separate the College from UNISON, establishing a professionally independent and financially viable ODP membership organisation.
- Regular communications from the future CODP to both members and the profession overall is key. This can be achieved through monthly newsletters, regularly maintained website and social media postings.
- Have a clear and transparent governance arrangement for an elected Professional Council with a clear succession plan.
- The offer of a Continuous Professional Development provision will require investment but should be a priority of the future CODP.
- Principles of inclusivity underpin future planning to make the future CODP representative of the ODP profession.
- Pursue Royal College status to raise the profile of the future CODP.

Appendix 1 – Online consultation questions and answers

Future of College of Operating Department Practitioners - Consultation Survey Results

Summary of responses – 488 total responses

(All percentages have been rounded to nearest whole number – some questions may not total 100%)

Section 1:

1. Are you an Operating Department Practitioner (ODP)?

Answer	Responses	Percentage
I'm an ODP	423	87%
I'm an ODP Student/Apprentice	36	7%
I'm a retired ODP	8	2%
No, but I work alongside ODPs	9	2%
No, but I'm interested in becoming an ODP	4	1%
Other	8	2%

Section 2: CODP Vision

2. CODP will be the recognised professional body managed by ODP's, for ODP's

Answer	Responses	Percentage
Strongly agree	320	66%
Agree	116	24%
Neutral	30	6%
Disagree	9	2%
Strongly disagree	9	2%
I don't have an opinion	4	1%

3. CODP will represent the profession at a national and international level

Answer	Responses	Percentage
Strongly agree	330	68%
Agree	109	22%
Neutral	29	6%
Disagree	9	2%
Strongly disagree	6	1%
I don't have an opinion	5	1%

4. CODP will hold the educational curriculum for the profession and be the recognised authority for the professional education

Answer	Responses	Percentage
Strongly agree	319	35%
Agree	121	25%
Neutral	29	6%
Disagree	10	2%
Strongly disagree	6	1%
I don't have an opinion	3	1%

5. CODP will drive research to support the development of the profession and contribute to the specific body of knowledge

Answer	Responses	Percentage
Strongly agree	328	69%
Agree	113	23%
Neutral	29	6%
Disagree	7	1%
Strongly disagree	6	1%
I don't have an opinion	5	1%

6. CODP will drive CODP members' professional development through a career framework and a robust Continuous Professional Development (CPD) offer

Answer	Response	Percentage
Strongly agree	318	65%
Agree	118	24%
Neutral	30	6%
Disagree	10	2%
Strongly disagree	9	2%
I don't have an opinion	3	1%

7. CODP will promote best clinical practice for patients and services

Answer	Response	Percentage
Strongly agree	336	69%
Agree	109	22%
Neutral	26	5%
Disagree	7	1%
Strongly disagree	6	1%
I don't have an opinion	4	1%

8. CODP will offer professional/clinical advice to members, including on an individual basis

Answer	Responses	Percentage
Strongly agree	325	67%
Agree	114	23%
Neutral	28	6%
Disagree	7	1%
Strongly disagree	7	1%
I don't have an opinion	7	1%

9. Is there anything else you think we ought to include in our vision? Please add any further comments:

125 responses received.

Three main themes: prescribing, promotion of the profession and profile of CODP.

Section 3: CODP Values & Approach

10. CODP will build an inclusive organisation that celebrates diversity, and values difference

Answer	Responses	Percentage
Strongly agree	329	67%
Agree	104	21%
Neutral	30	6%
Disagree	4	1%
Strongly disagree	7	1%
I don't have an opinion	14	3%

11. CODP will have clear and transparent governance arrangements for an elected Council with a clear succession plan

Answer	Responses	Percentage
Strongly agree	335	69%
Agree	105	22%
Neutral	31	6%
Disagree	6	1%
Strongly disagree	5	1%
I don't have an opinion	6	1%

12. CODP will retain professional autonomy irrespective of any external affiliations

Answer	Responses	Percentage
Strongly agree	320	66%
Agree	115	24%
Neutral	31	6%
Disagree	7	1%
Strongly disagree	10	2%
I don't have an opinion	5	1%

13. CODP will develop a sustainable and financially viable operating model

Answer	Responses	Percentage
Strongly agree	311	64%
Agree	118	24%
Neutral	36	7%
Disagree	8	2%
Strongly disagree	6	1%
I don't have an opinion	9	2%

14. CODP will offer membership to all ODPs regardless of union affiliation

Answer	Responses	Percentage
Strongly agree	372	76%
Agree	80	16%
Neutral	26	5%
Disagree	2	0%*
Strongly disagree	3	1%
I don't have an opinion	5	1%

15. CODP will seek opportunities of external funding to deliver projects on behalf of ODPs

Answer	Responses	Percentage
Strongly agree	336	69%
Agree	108	22%
Neutral	32	7%
Disagree	2	0%*
Strongly disagree	3	1%
I don't have an opinion	7	1%

16. Is there anything else you think we ought to include as part of our values and approach? Please add any further comments:

47 responses received.

Less dominant themes, however no union/political affiliation and autonomy, were probably most frequently mentioned.

Section 4: CODP Objectives & Member Offer

17. How much do you support the key objectives of the College as identified within the CODP 2028 Strategy document?

Answer	Responses	Percentage
Strongly agree	274	56%
Agree	159	33%
Neutral	40	8%
Disagree	3	1%
Strongly disagree	4	1%
I don't have an opinion	8	2%

18. Is there anything else you think we ought to include as part of our key objectives? Please add any further comments:

42 responses received.

Prescribing, CPD, pay (parity and consistency) and profile/knowledge of profession were the most commonly mentioned issues.

19. What would you like to see CODP offer to members in the future? (Multiple choice)

Answer	Responses	Percentage
CPD offer	330	68%
Indemnity insurance	285	58%
Overseas support	93	19%
Webinars	163	33%
Magazine/online journal	242	50%
Online resource library	240	49%
Website	257	53%
Professional advice and support	326	67%
Royal college status	309	63%
College badge	159	33%
Annual symposium	118	24%
Annual evening reception	39	8%
ODP day promotional materials	197	40%
Social media presence	153	31%
Exclusive discounts and benefits from partner organisations	104	21%
Other	16	3%

Section 5: CODP Membership

20. Full membership (per year)

Answer	Responses	Percentage
Less than £50	174	36%
£50-100	164	34%
£100-150	62	13%
£150-200	15	3%
More than £200	0	0%
I am not willing to pay/I think it should be free	48	10%
Other	25	5%

21. Learner Membership (per year)

Answer	Responses	Percentage
Less than £10	134	27%
£10-20	142	29%
£20-30	64	13%
£30-40	19	4%
£40-50	30	6%
More than £50	3	1%
I am not willing to pay/I think it should be free	85	17%
Other	11	2%

22. Retired Membership (per year)

Answer	Responses	Percentage
Less than £10	146	30%
£10-20	114	23%
£20-30	55	11%
£30-40	24	5%
£40-50	24	5%
More than £50	12	2%
I am not willing to pay/I think it should be free	113	23%

23. Associate membership (per year)

Answer	Responses	Percentage
Less than £10	85	17%
£10-20	111	23%
£20-30	84	17%
£30-40	30	6%
£40-50	65	13%
More than £50	46	9%
I am not willing to pay/I think it should be free	67	14%

Section 6: CODP Future

24. Please indicate your most preferred Organisational Model:

Answer	Responses	Percentage
Standalone independent organisation	364	75%
Function within other organisation or professional body	80	16%
Merger with another organisation or as an umbrella organisation	30	6%
Wind up CODP	14	3%

25. Why is this your most preferred option?

266 responses received.

Standalone – respondents mentioned issues such as autonomy, independence, meeting bespoke ODP needs and having organisation solely focussed on ODPs. Parity with other health professions.

Wind up CODP – respondents less likely to see current relevance of CODP

26. Please indicate your least preferred Organisational Model:

Answer	Responses	Percentage
Standalone independent organisation	61	13%
Function within other organisation or professional body	57	12%
Merger with another organisation or as an umbrella organisation	131	27%
Wind up CODP	239	49%

27. Why is this your least preferred option?

233 responses received.

Wind up CODP – respondents felt there would be even less recognition of the profession, their voice would be lost, there would be no one body to advocate for them.

Standalone – varied views, but many centred on how sustainable a standalone organisation will be going forward.

Function & Merger – very similar responses, largely respondents felt this would mean less autonomy for CODP, your voice would not be amplified, but instead would be lost among competing priorities.

28. Do you have any further comments relating to the CODP Draft Constitution 2022?

63 responses received.

Not exclusively, but a significant number of comments were quite encouraged about being involved in this consultation, and keen to be part of the future. A few comments mentioned 'don't be too expensive'.

29. Other than the Professional Council, what committees/sub-committees do you consider could be structured within CODP?

104 responses received.

Education/CPD received the greatest recognition, but other suggestions included students/apprentices, research, governance, professional standards, legal issues, groups for different ODP roles and/or regionally based groups.

30. Would you like to become involved with the College at this important time?

	Answer	Responses	Percentage
	Yes	192	42%
	No	265	58%