

Programme Specification (Undergraduate)

Date created: n/a Last amended: 05/12/2022 Version no. 1

FOR ENTRY YEAR: 2023/24

Programme title(s) and code(s):

BSc Physiotherapy

*Certificate of Higher Education in Physical Rehabilitation

*Diploma of Higher Education in Physical Rehabilitation

Notes

a) HECOS Code

| HECOS Code | % |
|----------------------|-----|
| 100252 Physiotherapy | 100 |

b) UCAS Code (where required)

B160

2. Awarding body or institution:

University of Leicester

3. a) Mode of study

Full-time

b) Type of study

Campus-based

4. Registration periods:

The normal period of registration is three years

The maximum period of registration five years

5. Typical entry requirements

a) Academic Entry Criteria

- A2 Level Grades: ABB including Biology, Human Biology or Physical Education at Grade B or above.
- Scottish Advanced Higher: ABB
- Irish Leaving Certificate Pre 2017 : AABBB, to include Biology
- Irish Leaving Certificate Post 2017: H1, H2, H2, H2, H2 to include Biology and English.
- Welsh Baccalaureate Advanced Diploma (Core): Pass at B or Higher, plus A2 levels to include Biology, Human Biology or Physical Education at Grade B or above.
- BTEC Extended Diploma: DDD plus A2 Level in Biology, Human Biology or Physical Education at Grade B or above. If the Diploma is sports related, A2 Level Physical Education will not be accepted.

^{*} An award marked with an asterisk is only available as an exit award and is not available for students to register onto.

- BTEC Diploma: DD plus two A2 Levels in Biology, Human Biology or Physical Education at Grade B or above. If the Diploma is sports related, A2 Level Physical Education will not be accepted.
- BTEC Subsidiary Diploma: D plus two A2 Levels in Biology, Human Biology or Physical Education at Grade B or above. If the Diploma is sports related, A2 Level Physical Education will not be accepted.
- OCRCT Introductory Diploma plus two A2 Levels at Grade B or above. If the Diploma is sports related, A2 Level Physical Education will not be accepted.
- International Baccalaureate: 34 IB points to include 6 IB points at higher level Biology.
- Cambridge Pre-U (Principal Subject): M1, M1, M2 to include Biology, Human Biology or Sports Science.
- Access to Higher Education Diploma: Access to Higher Education Diploma with 45 credits overall at Level 3 including:
 - 15 credits in topics relating to Human Biology or Anatomy and Physiology
 - 30 credits passed at Distinction
 - 15 credits passed at Merit
 - Foundation Year for Health Care Professions: 120 credits with all modules passed at 70% or above. At least 30 credits must relate to the topics of Human Biology or Anatomy or Physiology.
- English Language: IELTS 7.0 with a minimum score of 7.0 in Listening, Reading and Speaking and a minimum score of 6.5 in Writing.
- Normal GCSE Requirements: At least six GCSEs (or equivalent) A*-C or 9-4, to include Mathematics: A*-C or 9-4 and English Language: A*-C or 9-4

b) Notes on Entry Qualifications

- A Pass in Science Practical will be required if applicant is taking the reformed A2 Level Biology (England). Applicants not given the opportunity to study science practical by their institute will be considered on an individual basis.
- Equivalent qualifications for GCSE Mathematics and English Language and Level 2 Key Skills/Functional Skills are not accepted.
- A2 Level in General Studies, Extended Project Qualification and Critical Thinking, will not be accepted.

c) Additional Requirements

All students must be 18 years of age at the commencement of the programme.

Evidence of recent study (within the last five years).

Successful competency and values based multiple mini interview. (Including literacy / numeracy / digital and technological literacy capability)

Demonstrate potential to lead and a commitment to provide safe and compassionate nursing care.

Satisfactory Occupational Health Clearance to meet the professional activities of the nurse.

Disclosure and Barring Service (DBS) screening: caring for vulnerable adults and children.

6. Accreditation of Prior Learning

Students entering the University of Leicester BSc (Hons) Physiotherapy course may apply for Credit Transfer, for Year 1 only, in respect of their previous study at an appropriate level, to a maximum of 60 credits. If this is awarded, they will be exempt from having to pass one or more modules on the

course, on the grounds that they have already met the learning outcomes for those modules by other means.

APL will be assessed on a case by case basis at the point of application following an outcome by curriculum matching process, which is only likely to apply in exceptional cases.

7. Programme aims

The programme aims to provide students with the knowledge, skills, attitudes and values to underpin contemporary physiotherapy practice and develop their competence in applying clinical skills to the practice of physiotherapy. Students will develop their clinical reasoning and decision-making skills to enable them to undertake best physiotherapy practice. The programme will facilitate the student to develop the competencies required for autonomous practice in a diverse range of health and social care settings.

The programme aims to promote research awareness and its application to physiotherapy practice and the wider health and social care context and to provide the student with the skills to adapt and respond positively to change. In doing this, students will develop key transferable skills to prepare them for graduate employment.

Throughout the programme students will get the opportunity to enhance the development of their interpersonal skills along with effective team working and partnership skills. This promotes engagement in lifelong learning, which is a key feature of the development of an autonomous professional.

The programme promotes effective inter-professional working practices and facilitates the development of leadership, management and entrepreneurial skills.

The programme is designed to provide education and training that is approved by the Health and Care Professions Council (HCPC) and the Chartered Society of Physiotherapy (CSP).

8. Reference points used to inform the programme specification

- QAA Benchmarking Statement
- Framework for Higher Education Qualifications (FHEQ)
- UK Quality Code for Higher Education
- University Education Strategy
- University Assessment Strategy
- University of Leicester Periodic Developmental Review Report
- External Examiners' reports (annual)
- United Nations Education for Sustainable Development Goals
- Student Destinations Data
- Health and Care Professions Council Standards of Proficiency
- Health and Care Professions Council Standards of Education and Training
- Chartered Society of Physiotherapy Learning and Development Principles
- NHS Knowledge and Skills Framework

9. Programme Outcomes

Unless otherwise stated, programme outcomes apply to all awards specified in 1. Programme title(s).

d) Discipline specific knowledge and competencies

i) Mastery of an appropriate body of knowledge

| Intended Learning Outcomes | Teaching and Learning Methods | How Demonstrated? |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| A successful student should be able to: work ethically and respectfully within a multi-disciplinary team (MDT) to deliver the best available treatment, using the best available evidence where the patient/client is the direct focus of the therapeutic process. | Learning in clinical practice, Inter-professional education sessions. | Essays/written assignments, professional portfolios, seminar presentations, poster presentations, role play, and simulations. |
| To develop as a practitioner who has the ability to use best practice to inform, design and execute a programme of treatment, carried out sensitively in conjunction with the patient and to a high level. | Lectures, Tutorials, Simulation Events, Seminars, Problem solving classes, patient scenarios | Problem based examinations, competency based assessment, patient case studies, |
| To be committed to proactive continued professional development and to reflect upon personal performance. | Lectures, Tutorials, Simulation Events, Seminars, Problem solving classes, patient scenarios, Directed reading, | Essays/written assignments, professional portfolios, seminar presentations, computer based exercises, contribution to discussions |
| To demonstrate the skills of problem-solving, innovation, enterprise, flexibility and resourcefulness to meet the changing needs of Health Care in a variety of settings. | Simulation Events, Seminars, Problem solving classes, patient scenarios, Project supervision, Resource-based learning, Independent research, Computer practical classes, | Essays/written assignments, professional portfolios, seminar presentations, poster presentations, role play, simulations, supervised project work, Problem based examinations, competency based assessment, patient case studies. |

ii) Understanding and application of key concepts and techniques

| Intended Learning Outcomes | Teaching and Learning Methods | How Demonstrated? |
|--------------------------------------------------------|---------------------------------------------------------------|--------------------------------------------------------------|
| A successful student should | Lectures, Tutorials, Seminars, | Essays/written assignments, |
| be able to: Apply theories, concepts and principles of | Simulation Events, Directed reading, Problem solving classes, | seminar presentations, poster presentations, role play, |
| Physiotherapy practice to deliver patient-centred care | patient scenarios, Resource- based learning, Independent | simulations, problem based examinations, computer based |
| to a wide range of individuals; | research, learning in clinical practice | exercises, competency based assessment, patient case studies |

| Intended Learning Outcomes | Teaching and Learning Methods | How Demonstrated? |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Recognise potential risk and intervene to prevent possible, complications occurring; | Tutorials, Seminars, Simulation Events, Computer practical classes, Project supervision, Problem solving classes, patient scenarios, learning in clinical practice | Essays/written assignments, seminar, role play, simulations, problem based examinations, computer based exercises, competency based assessment, patient case studies |
| Analyse and interpret relevant health education/promotion information and use this knowledge to promote the health and well-being of patients. | Lectures, Tutorials, Seminars, Directed reading, Resource- based learning, Independent research, learning in clinical practice | Essays/written assignments, seminar, problem based examinations, computer based exercises |
| Interpret and apply appropriate research and other evidence to underpin care decisions that can be justified | Lectures, Tutorials, Seminars, Simulation Events, Project supervision, Directed reading, Resource-based learning, Independent research, learning in clinical practice | Essays/written assignments, seminar, poster presentations, contribution to discussions and supervised project work |
| Assess priorities in practice and deliver care competently to meet identified needs | Lectures, Tutorials, Seminars, Simulation Events, Directed reading, Problem solving classes, patient scenarios, Resource- based learning, Independent research, learning in clinical practice | Essays/written assignments, seminar presentations, poster presentations, role play, simulations, problem based examinations, computer based exercises, competency based assessment, patient case studies |
| Formulate and document a plan of care in partnership with, and with the consent of, patients and, where appropriate, their carers and other members of the MDT | Lectures, Tutorials, Seminars, Simulation Events, Problem solving classes, patient scenarios, learning in clinical practice | Essays/written assignments, seminar presentations, role play, simulations, problem based examinations, computer based exercises, patient case studies |
| Demonstrate personal and professional accountability for patient care; | Tutorials, Seminars, Simulation Events, Problem solving classes, patient scenarios, learning in clinical practice | Essays/written assignments, seminar presentations, role play, simulations, problem based examinations, computer based exercises, patient case studies, professional portfolio |
| Accurately document and evaluate the outcomes of care and other interventions | Tutorials, Seminars, Simulation Events, Problem solving classes, patient scenarios, learning in clinical practice | Essays/written assignments, seminar presentations, role play, simulations, problem based examinations, computer based exercises, patient case studies, |

iii) Critical analysis of key issues

| Intended Learning Outcomes | Teaching and Learning Methods | How Demonstrated? |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| A successful student should be able to: Demonstrate the development of analytical techniques and problemsolving skills expected of an autonomous physiotherapy practitioner. | Tutorials, Seminars, Simulation Events, Problem solving classes, patient scenarios, Resource- based learning, Independent research, learning in clinical practice | Essays/written assignments, professional portfolios, seminar presentations, poster presentations, simulations, patient case studies, contribution to discussions |

iv) Clear and concise presentation of material

| Intended Learning Outcomes | Teaching and Learning Methods | How Demonstrated? |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| A successful student should be able to: Present and explain topics, issues, ideas and arguments in a variety of written and oral forms; | Seminars, Problem solving classes, patient scenarios, learning in clinical practice | Essays/written assignments, seminar presentations, poster presentations, simulations, competency based assessment, patient case studies, contribution to discussions |
| Demonstrate skills of analysis and synthesis of material and appropriate use of academic and research conventions | Seminars, Problem solving classes, patient scenarios, learning in clinical practice | Essays/written assignments, seminar presentations, poster presentations, simulations, competency based assessment, patient case studies, contribution to discussions |

v) Critical appraisal of evidence with appropriate insight

| Intended Learning Outcomes | Teaching and Learning Methods | How Demonstrated? |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Critically appraise and evaluate evidence, arguments and assumptions, reaching sound judgements, and effectively communicating within their sphere of practice | Tutorials, Seminars, Directed reading, Problem solving classes, Resource-based learning, Independent research, learning in clinical practice | Essays/written assignments, seminar presentations, poster presentations, competency based assessment, contribution to discussions and supervised project work |

vi) Other discipline specific competencies

| Intended Learning Outcomes | Teaching and Learning Methods | How Demonstrated? |
|------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| A successful student should be able to: Demonstrate professional autonomy and accountability in core physiotherapy practice; | Tutorials, Seminars, Simulation Events, Problem solving classes, Computer practical classes, patient scenarios, learning in clinical practice | Essays/written assignments, seminar presentations, poster presentations, role play, simulations, computer based exercises, patient case studies, contribution to discussions |

| Intended Learning Outcomes | Teaching and Learning Methods | How Demonstrated? |
|-----------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|
| Demonstrate effective interprofessional relationships within the MDT; | Learning in clinical practice, Inter-professional education sessions, Computer practical classes | Essays/written assignments, professional portfolios, seminar presentations, poster presentations, role play, simulations, |
| Demonstrate proficiency and confidence in the role of the physiotherapist in health promotion | Lectures, Tutorials, Seminars, Directed reading, Resource- based learning, Independent research, learning in clinical practice | Essays/written assignments, seminars, problem based examinations, computer based exercises |

e) Transferable skills

i) Oral communication

| Intended Learning Outcomes | Teaching and Learning Methods | How Demonstrated? |
|-----------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|
| Present information to a contemporary audience. | Group and individual discussion, group presentation and tutorials. Practice Placement | Assessed individual and group presentations. Achievement of specified practice and fundamental outcomes |
| Demonstrate skills in dealing with patients, staff, carers and peers. | Group and individual discussion, group presentation and tutorials. Practice Placement | Assessed individual and group presentations. Achievement of specified practice and fundamental outcomes |

ii) Written communication

| Intended Learning Outcomes | Teaching and Learning Methods | How Demonstrated? |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|
| Construction of written work in an accurate, timely, thoughtful, concise format, which meets the specified requirements of the programme. Achieve the required standard for the completion of appropriate records in relation to patient assessment and treatment; and recording and reporting of incidents and procedures. | Lectures and tutorials on study skills self-directed learning Practice placement | Written assignments, reports, case studies and essays. Achievement of specified practice outcomes |

iii) Information technology

| Intended Learning Outcomes | Teaching and Learning Methods | How Demonstrated? |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|
| Show a range of IT skills, such as word processing, SPSS, preparation of presentations, the use of the world wide web. Demonstrate the use of computers in the workplace as required | Practice Placement, group work and self-directed learning. Library based seminars and on- line resources | Assessed group work presentation, student assignments. Achievement of specified practice outcomes |

iv) Numeracy

| Intended Learning Outcomes | Teaching and Learning Methods | How Demonstrated? |
|-----------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| Application of numeracy skills in clinical practice. Analysis of data from patient related outcome measures and clinical research | Lectures, tutorials, library based seminars and on-line resources | Written examination, module assessment and dissertation. Application on practice placements |

v) Team working

| Intended Learning Outcomes | Teaching and Learning Methods | How Demonstrated? |
|--------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|
| Work collaboratively and independently in the student group. Become an proactive member of a multidisciplinary team providing patient care | Tutorials, Simulation Events, Group work and Practice Placements. Assessed group work presentation, student assignments. | Achievement of specified Practice and fundamental outcomes |

vi) Problem solving

| Intended Learning | Teaching and Learning Methods | How Demonstrated? |
|-----------------------------|-------------------------------|--------------------------|
| Outcomes | | |
| Students will develop their | Tutorials, group work and | Assessed group work |
| clinical reasoning and | Practice Placements. | presentation, student |
| decision-making skills to | Assessed group work | assignments. |
| enable them to undertake | presentation, student | Achievement of specified |
| best physiotherapy practice | assignments and on-line | practice outcomes |
| | resources | |
| | resources | |

vii) Information handling

| Intended Learning Outcomes | Teaching and Learning Methods | How Demonstrated? |
|----------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|
| To be capable of gathering, synthesising and analysing patient related information from multiple sources | Lectures, tutorials, self-directed learning, on-line resources and practice placements | Assessed group work presentation, student assignments and dissertation. Achievement of specified practice outcomes |

viii) Skills for lifelong learning

| Intended Learning Outcomes | Teaching and Learning Methods | How Demonstrated? |
|--------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|----------------------------------------------------------------------------------------------------|
| To apply and develop a range of lifelong learning skills including reflection, listening, note | Lectures, tutorials, self-directed learning, on-line resources | Student assignment, written and practical examination and completion of personal development plans |
| taking, discussion, self | | |
| -study, reference sourcing, time management, critical analysis and evaluation, and independent practice. | | |
| To assess their own lifelong learning skills and relate them to career awareness and their choice of future educational development. | | |

10. Progression points

This programme follows the standard Scheme of Progression set out in <u>Senate Regulations</u> – see the version of Senate Regulation 5 governing undergraduate programmes relevant to the year of entry.

The following additional award requirements for this programme have been approved, in conjunction with the Chartered Society of Physiotherapists (CSP) progression requirements:

- Students will be required to achieve 120 credits at both levels 4 and 5 of the programme and achieve the minimum hours of study in order to progress to the next year.
- Students must pass all components of all modules at 40% in order to pass the module and be awarded credit.
- In addition to the above, students will be required to achieve 120 credits at level 6 from the 6 taught modules in the third year of the programme and achieve the minimum hours of study in order to receive the final award.
- Students must pass all components of all modules at 40% in order to pass the module and be awarded credit.
- For all module assessments, the students will need to receive a mark of 40% or over, for each element of assessment, in order to pass the module.
- Where there are multiple assessments for a single module, compensation between elements will not be permitted; all components must be passed at 40% or greater, including re-sit attempts where the mark will then be capped at 40%. In relation to clinical placements (Placement Education modules 1-5), a student may only re-sit two placement education modules, of which only one can be at level 6. There is no compensation permitted between clinical elements of the programme; all components must be passed at 40% or greater.
- In cases where a student has failed to meet a requirement to progress they will be required to withdraw from the course.

a) Course transfers

n/a

11. Criteria for award and classification

This programme follows the standard scheme of undergraduate award and classification set out in <u>Senate Regulations</u> – see the version of <u>Senate Regulation 5 governing undergraduate programmes</u> relevant to the year of entry.

12. Special features

There is a large emphasis on Practice Placement associated with this programme.

All students are supported by a named visiting tutor throughout the practice placement element of the course.

Pre-clinical modules that prepare students for practice placements are supported by learning activities in clinical simulation labs, the anatomy dissecting room and by online resources.

Progression and Award Boards are typically held in July, August and September each year.

13. Indications of programme quality

Internal assessment of programme quality is assessed by the University Programme Approval Panel.

External assessment of programme quality is carried out by initial programme approval by the Health and Care Professions Council (HCPC) and the Chartered Society of Physiotherapists (CSP), plus ongoing annual approvals by the HCPC and CSP; and the standard process of External Examination as specified in the Senate Regulations.

14. External Examiner(s) reports

The details of the External Examiner(s) for this programme and the most recent External Examiners' reports for this programme can be found at exampapers@Leicester [log-in required]



Programme Specification (Undergraduate) FOR ENTRY YEAR: 2023/24

Date created: n/a Last amended: 05/12/2022 Version no. 1

Appendix 1: Programme structure (programme regulations)

The University regularly reviews its programmes and modules to ensure that they reflect the current status of the discipline and offer the best learning experience to students. On occasion, it may be necessary to alter particular aspects of a course or module.

BSc Physiotherapy

Level 4/Year 1 2023/24

Credit breakdown

| Status | Year long | Semester 1 | Semester 2 |
|----------|-----------|------------|------------|
| Core | n/a | 60 credits | 60 credits |
| Optional | n/a | n/a | n/a |

120 credits in total

Core modules

| Delivery period | Code | Title | Credits |
|-----------------|--------|-------------------------------------------|------------|
| Sem 1 | PH1001 | Clinical Skills 1: Appendicular Anatomy | 15 credits |
| Sem 1 | PH1002 | Clinical Skills 1: Pathophysiology 1 | 15 credits |
| Sem 1 | PH1003 | Clinical Skills 1: Introducing Practice 1 | 15 credits |
| Sem 1 | PH1004 | Professional Development 1 | 15 credits |
| Sem 2 | PH1005 | Clinical Skills 1: Axial Anatomy | 15 credits |
| Sem 2 | PH1006 | Clinical Skills 1: Pathophysiology 2 | 15 credits |
| Sem 2 | PH1007 | Clinical Skills 1: Introducing Practice 2 | 15 credits |

| Delivery period | Code | Title | Credits |
|-----------------|--------|---------------------------|------------|
| Sem 2 | PH1008 | Evidence Based Practice 1 | 15 credits |

Notes

n/a

Level 5/Year 2 2024/25

Credit breakdown

| Status | Year long | Semester 1 | Semester 2 |
|----------|-----------|------------|------------|
| Core | n/a | 60 credits | 60 credits |
| Optional | n/a | n/a | n/a |

120 credits in total

Core modules

| Delivery period | Code | Title | Credits |
|-----------------|--------|-----------------------------------------------------------|------------|
| Sem 1 | PH2001 | Clinical Skills 2: Developing MSK Professional Practice | 15 credits |
| Sem 1 | PH2002 | Clinical Skills 2: Developing Cardio-Respiratory Practice | 15 credits |
| Sem 1 | PH2003 | Clinical Skills 2: Developing Neurological Practice | 15 credits |
| Sem 2 | PH2004 | Evidence Based Practice 2 | 30 credits |
| Sem 2 | PH2005 | Professional Development 2 | 15 credits |
| Sem 1 | PH2006 | Practice Education 1 | 15 credits |
| Sem 2 | PH2007 | Practice Education 2 | 15 credits |

Notes

n/a

Level 6/Year 3 2025/26

Credit breakdown

| Status | Year long | Semester 1 | Semester 2 |
|----------|------------|------------|------------|
| Core | 75 credits | 15 credits | 30 credits |
| Optional | n/a | n/a | n/a |

120 credits in total

Core modules

| Delivery period | Code | Title | Credits |
|-----------------|--------|---------------------------------------|------------|
| Year long | PH3001 | Clinical Skills 3: Enhancing Practice | 15 credits |
| Year long | PH3002 | Professional Development 3 | 30 credits |
| Year long | PH3003 | Evidence Based Practice 3 | 30 credits |
| Sem 1 | PH3004 | Practice Education 3 | 15 credits |
| Sem 2 | PH3005 | Practice Education 4 | 15 credits |
| Sem 2 | PH3006 | Practice Education 5 | 15 credits |

Notes

n/a

Appendix 2: Module specifications

See undergraduate module specification database [login required] (Note - modules are organized by year of delivery).

Appendix 3: Skills matrix