

# Cancer and Diagnostics Programme 2023-24 education and training funding offers

Workforce, Training and Education Directorate – South East region

# This document...

Provides an overview of the **expected** 2023-24 education & training and wider funding offers to support the cancer and diagnostics workforce, being overseen by the South East Workforce, Training and Education (WT&E) Cancer and Diagnostic programme. Please note that this is not exhaustive.

## It also outlines:

- the SE WT&E Cancer and Diagnostics programme team and how you can contact them
- the partners that the programme will work with to support delivery of cancer and diagnostic services by having the right people, with the right skills, in the right roles at the right time. We continue to work with systems and partners to support areas including community diagnostic centres, elective recovery and workforce transformation which may not link directly to a specific funded offer.
- nationally funded activity led by the national WT & E Cancer and Diagnostic programme
- It does *not* include numbers relating to the expansion of formal scientific and medical training programmes in the region

## It is intended to:

- provide information to support organisations and systems with their workforce strategies and plans, including contact details

## Important - please kindly note:

- nationally, funding offers and linked criteria are still being confirmed so these may be subject to change
- work to create the new NHS England continues and this may impact the programme's future work and ways of working
- the programme team will link directly with relevant teams as part of managing funded offers as soon as possible, however, please do get in touch if you would like more information on anything outlined in this summary

# National metrics and outcomes

The education and training funded offers being outlined are identified by NHS England Cancer and Diagnostics programmes in conjunction with the Workforce, Training and Education team, informed by relevant professional and educational expertise and support the delivery of national policy and directives.

There are currently two strategic metrics for the national cancer and diagnostics workforce programme:

- **Increase of 3800 learners within education and training pipeline by 31 March 2024**
- **Growth in staff in post in identified cancer and diagnostics professions by 31 March 2024**

Regional teams work with stakeholders including healthcare and education providers, learners and trainers to support the workforce in the region via various targeted education and training offers, many of which come with dedicated funding, to realise these national ambitions.

Work is taking place nationally to review these metrics and their outcomes.

# Programme Team overview

Role	Name	Contact Email
Senior Responsible Officer (SRO)	Paul Newell	
Programme Lead	Siobhan O'Donnell	<a href="mailto:siobhan.odonnell@hee.nhs.uk">siobhan.odonnell@hee.nhs.uk</a>
Programme Manager	Tessa Candy	<a href="mailto:tessa.candy@hee.nhs.uk">tessa.candy@hee.nhs.uk</a>
PPMO* Project Team Manager	Callum Boyd	<a href="mailto:callum.boyd@hee.nhs.uk">callum.boyd@hee.nhs.uk</a>
PPMO* Project Manager	Chika Alfred	<a href="mailto:chika.alfred@hee.nhs.uk">chika.alfred@hee.nhs.uk</a>
Project co-ordinator	Mahvish Khan	<a href="mailto:mahvish.khan@hee.nhs.uk">mahvish.khan@hee.nhs.uk</a>
Endoscopy Training Academy Senior Project Manager	Ashleigh Stewart	<a href="mailto:ashleigh.stewart@hee.nhs.uk">ashleigh.stewart@hee.nhs.uk</a>
Endoscopy Training Academy Project Officer	Isobel Martin	<a href="mailto:isobel.martin@hee.nhs.uk">isobel.martin@hee.nhs.uk</a>
Imaging Training Academy Senior Project Manager	Kerry Drover	<a href="mailto:kerry.drover@hee.nhs.uk">kerry.drover@hee.nhs.uk</a>
Imaging Training Academy Project Officer	Laly Pazhayathu Valsala	<a href="mailto:laly.pazhayathu-valsala@hee.nhs.uk">laly.pazhayathu-valsala@hee.nhs.uk</a>
<i>Healthcare Science Practice Educator activity lead</i>	<i>Shakira Greaves</i>	<a href="mailto:shakira.greaves@hee.nhs.uk">shakira.greaves@hee.nhs.uk</a>

**For all general enquiries:** please email us via [canceranddiagnostics.se@hee.nhs.uk](mailto:canceranddiagnostics.se@hee.nhs.uk)

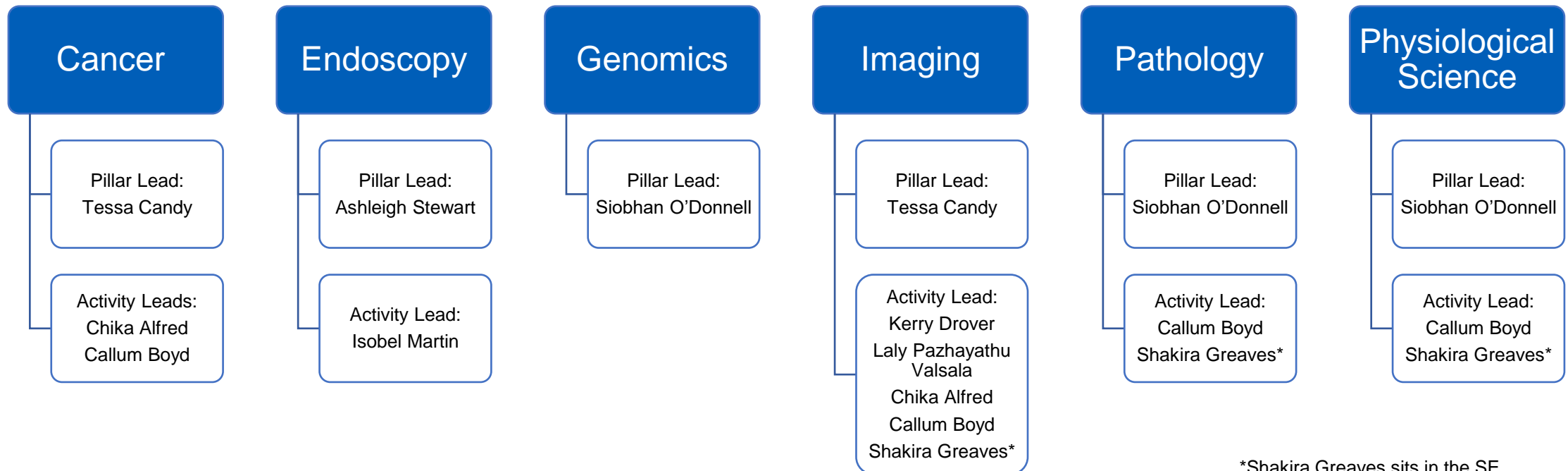
\*PPMO – Performance and Programme Management Office

# Pillar and Activity Leads

To manage education and training offers and to support stakeholders, the programme will be managed via pillar and activity leads whilst the creation of the new NHS England takes shape across the region over the coming months.

**Pillar Leads:** Responsible for oversight of all deliverables and related work within pillar, including approach, progress, financial management and associated risks. Responsible for providing appropriate assurance to Programme Lead, and SRO and associated governance structures.

**Activity Leads:** Responsible for the operational delivery of the linked funding offer/deliverables. This includes preparation, planning, communication, stakeholder engagement, monitoring of uptake of funded offers, reporting, and risk awareness.



\*Shakira Greaves sits in the SE Education Commissioning team

# Partnership working

Key to the delivery of the programme is direct partnership working with multiple organisations to implement education and training offers. This can require cross boundary and organisational working. Below is an overview of some of the partnerships in place, many of which have additional diagnostics or cancer focused teams and structures. The programme, based within the NHSE SE W,T&E Directorate, also works closely with the NHS England SE Cancer and Diagnostic programmes.

<b>Integrated Care Systems &amp; their providers</b>	Hampshire & Isle of Wight	Dorset	Swindon [Bath, Swindon & Wiltshire]	Buckinghamshire, Oxfordshire & Berkshire West	Frimley Health & Care	Surrey Heartlands	Sussex Health & Care Partnership	Kent & Medway
<b>NHSE Local Office – WT&amp;E (Deaneries)</b>	Wessex			Thames Valley <i>includes MKUH and CNWL-MK &amp; Wexham Park and Heatherwood</i>		Kent, Surrey & Sussex <i>Includes Frimley Park Hospital</i>		
<b>Cancer Alliances</b>	Wessex		Thames Valley		Surrey & Sussex			Kent & Medway
<b>Imaging Networks</b>	SE3		<i>SW1 in South West</i>	<i>SE1 – includes MKUH NHS Trust</i>		SE2		SE4
<b>Pathology Networks</b>	South 6		<i>South 3 In South West</i>	<i>South 4 (note – Royal Berks is in South 5)</i>		<i>South 5 (note – Surrey &amp; Sussex healthcare NHS Trust is in South 7)</i>		South 7  South 8
<b>Genomic Lab Hubs</b>	Central and South				South East			
<b>Genomic Medicine Alliance</b>	Central and South				South East			

# Funded activity: Cancer

Programme pillar lead: Tessa Candy, <a href="mailto:Tessa.candy@hee.nhs.uk">Tessa.candy@hee.nhs.uk</a>				
Investment (initiative)	Type of funding	Description	Regional ambition	SE Activity Lead
Chemotherapy nursing	Training grants	Supporting the development of new and existing chemotherapy nurses to meet identified development needs across: specialist areas of training, leadership, communication and research.	20	Chika Alfred
Cancer nurse specialists	Training grants	Supporting the development of new and existing Cancer Nurse Specialists to meet identified development needs across: specialist areas of training, leadership, communication and research.	48	Chika Alfred
Return to Practice	Enhanced funding to employers	Contributing to the expansion of the cancer nursing workforce through supporting returners to employment within cancer nursing.	7	WT&E Nursing team
Care and Pathway Navigators	Training grants	Explore new routes into and the development of care/pathway navigators, including upskilling and apprenticeships, to maximise impact of the roles.	7	Callum Boyd
Advanced practitioners	Training grants	Supporting the development of multidisciplinary advanced practitioners working within the cancer pathway, from diagnosis to end of life care.	7	WT&E Advancing Practice Faculty
Nationally led/single region only (may require regional input)				
Gateway C	Development and delivery of a national online education platform and resources; Supporting early diagnosis of cancer through provision of bespoke online education platform and resources to support education and training of primary care workforce (GPs primarily, but with wider applicability to primary care and acute care workforce).			
Advanced Practice role in Oncology	Development of a new Advanced Practice role in Oncology, with a pilot in the North East region.			
ACCEnd programme	Multi year project "Aspiring Cancer Career & Development Programme and Development" to establish cancer nursing and allied health professionals career and competency framework, supporting the development and sustainability of these professionals, including training routes at all levels. Work includes development and roll out of cancer support worker training.			

# Funded activity: Endoscopy

Programme pillar lead: Ashleigh Stewart, <a href="mailto:Ashleigh.stewart@hee.nhs.uk">Ashleigh.stewart@hee.nhs.uk</a>				
Investment (initiative)	Type of funding	Description	Regional ambition	SE Activity Lead
Clinical endoscopy programme	Training grants	Fully funded intensive training programme (both academic and clinical education and training), to train and upskill existing healthcare staff to become proficient clinical endoscopists, increasing capacity to allow consultants to perform more complex cases (including screening).	12	Ashleigh Stewart
Endoscopy Training Academy	Direct funding to support via virtual core team and regional training hubs	Longer term model for sustainable multi-professional endoscopy training, increasing the number of learners and accelerating transition to the endoscopy workforce. Focus on training and education of the future workforce, using regional resources, co-ordination and innovative delivery.	1	Ashleigh Stewart
JETS workforce programme	Training grants	Supporting endoscopy workforce training and competency assessments using the JAG developed and approved blended learning JETS workforce programme.	80	Isobel Martin
Care navigators	Training grants Salary Support	Supporting roles to coordinate and provide first line support to the patient whilst they are moving through the diagnostic pathway, improving efficiency in diagnosis and onward management. Funding supports piloting of these roles.	1	Ashleigh Stewart
Practice Education	Training grants Salary support	Supporting those who facilitate and support clinical based learning within endoscopy in their roles, including their development.	2	Isobel Martin



# Funded activity: Endoscopy Training Academy



To support the ambitions for diagnostics outlined by Prof Sir Mike Richards, since 2021 each region has been required to develop and implement an Endoscopy Training Academy, to support an increase in the numbers of learners and an increased number of staff able to enter the workforce. The Academy currently receives national funding and objectives (outlined below).

Supported by a virtual core Academy Leadership team, hub sites based within endoscopy departments are working with relevant education and professional groups to implement a regional model to support the whole endoscopy workforce.

Nationally agreed objectives 2023-24	Lead Team
To enable training for administrative and booking staff through the regional Endoscopy Academy	Regional
To increase regional capacity (and/or quality) for training of Assistant Screening Practitioners as part of the regional Endoscopy Academy	N/A for region
To facilitate a plan for the regional endoscopy training academy to become self sustaining beyond 2024-25 <ul style="list-style-type: none"> <li>• Demonstrate academy alignment to local systems</li> </ul>	Regional
To conduct a maturity assessment for the regional Endoscopy Academy	Regional
To conduct a national evaluation of the Training Academies programme	National
To enable the delivery of Clinical Endoscopist training through the regional Endoscopy Academy	Regional
To facilitate the delivery of immersive endoscopy training through the regional Endoscopy Academy	Regional
To enable training for the Endoscopy nurse workforce through the regional Endoscopy Academy	Regional

# Funded activity: Imaging

Programme pillar lead: Tessa Candy, <a href="mailto:Tessa.candy@hee.nhs.uk">Tessa.candy@hee.nhs.uk</a>				
Investment (initiative)	Type of funding	Description	Regional ambition	SE Activity Lead
Reporting radiographer training	Training grants	To support the upskilling of radiographers in image interpretation and reporting, increasing the number of radiographers who can contribute to image interpretation and reporting within clinical imaging teams.	30	Laly Pazhayathu Valsala
Imaging Training Academy	Direct funding to support via virtual core team and regional training hubs	Longer term model for sustainable multi-professional imaging training, combining sonography and imaging. Focus on training and education of the future workforce, using regional resources, coordination and innovative delivery. Work to include the existing Ultrasound Academy as part of the Imaging Training Academy.	1	Kerry Drover
Radiography apprenticeships	Training grants	Development of the imaging and radiography workforce at all levels through apprenticeship programmes from Level 3 – Level 6.	39	Chika Alfred
Practice Education	Training grants and salary support	To provide support for learners at all levels, through all routes of education and training, supporting new and existing practice education roles where appropriate, and increasing of practice placement capacity. To include: sonography, mammography, medical physics, clinical engineering, educational route additional support, diagnostic and therapeutic radiographers for all levels of learners.	33	Tessa Candy Kerry Drover Shakira Greaves Laly Pazhayathu Valsala
Development and upskilling to enhanced level of practice	Training grants	To support the upskilling of the imaging and radiography workforce to enable them to practice at enhanced level, through all four core pillars of practice; clinical, education, research and leadership. Support will also be explored in leadership and research at Advanced Practice level.	TBC	Callum Boyd
Medical Physics technologist training	Training grants	Supporting employers to train medical physics technologists via programmes such as Healthcare Science Practitioner Level 6 Apprenticeship in Medical Physics and IPEM Clinical technologist Training Scheme.	3	Kerry Drover
CT Colonography training	Training grants	Supporting radiographers and radiologists to develop skills within scan acquisition and interpretation in colonography.	TBC	Kerry Drover

# Funded activity: Imaging Training Academy

To support the ambitions for diagnostics outlined by Prof Sir Mike Richards, since 2021 each region has been required to develop and implement an Imaging Training Academy, to support an increase in the numbers of learners and an increased number of staff able to enter the workforce. The Academy currently receives national funding and objectives (outlined below).

Supported by a virtual core Academy Leadership team, Imaging Networks and hub sites are working with relevant education and professional groups to implement a regional model to support the whole imaging workforce.

Nationally agreed objectives 2023-24	Lead Team
To produce a Research and Development Plan for the regional training academy	National
To facilitate a plan for the regional imaging training academy to become self-sustaining beyond 2024-25 <ul style="list-style-type: none"><li>• Demonstrate academy alignment to local systems</li></ul>	National/ regional
To conduct a maturity assessment for the regional Imaging Academy	Regional
To enable the delivery of a radiology nurse training programme through the Imaging Academy	Regional
To facilitate a programme to support training for Assistant Practitioners as part of the Imaging Academy	Regional
To conduct a national evaluation of the Training Academies programme	National

# Funded activity: Imaging (national)

Nationally led/single region only (may require regional input)	
National Breast Imaging Academy	Deliver innovative solutions that address breast imaging workforce shortages and increase training capacity. Includes workforce transformation activities, e.g. Post-CCT [Certificate of Completion of Training] Breast Fellowship pilot, Breast Clinician Credential pilot, e-Learning for Health programmes, Advanced Clinical Practice in Breast Diagnosis project, Mammography Associate Apprenticeship course delivery.
Advanced Practice in breast diagnosis	<p>Nationally led project to explore and assess the current and potential impact of Advanced Practice [AP] in Breast Diagnosis. The project will describe level of advanced practice expressed through the (new) role that may include physical assessment, communication and shared decision making (risk stratified care), onward referral, ongoing follow up (surveillance) and liaison with other key workers. This is to ensure high quality, holistic and personalised care from the perspectives of people affected by breast disease and their families and carers, practitioners, and employer-providers of diagnostic services.</p> <p>Work will also take place to explore the AP in Breast Diagnosis role through job profiles/service delivery models to determine what advanced and specialist practice roles exist currently in breast diagnosis.</p>
Global Radiologist programme	The Global Radiologists Programme continues, providing a route for independently competent doctors in general duties who have worked in radiology for around 5 years and completed Diplomate of the National Board (DNB) or equivalent and subsequently the final Fellowship of the Royal College of Radiologists (FRCR) examination to work in the NHS on an 'Earn, Learn, Return' basis for a period of 3 years, and develop a specialist interest while delivering service work. Recruitment to this programme is open throughout the year and interested organisations can submit expressions of interest.

# Funded activity: Pathology

Programme pillar lead: Siobhan O'Donnell <a href="mailto:siobhan.odonnell@hee.nhs.uk">siobhan.odonnell@hee.nhs.uk</a>				
Investment (initiative)	Type of funding	Description	Regional ambition	SE Activity Lead
Practice Education	Salary support	Supporting the development of healthcare scientists in each Pathology Network and supporting the implementation of Pathology network workforce strategies.	5	Working with Pathology Networks
Pathology apprenticeships	Training grants	Development of the pathology workforce through wider apprenticeships across Pathology and Life Sciences for Level, 2, 4 and 6.	14	Callum Boyd

# Funded activity: Physiological Science

Programme pillar lead: Siobhan O'Donnell <a href="mailto:siobhan.odonnell@hee.nhs.uk">siobhan.odonnell@hee.nhs.uk</a>				
Investment (initiative)	Type of funding	Description	Regional ambition	SE Activity Lead
Practice Education	Salary support	Increase and improve practice education provision for the physiological science workforce, with the priority focus area of echocardiography but flexibility with other areas and may include cardiac and respiratory training, sleep, neuro physiology, audio and vascular. These roles will aim to increase training capacity, stimulate uptake of related pathways and improve training experiences in order to enhance workforce transformation objectives.	6	Shakira Greaves
Educational support for Echocardiography training programme trainees	Salary support	To fund protected training sessions providing training officers with sufficient time to support them in their role, including time to produce a training plan, to plan individual training sessions and to provide timely assessment and progress reports.	21	Shakira Greaves
Physiological Science apprenticeships	Training grants	Prioritising Level 2 and Level 4 in Cardio Respiratory and Sleep, with a focus on the introduction of Band 2 assistant apprentices and Band 4 associate apprentices to support community diagnostic centres.	27	Callum Boyd
Nationally led/single region only (may require regional input)				
Graduate diploma in respiratory physiology	Development of new offer and programme with education providers			
PG certificate in sleep medicine	Development of new offer and programme with education providers			

# Funded activity: Genomics

Programme pillar lead: Siobhan O'Donnell <a href="mailto:siobhan.odonnell@hee.nhs.uk">siobhan.odonnell@hee.nhs.uk</a>				
Investment (initiative)	Type of funding	Description	Regional ambition	SE Activity Lead
Practice Education	Salary support	Trainers to support the increase in scientific training programmes linked to genomic Scientist Training Programme (STP) and Higher Specialist Scientist Training programme (HSST).	2	Managed by Genomic Lab Hubs
Nationally led/single region only (may require regional input)				
Genomics Training Academy		Longer term model for sustainable multi-professional genomics training, with the establishment of a national training laboratory for fast-track, intensive training away from overstretched NHS laboratories.		

# Funded activity: Community Diagnostic Centres



Please link with Siobhan O'Donnell in the first instance, <a href="mailto:siobhan.odonnell@hee.nhs.uk">siobhan.odonnell@hee.nhs.uk</a>				
Investment (initiative)	Type of funding	Description	Regional ambition	SE Activity Lead
Care Navigator apprenticeships to support CDCs	Training grants	This will support the expansion of care navigator apprenticeship roles, critical in supporting effective management of a range of CDC pathways.	7	TBC
Nationally led/single region only (may require regional input)				
International recruitment to support acceleration of Community Diagnostic Centres (CDCs)	Direct funding to employer	Nationally led international recruitment programme to deliver trained workforce to meet additional workforce demand generated through expansion and acceleration of CDC plans, through recruitment of approximately 400 skilled workforce. Working directly with CDCs and recruitment agencies.	N/A	TBC