

# Development and Upskilling of the Imaging and Radiography workforce funding

Information for NHS organisations on how to access this funding, including the application process

## Key Messages

We are pleased to confirm that NHSE SE WT&E is able to provide funding this year to (2023/24) to develop and upskill the Imaging and Radiography workforce. Applications for this funding should be submitted by trusts. We suggest trusts link with their Imaging Networks to inform their submissions.

This funding offer is made up of three separate parts, with distinct eligibility criteria for each. Please ensure you have read through all three before submitting an application.

1. Enhanced Practice Radiographer Funding ([Page 2](#))
2. Imaging and Radiography Workforce Career Development Training Fund – **Leadership** ([Page 5](#))
3. Imaging and Radiography Workforce Career Development Training Fund – **Research** ([Page 7](#))
4. How to access this funding ([Page 9](#))

Trusts that sit within the South East Imaging Networks footprints, including Dorset and Milton Keynes, are invited to apply for this funding.

### Deadline for funding applications

- 14<sup>th</sup> July 2023
- Applications will be reviewed w/c 17<sup>th</sup> July 2023 and confirmation provided on successful applications will be circulated shortly after, including funding confirmation to facilitate Trusts being able to progress with plans.
- Funding will be paid to Trusts via the NHSE WT&E Education Contract payment schedule in September, January and March
- The application also includes an impact assessment relating to the patient and workforce needs/drivers that have informed the courses applied for

Funding is required to be spent within this financial year, so by 31<sup>st</sup> March 2024 and chosen courses and formal education must start before 31<sup>st</sup> March 2024.

Please complete this [form](#) to submit an application

For any queries about this funding or details within this document, please contact [callum.boyd@hee.nhs.uk](mailto:callum.boyd@hee.nhs.uk)

## **1. Offer 1 - Enhanced Practice Radiographer Funding**

### **Overview**

Enhanced Practitioners are qualified health and social care professionals who are working at an enhanced level of practice with specific knowledge and skills in a field of expertise. They manage a discrete aspect of a patient's care within their current level of practice, which will be particular to a specific context, be it a client group, a skill set or an organisational context. This is in contrast to Advanced Practitioners who have developed their knowledge and skills to an advanced level of practice and would manage the whole episode of a patient's clinical care, from the time they first present, through to the end of the episode (Institute of Apprenticeships, 2022)

This funding is aimed at radiographers currently working at a registered practitioner level and will support them to undertake education and training to enable them to work at an enhanced level of practice. This may also be known and viewed as 'upskilling' the practitioner workforce with the current funding offer being flexible and therefore allowing it to be used to support regional service need and delivery. For 23/24, funding can be used across any of the four pillars of practice; clinical practice, education, leadership & management, research & development.

The enhanced workforce occupies a space preceding advanced practice in terms of the clinical management of complexity across health and social care and is seen as either being the precursor level of practice through which a practitioner will move through in order to develop into an advanced level practitioner, or as a valued workplace destination in its own right. Enhanced level practitioners tend to have undertaken postgraduate education relevant to their area of practice and their role and will usually work as part of a multidisciplinary team, applying their skills, education, and experience to substantially contribute to episodes of care.

The Society of Radiographers have provided information specifically about enhanced level of practice within radiography which can be found [here](#) with further information outlining the knowledge, skills and behaviours expected at this level of practice being provided in the education and career framework [here](#)

The Enhanced Clinical Practitioner apprenticeship (contextualised to imaging and radiography) is not yet available, providers predicted to start in September 2024. For further guidance and information, the occupational standards for the dedicated enhanced practitioner apprenticeship can be found [here](#)

### **The funding offer**

- The funding being offered to organisations through this investment within the NHSE WT&E SE footprint is a training grant of **£10,400 per Radiographer**.
- The training grant must be used to support the development of radiographers to work at an **enhanced level of practice**.
- The education and training accessed via this funding should be delivered at **education levels 6 or 7**.

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- Consideration should be given to the future career aspirations of the individual radiographer who may aspire to move to an advanced level of practice in the future. If this is the case, then it would be advisory for them to undertake all postgraduate education at level 7; this would allow it to potentially be incorporated within an MSc programme via APL (accreditation of prior learning) or similar processes.
- The training grant can be used to cover:
  - education course fees;
  - travel, subsistence & associated training costs;
  - a training grant to support the individual's development which could for example include provision for salary support and supervision/mentorship.
- Examples of various clinical areas where upskilling to an enhanced level of practice may be considered;
  - CT
  - MRI
  - Interventional/Fluoroscopy
  - Ultrasound
  - Nuclear medicine
  - Dexa
  - Clinical reporting = MSK, Chest, CT Head, MRI
  - Mammography
  - CT Colonography (CTC)
  - Clinical technologist upskilling

Please kindly note, we are also offering this funding to Dorset and Milton Keynes Trusts as they sit within the South East Imaging Network footprint. Once agreed, funding will be paid in a lump sum to the organisation. Funding is required to be spent within this financial year, so by 31<sup>st</sup> March 2024, and chosen courses and formal education must start before 31<sup>st</sup> March 2024.

A summary of applications will be shared with the relevant Imaging Network for information.

### Further Information

#### Enhanced Practice Level – funding use and criteria

The grants can be used to:

- **Fund an individual training grant;** whereby an individual is a HCPC registered radiographer currently working at either band 5 or band 6 level
- **Fund training for a group of professionals;** whereby regions commission bespoke training for a group of professionals to meet an identified need/priority. An example of this may be to utilise funding to commission a bespoke training package that will support a larger group of radiographers to upskill within a specific modality i.e., CT or MRI.

Criteria:

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- Applications should ideally include a full Postgraduate Certificate or Postgraduate Diploma however consideration should be given to other training and educational opportunities that may not accrue academic credits.
- The education and training accessed via this funding should be delivered at **education levels 6 or 7**.
- Grants can also be used to fund salary or backfill costs and for clinical supervision and/or mentorship. Full details should be provided on the application.
- Grants can be provided for courses that run for longer than one year, up to the funding limit of £10,400 per person, but the funding is for 2023/24 only and must be committed by 31<sup>st</sup> March 2024.
- Following completion of the identified training, the participant will be expected to demonstrate capability and integration of their new skills into local service provision. Participants may also be able to evidence career progression, for example by subsequent development into a role that is considered to encompass an enhanced level skillset.
- The area of study would be expected to be relevant to the scope of practice of an enhanced level practitioner and will form at least one of the four core pillars of practice; clinical practice, education, leadership & management, research & development.

## **2. Offer 2 - Imaging and Radiography Workforce Career Development Training Fund – Leadership**

### **Overview**

In 2023/24, NHS England South East will provide funding to support further development, education and training of the imaging and radiography workforce. This specific offer is a pilot scheme aimed at supporting the **Leadership** pillar of professional practice.

The NHS Long Term plan (2019) clearly identifies the need to support and encourage positive cultural values and leadership behaviours to be embedded within service delivery at every level. Evidence shows that the quality of care and organisational performance are directly affected by the quality of leadership and the improvement cultures that leaders create and therefore the NHS is dedicated to supporting:

- Programmes and interventions to ensure a more diverse leadership cadre, and more inclusive cultures, to improve the experience and representation of all staff and the population they serve.
- Leadership development offers available to staff at all levels, and the establishment of a faculty of coaches and mentors available to support senior leaders.
- The development and knowledge around improvement skills and how to apply them for all levels of leadership in the NHS. (NHS LTP, 2019)

As with any other healthcare professional, leaders in radiography are essential to improving service delivery at the NHS/patient interface. They positively enable and create a shared vision of high-quality patient care and lead the multi-professional workforce through periods of transformational change.

It is recognised that there has been a focal deficit over the years, both in opportunity and funding support, resulting in many radiographers working in roles where they have had little or no formal leadership training and support. Ongoing workforce challenges and increasing operational pressures has resulted in unclear expectations and limited opportunities for the development of a systematic regional and local approach to identifying, assessing, developing, and deploying, successful future leadership succession planning. The following funding offer seeks to readdress this balance and afford Trusts & Imaging Networks the ability and resources upon which to build and support the leadership development of the radiographic community.

### **The funding offer**

- The funding being offered to organisations through this investment within the NHSE WT&E SE footprint is a training grant of **£10,400 per practitioner**.
- The training grant must be used to support the development of practitioners working at any level, increase their improvement skills.
- It is expected that the practitioner will be professionally registered with an appropriate regulatory body i.e., Health and Care Professions Council (HCPC), (Nursing & Midwifery Council (NMC), Register of Clinical Technologists (RCT) etc.

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- Grants can be provided for courses that run for longer than one year, up to the funding limit of £10,400 per person, but the funding is for 2023/24 only and must be committed by 31<sup>st</sup> March 2024.

### Examples

1. Funding programme fees for an appropriate level leadership programme i.e., for a radiographer working at an enhanced level of practice it would be appropriate to select the Rosalind Franklin Programme via The NHS leadership Academy.
2. Funding an approved credit bearing educational module/programme (preferably at level 7) that focuses on an appropriate aspect of leadership relevant to that specific practitioner i.e., a consultant radiographer may require dedicated coaching/mentoring skills in order to align to capability 6.1-6.4, in the multi-professional consultant level capability and impact framework. The funding could pay for the education fees and support any additional supervision and training resources that are required.
3. Designing and delivering in region, a bespoke programme of education and training around leadership to support a larger cohort of radiographers working at a similar level of practice i.e., band 6 radiographers in first management/leadership role. This could be a collaborative project using expertise and resources from local HEI's, Imaging Training Academies and/or private providers. Please see the reading resources section for further details of the knowledge, skills and behaviours plus the occupational standards and frameworks that outline the leadership pillar for enhanced, advanced and consultant levels of practice.

### Useful Resources

1. [Enhanced Clinical Practitioner Apprenticeship](#)
2. [Multi-professional Framework for Advanced Clinical Practice](#)
3. [Advanced Clinical Practitioner Apprenticeship](#)
4. [Multi-professional Consultant-level Practice Capability and Impact Framework](#)
5. [NHS Leadership Academy - available programmes](#)
6. [The Kings Fund - Development and Leadership programmes](#)

### **3. Offer 3 - Imaging and Radiography Workforce Career Development Training Fund – Research**

#### **Overview**

In 2023/24, NHS England South East will provide funding to support further development, education and training of the imaging and radiography workforce. This specific offer is a pilot scheme aimed at supporting the **Research** pillar of professional practice.

The AHP Research and Innovation Strategy published by Health Education England in 2022 was driven by an imperative need to accelerate the pace of growth, stability, and sustainability of the collective AHP community. The strategy outlined high level strategic aims for a transformational change in AHP research and innovation reputation, influence, and impact on services. It also addressed the need for relevant and appropriately differentiated support and development opportunities for AHP's to be made available.

The College of Radiographers Research Strategy 2021-2026, outlines the vision to improve patient care and outcomes by continuing to develop, grow and implement a high-quality evidence base that addresses key patient-focussed research priorities. The strategy has three key aims:

1. To embed and enable research at all levels of radiography practice and education.
2. To raise the impact and profile of radiography through high quality research focussed on improving patient care and service delivery.
3. To expand UK radiography research capacity through development of skilled and motivated research active profession.

The 23/24 career development training fund is intended to support the vision and priorities of the two key strategies named above and increase the opportunities for the imaging and radiography workforce to undertake high quality research that will have a positive impact on the services they deliver and patient care. This includes the opportunity to undertake further educational programmes to strengthen underpinning knowledge of research methods and quality and service improvement (QSI) tools.

#### **The funding offer**

- The funding being offered to organisations through this investment within the NHSE WT&E SE footprint is a training grant of **£10,400 per practitioner**.
- The training grant must be used to support the development of practitioner working at any level, to increase their research skills.
- It is expected that the practitioner will be professionally registered with an appropriate regulatory body i.e., Health and Care Professions Council (HCPC), (Nursing & Midwifery Council (NMC), Register of Clinical Technologists (RCT) etc..
- Grants can be provided for courses that run for longer than one year, up to the funding limit of £10,400 per person, but the funding is for 2023/24 only and must be committed by 31<sup>st</sup> March 2024.

## Examples

1. To support an elective placement or internship within a clinical research setting.
2. To provide funding for an advanced or consultant level practitioner to undertake an appropriate accredited module in the area of research i.e., this could either be a singular research methods module for an enhanced or advanced level practitioner or to provide funding to support doctoral level study for an advanced or consultant level practitioner. Please refer to the 'Useful Resources' section where you find links to the appropriate frameworks and standards that outline the expectations around research at an enhanced, advanced and consultant level of practice.
3. To support a practitioner to undertake a research project and share their findings nationally and/or internationally through a conference platform presentation or via a journal/professional publication.
4. To support the development of a regional forum dedicated to increasing and improving the awareness and dissemination of research within the radiography and imaging workforce.
5. To support and provide practitioner/s with the time, education, knowledge, and resources to undertake a dedicated service improvement research project. The findings of which should be disseminated appropriately at either a local, regional, or national level.

## Useful Resources

1. [College of Radiographers Research Strategy 2021-2026](#)
2. [Allied Health Professions Research and Innovation Strategy for England](#)
3. [Enhanced Clinical Practitioner Apprenticeship](#)
4. [Multi-professional Framework for Advanced Clinical Practice](#)
5. [Advanced Clinical Practitioner Apprenticeship](#)
6. [Multi-professional Consultant-level Practice Capability and Impact Framework](#)



## **4. How to access this funding**

Trust education departments should link with their relevant imaging departments education/workforce leads to review this offer and to work up plans. Imaging Network Programme Leads are also asked that they link with their Trust colleagues as part of this work to ensure they are aware of the oversight of uptake within their Imaging Network footprint.

### **Completion of application form. Deadline – 14<sup>th</sup> July 2023**

- Please complete the [application form](#) by 14<sup>th</sup> July 2023
- Please submit one application form per individual you are applying for funding for

All applications will be reviewed by the NHSE WT&E SE Cancer and Diagnostics Programme team.

If there are no queries, funding will be paid directly to the Trust via the Education Contract payment schedule to manage in the September Education Contract Schedule. Please note, funding will only be released when confirmed names of trainees/staff are provided.

If you are unable to meet the 14<sup>th</sup> July 2023 deadline, please do let us know as soon as possible.

### **Expectations of organisations upon application of funding**

- If approved, all investment will be subject to reporting requirements (outlined below).
- If approved, all funding must be managed appropriately in line with individual organisation's financial management and assurance processes.
- All organisations will provide information to support an impact assessment exercise to inform the impact that this funding has had on both patients and the workforce

### **Reporting and monitoring investment**

NHSE WT&E are required to provide full details of recipients of this funding to the national NHSE WT&E Cancer and Diagnostics programme so that investment can be appropriately reported. The national NHSE WT&E Programme team will keep a database of participant characteristics (to include role, Trust, HEI/training provider, nature and level of training, start and completion dates).

Organisations receiving this funding will be required to provide quarterly updates (e.g., on programme/withdrawn/paused) as well as an end of project impact assessment which will inform a regional evaluation. We will provide more details on this once funding is confirmed.

### **Who to contact if you have any queries on this offer?**

Please get in touch with [callum.boyd@hee.nhs.uk](mailto:callum.boyd@hee.nhs.uk) if you have any further questions or queries.