

South East Imaging Practice Educator Funding 2023-24

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

For any queries about this funding or details within this document, please contact the NHS England South East Cancer and Diagnostic Programme, canceranddiagnostics.se@hee.nhs.uk

Key Messages

We are pleased to confirm that NHS England South East (NHSE SE) is able to provide funding this year to **develop, increase and improve the quality** of practice education (PE) provision within the imaging workforce. This offer is being managed by the South East Cancer & Diagnostic programme, situated within the Workforce, Training & Education Directorate of NHS England.

The funding offer is designed to afford flexibility in supporting regional and local workforce plans and aims to enable and facilitate the integration of education and training activities within efficient service delivery. To further support this, there will be an impact of investment analysis within 23/24 and 24/25.

This funding

- is available to support new or existing PE roles operating within trusts, Community Diagnostic Centres (CDC's) or the regional imaging training academy.
- can be used to develop new ways to support learners, including alternative models of delivery, focused pastoral support, and coaching and mentoring.
- Can be used to develop regional Practice Education networks.
- Is available to provide further education and training for existing and aspiring Practice Educators within Radiography [Diagnostic and Therapeutic], Mammography [including screening], Ultrasound/Sonography, Radiology Nursing, and Imaging Clinical Technology. *[To note: practice education resource within medical physics is being managed separately by the NHSE SE Education Commissioning team. Please contact shakira.greaves@hee.nhs.uk for more information].*
- is being offered to Trusts that sit within the South East Imaging Network footprints, including Dorset and Milton Keynes

Deadline for funding applications

- **9am on Monday 14 August** to support funding being transferred in September 2023
- If unable to meet this deadline, applications will still be considered but funding will not be transferred until December 2023

Funding is required to be spent within this financial year, so by 31 March 2024, and chosen courses and formal education must start before 31 March 2024, where applicable.

For any queries and to submit applications, please email canceranddiagnostics.se@hee.nhs.uk

Overview

High quality and sustainable practice education provision is required to support the growth in the numbers of learners within the NHS as well as promote and improve key issues such as retention, career development and job satisfaction. The [NHSE Educator Workforce Strategy](#) [published March 2023] highlights the role of education and training in alleviating workforce shortages; specifically, its importance in securing a future workforce, retaining the current workforce, and maximising the productivity of the workforce by optimising capacity and confidence. Investing in high quality practice educators is a key enabler.

The 2023/24 NHSE SE funding is to support and enable investment at a regional level to **develop, increase and improve the quality of practice education provision** for the imaging workforce and other associated professions and/or clinical specialties. The funding offer is designed to **afford flexibility in supporting regional and local workforce plans** going forward and aims to **enable and facilitate the integration of education and training activities within efficient service delivery**.

The funding is aimed at providing practice education opportunities and support for the following staff groups;

- Clinical support workers
- Assistant Practitioners
- Radiographers –both therapeutic and diagnostic
- Sonographers
- Mammography workforce – including associate practitioners, mammographers and breast screeners.
- Clinical technologists working within imaging
- Registered nurses working within imaging

The funding offer

The funding being made available to organisations through this investment within the NHS England SE footprint is **£52,606**. South East Trusts who are Radiotherapy Operational Delivery Network [ODN] providers¹ will receive an additional **£20,000**.

Please kindly note:

- i. the total funding envelope offered does not determine how the funding should be utilised eg Radiotherapy ODN providers do not need to spend the full £20,000 on Radiotherapy.

¹ Oxford University Hospitals NHS Foundation Trust; Royal Berkshire Hospital NHS Trust; University Hospitals Southampton NHS Foundation Trust; University Hospitals Dorset NHS Foundation Trust; Portsmouth Hospitals University NHS Trust; Maidstone & Tunbridge Wells NHS Trust; Royal Surrey NHS Foundation Trust; University Hospitals Sussex NHS Foundation Trust.

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- ii. South East Imaging Networks will receive separate, additional Practice Education funding.
- iii. 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 March 2024, and chosen courses and formal education [where applicable] must start before 31 March 2024.

Funding can be utilised in a range of ways to support the imaging and radiography workforce including:

1. Supporting new or existing PE roles operating within trusts, Community Diagnostic Centres (CDC's) or imaging training academies.
2. Developing new ways to support learners - alternative models of delivery, focused pastoral support, coaching/mentoring opportunities etc.
3. Projects which look to improve the quality of practice education provision, linking specifically to one or more of the priorities set out in the NHS England Educator Workforce Strategy e.g., establishing initiatives which provide coordinated educator support and development, emphasizing the importance of educator well-being.
4. Development of regional PE networks - to facilitate collaboration between educators in practice and support the sharing of best practice and resources to promote high quality practice education provision.
5. Providing further education and training for people already working in PE roles and for those who aspire to work as a PE in the future. As suggested in the [SoR Educational and Career Framework \(2022\)](#), this should ideally be accredited and delivered at level 7 i.e. PGCE or similar where appropriate

Where appropriate, please consider how the investment could support the use of the Allied Health Professionals Educator Career Framework, and the Society of Radiographers Education and Career Framework.

More than one individual can be supported with this funding envelope.

How to access this funding

Trust education departments are asked to link with their relevant imaging departments education/workforce leads, Community Diagnostic Centres, and Integrated Care Systems to review this offer and to work up plans. Imaging Network Workforce Leads are also asked that they link with their Trust colleagues as part of this work to ensure they are best placed to support uptake.

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Completion and submission of online application form.

Deadline – 9am on Monday 14 August 2023

- Please complete <https://healtheducationyh.onlinesurveys.ac.uk/nhse-se-imaging-practice-education-offer-2023-24-fvv> and submit this via email by 9am on Monday 14 August
- Please ensure that only **one return is submitted for your organisation.**

All applications will be reviewed by the NHSE SE Cancer and Diagnostics Programme team [Workforce, Training and Education]. *NOTE:* where Trusts received 2022/23 HEE investment for Imaging Practice Educators, your impact monitoring returns will inform decisions relating to 23/24 investment. If there are no queries, funding will be paid directly to the Trust via the Education Contract payment schedule to manage in Quarter 3 (end of September 2023).

If you are unable to meet the 14 August deadline, please let us know **as soon as possible**. After this date, however, any agreed funding will not be made until the next NHSE SE Education Contract payment schedule (December 2023)

Expectations of organisations upon application of funding

- If approved, all investment will be subject to reporting requirements (outlined below).
- If approved, that all funding is managed appropriately in line with individual organisation's financial management and assurance processes.

Reporting and monitoring investment

NHSE SE are required to provide full details of the use of this funding to the national NHSE Cancer and Diagnostics programme so that investment can be appropriately reported. Where funding has been used to support an individual, the national Programme team may keep a database of participant details (to include role, Trust, HEI/training provider).

Organisations receiving this funding will be required to provide quarterly updates 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.

NHSE SE will be undertaking an impact and evaluation report based on this regional PE offer. This will include considering how the investment has:

- increased the provision of high-quality clinical supervision, education and assessment for all levels and types of learners within the imaging workforce.
- improved and increased the number of PE's who have attained formal education and training in supporting clinical education.
- increased placement capacity for different types of learners.
- promoted and strengthened education as a career development option and choice.

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- provided opportunities to support regional level strategic education and training plans through dedicated higher level PE roles.
- been used at a regional level working with key stakeholders to identify and directly support areas with known educational and training deficiencies and limitations such as dedicated apprenticeship support, Breast, international recruited staff, newly qualified preceptees etc.

In addition to the perceived and potential impact, it is essential that deeper understanding is gained through further evaluation. Whilst reporting on the performance delivery of this funding stream focuses on the number of PE roles that have been supported, other metrics can be utilised to demonstrate both quantitative and qualitative impact. Examples of this include the following.

- Learner feedback – National Education Training Survey [NETS] or focused feedback for different groups of the workforce
- Increase in placement capacity for undergraduate and post graduate learners
- Reduced learner attrition
- An increased number of radiographers undertaking training and further education enabling them to practice at an enhanced, advanced and consultant level and which has a direct impact on patient care and service delivery.
- Retention of staff – international recruits, legacy mentor and Return to Practice opportunities.

Further Information

The NHSE Educator Workforce Strategy 2023

NHS England (NHSE) published the [Educator Workforce Strategy \(2023\)](#) which sets out actions to support the provision of educators which will enable growth in the healthcare workforce that is required to deliver care, now and in the future. The strategy has seven strategic priorities that underpins future PE planning and provision.

The Educator Workforce Strategy complements the NHS Long Term Plan (2019) and presents an opportunity to rethink the approach to enabling and sustaining high quality healthcare education and training. It calls for a re-evaluation of the roles of educators across healthcare professions to ensure that we maximise evidence-based benefits and efficiencies in opportunities to both learn inter-professionally and learn from one another.

Allied Health Professionals [AHP] Educator Career Framework 2023

The Council of Deans of Health published their [AHP Educator Career Framework](#) which is outcome based and describes the knowledge, skills and behaviours required to be an effective teacher, learning facilitator, supervisor and role model in AHP education both within practice and formal education settings.

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This framework sets out a set of expectations for all AHPs who have responsibility for education, described through six domains, associated capabilities, education, and training standards. It seeks to be inclusive, empowering for all those involved in AHP education irrespective of job role, workplace setting and career stage.

Society of Radiographers Education and Career Framework

The Society of Radiographers published their [Education and Career Framework](#) in 2022. The Framework outlines the knowledge, skills and behaviours expected of a radiographer practice educator alongside the suggested educational standards also associated with this role.

Challenges

A growing ageing population that has an increasing prevalence of chronic health problems, continuous improvements in our ability to diagnose and treat ill health and changing societal expectations, means that there are increasing workforce shortages, both in the UK and globally, despite associated staffing increases. Issues around prolonged workforce deficit and ongoing service delivery challenges are affecting multiple professions working across the diagnostic sector.

High quality and sustainable practice education provision is required to support the growth in the numbers of learners within the NHS as well as promote and improve key issues such as retention, career development and job satisfaction.

There are several roles and titles that are currently captured by the term practice educator, these include Clinical Educator, Student Co-ordinator, Training Co-ordinator, Placement learning tutor and Mentor. All provide a form of clinical support, education, training, and assessment through different levels of interaction with the learner and each role may have a slightly different remit.

Whilst traditionally Practice Educator roles have focused primarily on supporting the undergraduate and professionally qualified workforce, there is now an increasing demand for additional resource to be directed towards supporting a multi-level, multi-disciplinary workforce within imaging and radiography to include the supportive and assistive workforce, nurses and those learners who are undertaking alternative education routes such as apprenticeships.

Consideration should also be given to the non-clinical elements of practice education such as pastoral care which is required to support and maintain the mental health and wellbeing of the learners working in today's healthcare environment.

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

The NHSE SE Cancer and Diagnostics Programme - canceranddiagnostics.se@hee.nhs.uk

Frequently Asked Questions

Question		Response
1	Can the funding be used to extend existing PEs post [funded by HEE in 22/23]	Yes, funding can be used to support existing Imaging & Radiography PEs
2	Which professional groups can utilise this funding?	Funding is available to provide further education and training for existing and aspiring Practice Educators within Radiography, Mammography [including breast screening], Ultrasound, Radiology Nursing, and Imaging Clinical Technology. Funding could not be used to support Clinical Radiology Doctors in Training.
3	Can we appoint to 12-month posts, and can funding be carried forward into 2024/25?	No. Funding must be fully utilised within the 2023/24 financial year. This means that individuals starting in post e.g., in January 2023, with Trusts requesting salary, would only receive 3 months equivalent funding
4	Can we request funding over and above the £52,606 envelope?	Yes, although at this stage we cannot guarantee funding availability. There is space at the end of the application form which allows you to request additional monies.
5	Has the funding been pro-rata'd based on workforce data?	Given that this year's offer covers the breadth of the imaging workforce, additional monies have been allocated only to Radiotherapy Operational Delivery Network providers
6	Can we use the funding to purchase kit or equipment?	No, the funding can't be used to purchase kit or equipment
7	Please could you give some examples of existing Practice Education programmes?	<ul style="list-style-type: none"> ▪ Bucks New University – Practice Education PG Cert ▪ University of Surrey – Education for Health Professionals PG Cert ▪ University of Brighton – Leading Practice Education PG Cert ▪ University of Winchester – Practice Education (distance) PG Cert ▪ University of Reading – Healthcare Education – PG Cert <p>Please link directly with the College of Radiographers for a complete list of programmes approved by them: https://www.sor.org/about/society-of-radiographers/contact-us</p>