# NHSE funding to support the development and upskilling of the imaging and radiography workforce 2024/25

## Information for South East NHS Trusts and Imaging Networks 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,** part of the **Workforce, Training & Education directorate**, england.canceranddiagnostics.se@nhs.net

**Key Messages**

## 2024/25 funding for the NHS England South East Cancer & Diagnostics (C&D) Programme, part of the Workforce, Training & Education Directorate (WT&E) has not yet been confirmed. We are hopeful that the 2024/25 C&D Programme budget will include funding to support the *development of the imaging and radiography workforce* and we are therefore progressing with the application stage; applications will be reviewed and provisionally approved, subject to funding confirmation from the National Cancer & Diagnostics Programme.

This document details the 2024/25 offer for the development of the imaging and radiography workforce via an NHSE training grant.

The funding 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

* + Enhanced Practice Radiographer Funding [for Bands 5 & 6 only] – **Page 3**
	+ Leadership Career Development Training funding – **Page 5**
	+ Research Career Development Training funding – **Page 7**

The funding is being offered to all NHS Trusts within SE Imaging Network geographies. This includes Trusts within Dorset ICS [SE3 Imaging Network] and Milton Keynes University Hospital NHS Foundation Trust [part of SE1 Imaging Network]

**Deadline for funding applications**

* To apply for funding, please complete [Imaging Upskilling Enhanced, Advanced, Consultant application form](https://app.onlinesurveys.jisc.ac.uk/s/healtheducationyh/application-form-3)
* **The application window will open early March and will close at 9am on Tuesday 2 April 2024** to support funding being transferred in June 2024 via the NHSE Education Contract schedule if possible. It is possible that a second application round will run later in the year, subject to available funding but at this stage we aren’t able to confirm this.

Funding is required to be spent and fully utilised by 31 March 2025, and chosen courses and formal education must start **before** 31 March 2025.

**Offer 1 - Enhanced Practice Radiographer Funding [for Bands 5 & 6 only]**

**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 2024-25, 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](https://www.sor.org/learning-advice/career-development/practice-level-information/enhanced-level-practice) with further information outlining the

knowledge, skills and behaviours expected at this level of practice being provided in the

education and career framework [here](https://www.sor.org/learning-advice/professional-body-guidance-and-publications/documents-and-publications/policy-guidance-document-library/education-and-career-framework-fourth).

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](https://www.instituteforapprenticeships.org/apprenticeship-standards/enhanced-clinical-practitioner-v1-1).

**The funding offer**

* The funding being offered to organisations through this investment within the NHSE WT&E SE footprint is a training grant of **£10,404** 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**

* The individual accessing the training must be an HCPC registered radiographer currently working at either **band 5 or band 6 level**
* The funding can be used to support
	+ 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
* 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.

**Other information**

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 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.*

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 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

**Offer 2 – Leadership Career Development Training Funding**

**Overview**

In 2024/25, 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 **£10,404** per Radiographer.
* The training grant must be used to support the development of practitioners **working at any level** to increase their leadership 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 £10,404 per person, but the funding is for 2024/25 only and must be committed by 31st March 2025.

**Other information**

**Funding utilisation 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](https://www.instituteforapprenticeships.org/apprenticeship-standards/enhanced-clinical-practitioner-v1-1)
2. [Multi-professional Framework for Advanced Clinical Practice](https://advanced-practice.hee.nhs.uk/multi-professional-framework-for-advanced-clinical-practice-in-england/)
3. [Advanced Clinical Practitioner Apprenticeship](https://www.instituteforapprenticeships.org/apprenticeship-standards/advanced-clinical-practitioner-integrated-degree-v1-0)
4. [Multi-professional Consultant-level Practice Capability and Impact Framework](https://www.hee.nhs.uk/sites/default/files/documents/Sept%202020%20HEE%20Consultant%20Practice%20Capability%20and%20Impact%20Framework.pdf)
5. [NHS Leadership Academy - available programmes](https://www.leadershipacademy.nhs.uk/programmes/)
6. [The Kings Fund - Development and Leadership programme](https://www.kingsfund.org.uk/leadership-development)

**Offer 3 – Research Career Development Training Funding**

In 2024/25, 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 focused on improving patient care and service delivery.
3. To expand UK radiography research capacity through development of skilled and motivated research active profession.

The 2024/25 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 **£10,404** 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 £10,404 per person, but the funding is for 2024/25 only and must be committed by 31st March 2025.

**Other information**

**Funding utilisation 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](https://www.collegeofradiographers.ac.uk/getattachment/Research-grants-and-funding/cor-research-strategy/cor-research-strategy-2021-26.pdf?lang=en-GB)
2. [Allied Health Professions Research and Innovation Strategy for England](https://www.hee.nhs.uk/our-work/allied-health-professions/enable-workforce/allied-health-professions%E2%80%99-research-innovation-strategy-england)
3. [Enhanced Clinical Practitioner Apprenticeship](https://www.instituteforapprenticeships.org/apprenticeship-standards/enhanced-clinical-practitioner-v1-1)
4. [Multi-professional Framework for Advanced Clinical Practice](https://advanced-practice.hee.nhs.uk/multi-professional-framework-for-advanced-clinical-practice-in-england/)
5. [Advanced Clinical Practitioner Apprenticeship](https://www.instituteforapprenticeships.org/apprenticeship-standards/advanced-clinical-practitioner-integrated-degree-v1-0)
6. [Multi-professional Consultant-level Practice Capability and Impact Framework](https://www.hee.nhs.uk/sites/default/files/documents/Sept%202020%20HEE%20Consultant%20Practice%20Capability%20and%20Impact%20Framework.pdf)

**How to access this funding**

Please note the different approaches for **Radiography** vs **Radiotherapy**

|  |  |
| --- | --- |
| 1. **Radiotherapy Departments**
 | Please complete the [Imaging Upskilling Enhanced, Advanced, Consultant application form](https://app.onlinesurveys.jisc.ac.uk/s/healtheducationyh/application-form-3) |
|  |  |  |
| 1. **Radiology Departments/ Imaging Departments**
 |
| **Imaging Network** | **Trusts** | **Imaging Network Contact** | **Action required** |
| **SE1** – Thames Valley & Milton Keynes. | * Buckinghamshire Healthcare
* Milton Keynes University Hospitals
* Oxford University Hospitals
* Royal Berkshire
 | Lisa Crowie – Programme Lead, Thames Valley Radiology Network (TVRN) l.crowie@nhs.net | If you are from an NHS Trust within **SE1, SE3 or SE4** Imaging Network, please link with your relevant Imaging Network Workforce Lead in the first instance; they will work with you to agree 2024/25 applications. |
| **SE3** – Hampshire, Isle of Wight & Dorset. [Wessex] | * Dorset County Hospitals
* Hampshire Hospitals
* Isle of Wight
* Portsmouth Hospitals University
* Southern Health
* University Hospitals Southampton
* University Hospitals Dorset
 | Mary So – Imaging Network Lead, SE3 Wessex Imaging Network (WIN) mary.so@hhft.nhs.net |
| **SE4** – Kent & Medway | * Dartford & Gravesham
* East Kent Hospitals University
* Maidstone & Tunbridge Wells
* Medway
 | Emma Ince – Workforce Senior Responsible Officer – Kent & Medway Imaging Network (KMIN) eince@ nhs.net |
| **SE2** – Surrey, Sussex & Frimley. | * Ashford & St. Peter’s Hospitals
* East Sussex Healthcare
* Frimley Health
* Queen Victoria Hospital
* Royal Surrey County Hospital
* Surrey & Sussex Healthcare
* University Hospitals Sussex
 | If you are from an NHS Trust within the **SE2** Imaging Network, please complete the application form. If you would like to discuss your application with SE2 Imaging Network before you submit it, please contact Sayeh Alavi, Interim Managing Director for SE2 sayeh.alavi@nhs.net |

The application window will open **early March and will close at 9am on Tuesday 2 April 2024** to support funding being transferred in June 2024 via the NHSE Education Contract schedule if possible.

It is possible that a second application round will run later in the year, subject to available funding but at this stage we aren’t able to confirm this.

**Please note**: applications must not be submitted by individual learners themselves; all applications must be submitted on behalf of the named learner e.g. by a line manager/head of department/education lead etc.

All applications will be reviewed by the NHSE SE Cancer and Diagnostics Programme team [WT&E]. It is possible that a second application round will run later in the year, subject to available funding but at this stage we aren’t able to confirm this.

Training grants, once agreed, would be available as a pro-rata payment in the 2024/25 financial year and the 2025/26 financial year. If for any reason the learner needs to withdraw from or is unable to complete their Programme, funding will need to be returned to NHSE.

Payments will be made via the NHSE Education Contract schedule to the employing Trust and will not be made until a learners name and further details relating to their Programme has been provided.

**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 twice-yearly updates [Sept 2024 and Feb/March 2025] relating to the status of each individual learner; guidance and templates will be provided later in the year.

**Key documents**

**NHS Long Term Workforce Plan**

The long-awaited [NHS England Long Term Workforce Plan](https://www.england.nhs.uk/wp-content/uploads/2023/06/nhs-long-term-workforce-plan-v1.2.pdf) was published in 2023, outlining the case for change for all NHS workforce to deliver more patient care than ever before. This plan focuses on three priority areas of Train, Retain and Reform, which aims to make sustainable progress on core priorities for patients.

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

The NHSE SE Cancer and Diagnostics Programme – england.canceranddiagnostics.se@nhs.net

**Frequently Asked Questions**

|  |  |
| --- | --- |
| **Question** | **Response**  |
| **What is the funding period?**  | The funding period is 1 April 2024 – 31 March 2025 |
| **What is the aim of the funding?**  | The purpose of this funding is to:  |
| * Upskill Band 5 & 6 Radiographers currently working at a registered practitioner level to work at enhanced level of practice. This will be achieved by supporting them with a funding grant to undertake education and training.
 |
| * support the development of practitioners working at any level to increase their leadership skills.
 |
| * to support the development of practitioner working at any level, to increase their research skills.
 |
| **How can this funding be utilised?** | * 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.
 |
| **What can’t this funding be used for?**  | Kit and equipment  |
| **What are the requirements of accepting this funding** | all investment will be subject to reporting requirement |
| all funding must be managed appropriately in line with individual organisation’s financial management and assurance processes. |
| Managers must support their staff to access training |