# South East Physiological Science Practice Education Funding 2024/25

## 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,** 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 Programme [part of the Workforce, Training & Education Directorate] has not yet been confirmed. We are hopeful that funding to support Physiological Science Practice Education will be available and we are therefore progressing with applications, which will be reviewed and provisionally approved subject to funding confirmation from the National Team.

This document details a 2024/25 offer for Physiological Science Practice Education funding to support departments. **Separate discussions are taking place regarding continuation of existing practice educators who are working directly with NHSE in specific areas and those roles are not included within this guidance or funding offer.**

The funding offer is designed to support the growth and transformation of the physiological science workforce, providing support and clinical education to staff and student learners to improve their professional practice alongside academic colleagues.

The funding offer is designed to afford flexibility in supporting 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 2024/25 and 2025/26.

**This funding**

* Is to support Practice Educator roles (salary and upskilling) across physiological sciences, with a priority area of echocardiography but with flexibility for other areas which may include Cardiac and Respiratory, Sleep, Neuro Physiology, Audiology and Vascular
* Can be used to develop new ways to support learners, including alternative models of delivery, focused pastoral support, and coaching and mentoring.

**Deadline for funding applications**

* **The application window will open in 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 where 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:** Funding is required to be spent and fully utilised by 31 March 2025.

## Overview

This funding is envisaged to support Trusts and NHS Diagnostic services, including Community Diagnostic Centres, in developing their healthcare science workforce, particularly within physiological sciences.

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](https://www.hee.nhs.uk/our-work/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.

We are hopeful that funding will be provided in 2024/25 to continue provision for practice educators (PE) and education investment to support the development of healthcare scientists across physiological sciences. Aiming to develop specialist workforce supply and to increase regional and national training capacity in healthcare science, this is an ideal opportunity to shape and support workforce priorities whilst supporting workforce development with your local teams.

**Please kindly note - separate discussions are taking place regarding continuation of existing practice educators who are working directly with NHSE in specific areas and those roles are not included within this guidance or funding offer.**

## Aim of the funding

* To provide alignment with healthcare science training expansion
* To provide support and clinical education to staff and student learners to improve their professional practice alongside academic colleagues.
* Focused on a priority area of echocardiography but with flexibility with other areas and may include Cardiac and Respiratory, Sleep, Neuro Physiology, Audiology and Vascular.

It could also be used to support practice educators to:

* Provide direct 1:1 training, supervision and assessment of trainees on work-based placements
* Support being a supportive role model, a coach, a teacher, mentor, and assessor of clinical competence, having responsibility for identifying individual learner styles and adapting these to accommodate individual trainee needs
* Ensure appropriate and effective development of a learner within the work-based based education and training environment.
* Prepare training materials alongside academic colleagues
* Undertake necessary learning and development of education and training skills e.g., PG Cert Ed or support to achieve a recognised fellowship in healthcare education.

Other areas to support may include:

* On-going development of educational and training systems.
* Developing new ways to support learners, including alternative models of delivery, focused pastoral support, and coaching and mentoring.

Nationally, there is the suggestion that the PE role is to be embedded within organisational structures ideally at a Band 8a, with each healthcare science department having at least one PE with these responsibilities clarified within their job description. The regional team will explore this as part of end of year investment evaluation.

## The funding offer

To help grow and transform the physiological science workforce, this NHS England practice education funding offers salary support to those who wish to work or are currently working as a PE within the physiological sciences in a Trust or department. Funding can be used to support salary payments or upskilling opportunities linked to practice education.

Applications are invited from Trusts, Community Diagnostic Centres and Integrated Care Systems (ICS) who may wish to utilise funding to support aspiring or existing practice educators within their departments. Please note that funding may be limited, and we will work with NHSE Physiological Science colleagues to review all applications.

**How to access this funding**

As a reminder, **funding is yet to be confirmed for 2024/25.**

This offer is open to NHS Trusts, Community Diagnostic Centres and ICS within the South East who are asked to link with their relevant healthcare science and physiological science teams to review this offer and to work up plans.

**Please note that 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.

If interested in applying for this funding offer:

* Completion of online application – Please complete an online application which can be accessed through this link – [Physiological Science practice education application form](https://app.onlinesurveys.jisc.ac.uk/s/healtheducationyh/application-form-5)
* Deadline All applications must be through this online application form and must be submitted by 9am on Tuesday 2 April 2024.

All applications will be reviewed by the NHSE SE Cancer and Diagnostics Programme team [Workforce, Training and Education]. Depending on the number of applications, not all may be able to be supported. A review and prioritisation exercise will take place by the Cancer and Diagnostic programme team including other colleagues where required.

If you are unable to meet the 2 April 2024 deadline, there may be a second funding round in June 2024; details will be shared closer to the time.

**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 South East are required to provide full details of the use of this funding to the national NHSE Cancer and Diagnostics programme, part of the Workforce Training and Education Directorate 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).

Departments receiving this funding will be required to provide updates on this investment as well as an end of year impact assessment which will inform a regional evaluation within 2024/25 and 2025/26. We will provide more details on this once funding is confirmed. 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.
* provided opportunities to support regional level strategic education and training plans through dedicated higher level PE roles.

Organisations receiving this funding to support upskilling for practice educators 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.

## NHS Long Term Workforce Plan (2023)

The long-awaited [NHS England Long Term Workforce Plan](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.england.nhs.uk%2Fwp-content%2Fuploads%2F2023%2F06%2Fnhs-long-term-workforce-plan-v1.2.pdf&data=05%7C02%7Csiobhan.odonnell21%40nhs.net%7Cb60973147d3442c8cf9008dc39fcbd62%7C37c354b285b047f5b22207b48d774ee3%7C0%7C0%7C638449004865684513%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=cELM61ipl%2F6%2Bkg3M%2FSVeXDM0DBd5BBP9oZCuUul8RmU%3D&reserved=0) 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**

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| **Question** | **Response**  |
| 1 | Can the funding be used to extend existing PEs post [funded by NHSE in 23/24] | Yes, funding can be used to support existing PEs.**Please kindly note - separate discussions are taking place regarding continuation of existing practice educators who are working directly with NHSE in specific areas and those roles are not included within this guidance or funding offer.** |
| 2 | Can we appoint to 12-month posts, and can funding be carried forward into 2025/26?  | No. Funding must be fully utilised within the 2024/25 financial year. This means that individuals starting in post e.g., in September 2024, with Trusts requesting salary, would only receive six months equivalent funding |
| 3 | Can we use the funding to purchase kit or equipment? | No, the funding can’t be used to purchase kit or equipment  |
| 4 | Please could you give some examples of existing Practice Education programmes? | * Bucks New University – [Practice Education PG Cert](https://www.bucks.ac.uk/courses/postgraduate/pgcert-practice-education)
* University of Surrey – [Education for Health Professionals PG Cert](https://www.surrey.ac.uk/postgraduate/education-health-professionals-pgcert)
* University of Brighton – [Leading Practice Education PG Cert](https://www.brighton.ac.uk/courses/study/leading-practice-education-pgcert.aspx?utm_source=prospects&utm_medium=course_listing&utm_content=leading-practice-education-pgcert&utm_campaign=annual_pg)
* University of Winchester – [Practice Education (distance) PG Cert](https://www.winchester.ac.uk/study/postgraduate/courses/pg-cert-practice-education/)
* University of Reading – [Healthcare Education – PG Cert](https://www.reading.ac.uk/education/cpd/pgcert-healthcare)
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|  | What are the requirements of accepting this funding | * All investment will be subject to reporting requirements
* 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.
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