# South East Pathology Practice Educator Funding 2024/25

## Information for Pathology 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](mailto: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 Pathology 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 the 2024/25 offer for Pathology Practice Educator funding.

The funding offer is designed to support the growth and transformation of the pathology workforce, providing support and clinical education to staff and learners to improve their professional practice alongside academic colleagues. Feedback suggests that the Practice Educator role within the Pathology Network plays a key role in supporting pathology workforce expansion. To further support this, there will be an evaluation of investment impact within 2024/25 and 2025/26.

**This funding**

* Is to fund a Pathology Network Practice Educator
* Is based on the 23/24 funding model, which equates to £48,000 per Pathology Network
* Is offered to Pathology Networks who fall within the South East region, recognising that some of the NHS Trusts which Networks support are across broader geographical boundaries.

This funding will be managed directly with Pathology Network Workforce Leads in conjunction with the NHSE South East Cancer and Diagnostic Programme, Workforce Training and Education Directorate.

**Please note:** Funding is required to be spent and fully utilised by 31 March 2025.

## Summary

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 workforce productivity by optimising capacity and capability. Investing in high quality practice educators is a key enabler.

## Aim of the funding

* To provide support and clinical education to staff and student learners to improve their professional practice alongside academic colleagues. Feedback suggests that the Practice Educator role within the Pathology Network plays a key role in supporting pathology workforce expansion.
* The work and outputs of the Practice Educator role are expected to specifically support the development of healthcare scientists working across the Pathology Networks and support the implementation of Pathology Network workforce strategies.

## Areas of focus for Practice Educators may include:

* Developing work-based learning to support the workforce and learners’ needs
* Working closely with Microbiology Leads to accelerate delivery of staff in achieving HCPC registration
* Working closely with Apprenticeship Leads to ensure continued provision of the apprentice pathways
* Providing expert knowledge of the requirements of a Pathology workforce
* Developing links both regionally and nationally to capitalise on best practice and economy of scale and influence policy

## Areas Practice Educators may support include:

* On-going development of educational and training systems.
* Further development of the pathology workforce e.g. masters level leadership programmes, advanced clinical practice
* Data collection on apprenticeship numbers within pathology and the impact on recruitment and retention issues within the pathology workforce
* Implementation of mechanisms to enable timely career pathways for all staff e.g. appointment of apprentices, completion of Institute of Biomedical Science [IBMS] portfolios and higher education pathways

## The funding offer

To help grow and transform the pathology workforce, this NHS England funding offer is for £48,000 per Pathology Network to fund a Pathology Practice Educator.

The Cancer and Diagnostics programme team will work with Pathology Networks to progress and appropriately allocate this funding. Payments will be made via the NHSE Education Contract schedule to the identified host Trust on behalf of the Pathology Network and will not be made until a named Practice Educator has been confirmed.

This offer will be made directly to the five Pathology Networks working across the South East, recognising that some of the NHS Trusts which Networks support are across broader geographical boundaries.

## How to access this funding

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

This funding will be managed directly with Pathology Network Workforce Leads in conjunction with the South East Cancer and Diagnostic Programme and wider NHSE colleagues as appropriate.

## 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).

Pathology Networks 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. We will provide more details on this once funding is confirmed.

## Further Information

**The NHSE Educator Workforce Strategy 2023**

NHS England (NHSE) published the [Educator Workforce Strategy](https://www.hee.nhs.uk/our-work/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 Workforce Plan (2023)](https://www.england.nhs.uk/publication/nhs-long-term-workforce-plan/) 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.

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

The NHSE SE Cancer and Diagnostics Programme - [england.canceranddiagnostics.se@nhs.net](mailto:england.canceranddiagnostics.se@nhs.net)