



England

# Cancer and Diagnostics Programme

## 2024-25 education and training funding offers

Workforce, Training and Education Directorate  
South East region

# Programme overview

The programme works across the breadth of cancer and diagnostics.

For **cancer**, this includes prevention, screening, earlier and faster diagnosis, earlier treatment and living with and beyond cancer.

For **diagnostics**, this includes endoscopy, genomics, imaging, pathology and physiological science.

To support the work of the programme, team members are assigned to key portfolios.

Programme Lead: Siobhan O'Donnell

Programme Manager: Tessa Candy

Senior Responsible Officer: Paul Newell

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**Cancer:** Tessa Candy

**Endoscopy:** Ashleigh Stewart & *Vacant*

**Genomics:** Siobhan O'Donnell

**Imaging:** Tessa Candy, Leslee Henry & *Vacant*

**Pathology:** Siobhan O'Donnell

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# This document...

Provides an overview of the *expected* 2024-25 education & training and wider funding offers to support the cancer and diagnostics workforce, being overseen by the South East Cancer and Diagnostic programme, part of the Workforce, Training and Education Directorate of NHS England (WT&E). **Please note that this is not exhaustive and is subject to change.**

## It also outlines:

- the partners that the programme will work with to support delivery of cancer and diagnostic services by having the right people, with the right skills, in the right roles at the right time. The programme continues to work with systems and partners to support areas including community diagnostic centres, elective recovery and workforce transformation which may not link directly to a specific funded offer.
- nationally funded activity led by the national NHSE Cancer and Diagnostic programme within WT&E.
- It does *not* include details relating to the expansion of formal scientific and medical training programmes in the region or work led by other teams.

## It is intended to:

- provide information to support organisations and systems with their workforce strategies and plans

## Important - please kindly note:

- nationally, funding and specific linked criteria are still being confirmed so these may be subject to change
- the programme team will link directly with relevant teams/departments as part of managing funded offers, however, please do get in touch if you would like more information on anything outlined in this summary

For more information or if you have any queries, please contact [england.canceranddiagnostics.se@nhs.net](mailto:england.canceranddiagnostics.se@nhs.net)



# National metrics and outcomes

The education and training funded offers outlined within this document are identified by the national NHS England Cancer and Diagnostics Transformation and Workforce Training and Education programmes. They are informed by relevant professional and educational expertise and support the delivery of national policy and directives to support the cancer and diagnostic workforce and services within regions.

Regional teams work with stakeholders including healthcare and education providers, learners and trainers to support the workforce in the region via various targeted education and training offers, many of which come with dedicated funding, to realise these national ambitions.

## **The two strategic metrics for the national cancer and diagnostics workforce programme that link to the regional team's work in 2023/24 were:**

- Increase of 4500 learners in training pipeline across cancer and diagnostics education and training opportunities by 31 March 2024.
- Growth in staff in post in identified cancer and diagnostics professions by 31 March 2024

**Work is taking place nationally to review these metrics for 2024/25** and their outcomes alongside alignment to the wider ambitions outlined within the [NHS Long Term Workforce Plan \(2023\)](#).

# NHS Long Term Workforce Plan

This national plan considers the challenges facing the workforce over the next 15 years and sets out actions to address them, with focus and action across three key areas:

- Train
- Retain
- Reform

In the South East, this work is being progressed by the Workforce Supply and Innovation team working within WT&E.

Governance structures and priority work plans are currently being drafted to support this work.

A link to the plan can be found here: [NHS Long Term Workforce Plan](#)

For general enquiries linked to this work in the South East, please contact [england.longtermworkforceplan.se@nhs.net](mailto:england.longtermworkforceplan.se@nhs.net)

# Partnership working

Key to the success of the programme is direct partnership working with multiple organisations to implement education and training offers. This can require cross boundary and organisational working. Below is an overview of some of the partnerships in place, many of which have additional diagnostics or cancer focused teams and structures.

The programme, based within the NHSE SE W,T&E Directorate, also works closely with the NHS England SE Cancer and Diagnostic programmes in the region as well as those that share boundaries and at national level.

<b>Integrated Care Boards &amp; their providers</b>	Hampshire and Isle of Wight	Dorset	Swindon (Bath Swindon & Wiltshire)	Buckinghamshire Oxfordshire & Berkshire West	Frimley Health & Care	Surrey Heartlands	Sussex Health & Care Partnership	Kent & Medway
<b>NHSE Local Office – WT&amp;E Deaneries</b>	Wessex			Thames Valley <i>Inc MKUH &amp; CNWL – MK &amp; Wexham Park and Heatherwood</i>		Kent, Surrey & Sussex <i>Inc Frimley Park Hospital</i>		
<b>Cancer Alliances</b>	Wessex		Thames Valley		Surrey & Sussex			Kent & Medway
<b>Radiotherapy Operational Delivery Networks</b>	Wessex and Thames Valley				West London, Surrey & Sussex			South East London, Kent and Medway
<b>Imaging Networks</b>	SE3		SW1 <i>In South West</i>	SE1 <i>Inc MKUH NHS Trust</i>	SE2			SE4
<b>Pathology Networks</b>	South 6		South 3 <i>In South West</i>	South 4 <i>NB – Royal Berks is in South 5</i>	South 5 <i>(NB – Surrey &amp; Sussex Healthcare Trust is in South 7)</i>		South 7	South 8
<b>Genomic Lab Hubs &amp; Medicine Service Alliance</b>	Central & South				South East			

# Outline of funded offers

The following slides outline what education and training funded offers the programme *expects* to be able to support in 2024-25. Please note that this is subject to change.

Details on funded offers can be found on the programme's dedicated webpages via this link

<https://wessex.hee.nhs.uk/wider-workforce/cancer/2024-25-cancer-and-diagnostic-funding-offers/>

# Funded activity: Timeline

The below table outlines the *proposed* approach to managing funded education and training offers in 2024-25. Please note that funding and underpinning processes are still to be confirmed and therefore the below is subject to change.

	Q4 23-24			Q1 24-25			Q2 24-25			Q3 24-25			Q4 24-25		
Activity	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar
Applications open– Round 1 (R1)															
Applications reviewed (R1)															
Offers agreed, inc funding (R1)															
Funding to be paid out (R1)															
Applications open – Round 2 (R2)															
Applications reviewed (R2)															
Offers agreed, inc funding (R2)															
Funding to be paid out (R2)															
Learner status updates															
Impact monitoring															



# Funded activity: Cancer

Lead contact: Tessa Candy					
Investment (initiative)	Long Term Workforce Plan Objective	Type of funding	Description	Regional ambition	Unit cost
Chemotherapy nursing	Reform	Training grants	Supporting the development of new and existing chemotherapy nurses to meet identified development needs across specialist areas of training, leadership, communication and research.	38	Flexible but up to £1561
Cancer nurse specialists	Reform	Training grants	Supporting the development of new and existing Cancer Nurse Specialists to meet identified development needs across specialist areas of training, leadership, communication and research.	120	Flexible but up to £5,202
Care and Pathway Navigators	Train	Training grants	Explore new routes into and the development of care/pathway navigators, including upskilling and apprenticeships, to maximise impact of the roles.	14	Flexible but up to £10,404
Nationally led/single region only (may require regional input)					
Gateway C	Reform	Development and delivery of national online education platform and resources for primary care through partnership approach with key sponsors.			
Advanced Practice role in Oncology	Reform	Development of a new Advanced Practice role in oncology, with a pilot in the North East region.			
ACCEnd Cancer Nursing and AHP	Reform	Aspiring Cancer Career & Development Programme and Development programme, including career and competency frameworks, scoping of roles and job description development and delivery of cancer support worker training			

# Funded activity: Endoscopy

Lead contact: Ashleigh Stewart

Investment (initiative)	Long Term Workforce Plan Objective	Type of funding	Description	Regional ambition	Unit cost
Care navigators	Retain	Training grants Salary Support	Supporting the continued development of Care Navigators at essential, enhanced, and expert levels. A Care Navigator provides the patient with a seamless, joined up care and support experience.	1	Flexible
Clinical endoscopy programme	Reform	Training grants	Fully funded intensive training programme (both academic and clinical education and training), to train and upskill existing healthcare staff to become proficient clinical endoscopists, increasing capacity to allow consultants to perform more complex cases (including screening).	20	* Approx £20,000
Endoscopy Training Academy	Reform	Direct funding to support via virtual core team and regional training hubs	Longer term model for sustainable multi-professional endoscopy training, increasing the number of learners and accelerating transition to the endoscopy workforce. Focus on training and education of the future workforce, using regional resources, co-ordination and innovative delivery.	1	N/A
JETS workforce programme	Reform	Training grants	Supporting endoscopy workforce training and competency assessments using the JAG developed and approved blended learning JETS workforce programme.	120	£1040
Practice Education	Retain	Training grants Salary support	Supporting registered professionals who facilitate and support clinically based learning within each regional endoscopy unit, across various levels.	2	Flexible

\*Pro-rata payment with instalments in 2024/25 and 2025/26

# Funded activity: Endoscopy Training Academy

To support the ambitions for diagnostics outlined by Prof Sir Mike Richards, since 2021 each region has been required to develop and implement an Endoscopy Training Academy, to support an increase in the numbers of learners and an increased number of staff able to enter the workforce. The Academy currently receives national funding and objectives (outlined below for 2024/25).

Supported by a virtual core Academy Leadership team, hub sites based within endoscopy departments are working with relevant education and professional groups to implement a regional model to support the whole endoscopy workforce.

As well as the objectives below, the regional Academy will be working with the five training hub sites to deliver regionally identified priorities, including provision of additional train the trainer, polypectomy upskilling and endoscopic non-technical skills courses. A key focus for 2024/25 will be to work with partners at regional and national level to agree a sustainable approach to the Academy training model and funding.

Nationally agreed objectives 2024-25	Lead Team
To conduct a national evaluation of the Training Academies programme	National
To facilitate a plan for the regional endoscopy training academy to become self-sustaining beyond 2024-25	Regional
To enable the upskilling of base hospital trainers through rotation within the academy setting	Regional
To develop and deliver training pathways that create a sustainable Bowel Screening workforce	Regional
To increase capacity for basic skills courses to provide for regional need	Regional
To develop a plan for the regional academy to coordinate delivery of Endoscopic Retrograde Cholangiopancreatography (ERCP) courses from 2025-26	Regional
Continuation of previous objectives through to completion	Regional

# Funded activity: Genomics

The regional Cancer and Diagnostic programme team within WT&E do not have any specific areas of responsibility or funding to support genomics, with these being managed via Genomic Lab hubs or at a national level. The regional programme team continue to build links with key stakeholders and signpost to national resources and expertise.

Lead contact: Siobhan O'Donnell					
Investment (initiative)	Long Term Workforce Plan Objective	Type of funding	Description	Regional ambition	Unit cost
Practice Education	Retain	Salary support	Trainers to support the increase in scientific training programmes linked to genomic Scientist Training Programme (STP) and Higher Specialist Scientist Training programme (HSST).	2	Managed by Genomic Lab Hubs
Nationally led/single region only (may require regional input)					
Genomics Training Academy	Reform	Longer term model for sustainable multi-professional genomics training, with the establishment of a national training laboratory for fast-track, intensive training away from overstretched NHS laboratories.			

# Funded activity: Imaging

Lead contact: Tessa Candy					
Investment (initiative)	Long Term Workforce Plan Objective	Type of funding	Description	Regional ambition	Unit cost
Reporting radiographer training	Reform	Training grants	To support the upskilling of radiographers in image interpretation and reporting, increasing the number of radiographers who can contribute to image interpretation and reporting within clinical imaging teams.	52	* £27,931
Imaging Training Academy	Reform	Direct funding to support via virtual core team and regional training hubs	Longer term model for sustainable multi-professional imaging training, combining sonography and imaging. Focus on training and education of the future workforce, using regional resources, coordination and innovative delivery.	1	N/A
Imaging apprenticeships	Train	Training grants	Development of radiographers and support staff at all levels of the career path through apprenticeship programmes from Level 3 – Level 6.	120	* £10,612
Practice Education	Retain	Training grants and salary support	Increasing the provision of high-quality clinical supervision, education and assessment for all levels and types of learners across Imaging	33	Flexible
Career Development and Upskilling	Reform	Training grants	To support the upskilling of the imaging and radiography workforce to enable them to practice at enhanced level, through all four core pillars of practice; clinical, education, research and leadership. Support will also be explored in leadership and research at Advanced Practice level.	86	Flexible up to £10,612
Medical Physics technologist training	Train	Training grants	Supporting employers to train medical physics technologists via Healthcare Science Practitioner Level 6 Apprenticeship in Medical Physics and IPEM Clinical Technologist Training Scheme.	12	* £10,612 (apprenticeship)
Nationally led/single region only (may require regional input)					
National Breast Imaging Academy	Reform	The National Breast Imaging Academy is a collaborative, national, multidisciplinary initiative which encompasses a range of solutions to address the workforce challenges across breast imaging services.			

*\*Pro-rata payment with instalments in 2024/25 and 2025/26*

# Funded activity: Imaging Training Academy

To support the ambitions for diagnostics outlined by Prof Sir Mike Richards, since 2021 each region has been required to develop and implement an Imaging Training Academy, to support an increase in the numbers of learners and an increased number of staff able to enter the workforce. The Academy currently receives national funding and objectives (outlined below).

Supported by a virtual core Academy Leadership team, Imaging Networks and hub sites are working with relevant education and professional groups to implement a regional model to support the whole imaging workforce.

As well as the objectives below, the regional Academy will be continuing to develop Mammography, Radiology Nursing, and Sonography workstreams, building on regional training needs analyses, as well as continuing teaching programmes for Diagnostic and Reporting Radiography. A key focus for 2024/25 will be to work with partners at regional and national level to agree a sustainable approach to the Academy training model and funding.

Nationally agreed objectives 2024-25	Lead Team
To conduct a national evaluation of the Training Academies programme	National
To facilitate a plan for the regional imaging training academy to become self-sustaining beyond 2024-25	Regional
To support additional sonography training capacity and resource within Imaging Academies through establishment of a region wide training support system/network for sonographers.	Regional
Continuation of previous objectives through to completion	Regional

# Funded activity: Pathology

Lead contact: Siobhan O'Donnell

Investment (initiative)	Long Term Workforce Plan Objective	Type of funding	Description	Regional ambition	Unit costs
Practice Education	Retain	Salary support	Supporting the development of healthcare scientists in each Pathology Network and supporting the implementation of Pathology Network workforce strategies.	5	Flexible
Pathology apprenticeships	Train	Training grants	Development of the pathology workforce through wider apprenticeships across Pathology and Life Sciences for Level, 2, 4 and 6.	55	*Approx £10,200

*\*Pro-rata payment with instalments in 2024/25 and 2025/26 TO BE CONFIRMED*

# Funded activity: Physiological Science

Lead contact: Siobhan O'Donnell

Investment (initiative)	Long Term Workforce Plan Objective	Type of funding	Description	Regional ambition	Unit cost
Practice Education	Retain	Salary support Training grants	Supporting the provision of direct 1:1 training, supervision and assessment of trainees on work-based placements and ensure assessment of clinical competence. With a priority focus on audiology in 24/25, other areas may also include echocardiology, cardiac and respiratory, sleep, neurophysiology, and vascular.	8	Flexible
Physiological Science apprenticeships	Train	Training grants	Supporting apprenticeships at Level 2, 4 and 6 in physiological science, prioritising Level 2 and Level 4 in Cardio-Respiratory and Sleep.	34	* £10,612

*\*Pro-rata payment with instalments in 2024/25 and 2025/26*