# NHSE funding to support the development and upskilling of the imaging and radiography workforce 2024/25 – ROUND 3

## 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**

This document details the 2024/25 offer for the development of the imaging and radiography workforce via an NHSE training grant. This funding is aimed at registered practitioners working at a variety of practice levels and will support them to undertake education and training to develop their skills, knowledge, and behaviours. This may also be known and viewed as ‘upskilling’ with the training grant offering flexibility through all four core pillars of practice, enabling it to be used to support regional service needs and delivery

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

* + Specified pillar of practice – Clinical, or other **[page 3]**
	+ Specified pillar of practice – Leadership **[page 5]**
	+ Specified pillar of practice – Research **[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 the online form](https://app.onlinesurveys.jisc.ac.uk/s/healtheducationyh/nhse-se-cancer-cdu-diagnostic-funding-application-round-3)
* **The application window for Round 3 will open in early December and will close at 9am on Friday 13 December 2024.**

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.

For any queries please email england.canceranddiagnostics.se@nhs.net

**Overview**

In 2024/25, NHS England will provide funding to regions to support further development, education and training of the imaging and radiography workforce. It is a HCPC registration requirement for radiographers to keep their skills and knowledge up to date and engage with continuing professional development throughout their career. The College of Radiographers (2022) Education and Career Framework (ECF) highlights the importance of developing the radiography workforce to support improved outcomes for patients and robust service delivery. This offer aligns with the Long-Term Workforce Plan (2023) priorities of ‘retain’ and ‘reform’, aiming to support people throughout their careers and improving productivity by working and training in different ways.

This funding is aimed at registered practitioners working at a variety of practice levels and will support them to undertake education and training to develop their skills, knowledge, and behaviours. This may also be known and viewed as ‘upskilling’ with the training grant offering flexibility through all four core pillars of practice, enabling it to be used to support regional service needs and delivery.

The funding provision has three overarching aims:

1. To support radiographers and other practitioners working within imaging, to access training and development opportunities identified at the point of their annual personal appraisal or during their preceptorship period.
2. To aid retention of radiographers and other practitioners working within imaging, by providing them access to education and training opportunities that support their professional development and career aspirations.
3. To support regions to deliver vital services within imaging by providing the training required for radiographers and other practitioners, to broaden their skillset and/ or work at an increased level of practice.

The four pillars of practice, clinical expertise, leadership and management, education, and research and development, are vital for all roles within radiography practice. The ECF states that ‘it is the entwined combination of these four pillars at all levels that will deliver excellence for patients. This offer encompasses a variety of opportunities covering all pillars of practice and therefore encourages the holistic development of practitioners.

**Offer 1 - Specified pillar of practice – Clinical, or other**

**Overview**

This aspect of the offer is deliberately flexible to allow skill development in the clinical pillar, or the other three pillars, to reflect the wide variety of training needs and role demands throughout radiography.

The education and training that is to be provided via this funding should be delivered at education levels 6 or 7. Consideration needs to be given in terms of the future career aspirations of the individual radiographer who may aspire to move onto 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 allowing this to potentially be incorporated within an MSc programme via APL (accreditation of prior learning) or similar processes.

**The funding offer**

* The funding being offered to organisations through this investment within the NHSE WT&E SE footprint is a training grant of up **to £10,612** per learner.
* The education and training accessed via this funding should be delivered at education

**levels 6 or 7**

* 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.
* Grants can also be used to fund salary or backfill costs and for clinical supervision and/or mentorship.

**Other information**

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 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 **up to** **£10,612 per learner.**
* 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 £10,612 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.

**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 up to **£10,612** 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 £10,612 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**

* [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)
* [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)
* [Enhanced Clinical Practitioner Apprenticeship](https://www.instituteforapprenticeships.org/apprenticeship-standards/enhanced-clinical-practitioner-v1-0)
* [Multi-professional Framework for Advanced Clinical Practice](https://www.instituteforapprenticeships.org/apprenticeship-standards/enhanced-clinical-practitioner-v1-0)
* [Advanced Clinical Practitioner Apprenticeship](https://www.instituteforapprenticeships.org/apprenticeship-standards/advanced-clinical-practitioner-integrated-degree-v1-0)
* [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)
* [Enhanced Clinical Practitioner Apprenticeship](https://www.instituteforapprenticeships.org/apprenticeship-standards/enhanced-clinical-practitioner-v1-0)
* [Multi-professional Framework for Advanced Clinical Practice](https://www.instituteforapprenticeships.org/apprenticeship-standards/enhanced-clinical-practitioner-v1-0)
* [Advanced Clinical Practitioner Apprenticeship](https://www.instituteforapprenticeships.org/apprenticeship-standards/advanced-clinical-practitioner-integrated-degree-v1-0)
* [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)
* [NHS Leadership Academy - available programmes](https://www.leadershipacademy.nhs.uk/programmes/)
* [The Kings Fund - Development and Leadership programmes](https://www.kingsfund.org.uk/courses)
* [Educator Workforce Strategy (NHSE, 2023)](https://www.NHSE.nhs.uk/our-work/educator-workforce-strategy)
* [Allied Health Professionals (AHP) Educator Career Framework (2023)](https://www.councilofdeans.org.uk/wp-content/uploads/2023/04/Full-Report-AHP-Educator-Career-Framework.pdf)

**How to access this funding**

**Completion and submission of online application form.**

**Deadline – 9am on Friday 13 December 2024**

* Please complete [the application form](https://app.onlinesurveys.jisc.ac.uk/s/healtheducationyh/nhse-se-cancer-cdu-diagnostic-funding-application-round-3) submit this by **9am on Friday 13 December 2024**
* Funding will be paid via the January 2025 Education Funding Agreement schedule for approved applications

**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]. 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.

**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 [October 2024 and April 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:  |
| * To support radiographers and other practitioners working within imaging, to access training and development opportunities identified at the point of their annual personal appraisal or during their preceptorship period.
 |
| * To aid retention of radiographers and other practitioners working within imaging, by providing them access to education and training opportunities that support their professional development and career aspirations.
 |
| * To support regions to deliver vital services within imaging by providing the training required for radiographers and other practitioners, to broaden their skillset and/ or work at an increased level of practice.
 |
| **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 |