# NHSE funding to support the career development and upskilling of the imaging and radiography workforce 2025/26

## 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**

## 2025/26 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 2025/26 C&D Programme budget will include funding to support the career *development & upskilling 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 criteria and confirmation from the National Cancer & Diagnostics Programme.

This document details the 2025/26 offer for the **development of the imaging and radiography workforce** via an NHSE training grant.

**This funding**

* Is to support the development of the breadth of the imaging workforce
* Can be used across all four pillars of practice
* 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]
	+ Leadership Career Development Training funding
	+ Research Career Development Training funding
* 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**

* The application window will open on 17 March 2025 and will close at **9am on 25 April 2025**
* Applications will only be accepted via the online application form (link available below).

**Please note:**

* If approved, funding will be paid directly to employer organisations via the NHSE Education Funding Agreement Schedule.
* Funding must be spent and fully utilised by 31 March 2026. All chosen courses and education must start by 31 March 2026 also. If funding is available, further application rounds will be held in June/July and October 2025. This is to be confirmed and is subject to change.

**Frequently Asked Questions**

|  |  |
| --- | --- |
| **Question** | **Response** |
| **Eligibility** |
| Who can submit an application? | We are unable to accept applications from learners or prospective learners themselves. All applications must be submitted on behalf of a named or prospective learner, e.g. by a line manager, education lead, apprenticeship lead etc. |
| Can I submit a funding application if I don’t have a confirmed name for my learner or they have yet to be accepted onto an accredited programme? | Yes, applications can be submitted details are still to be confirmed. If the application approved in principle, funding would not be paid to the organisation until these details are confirmed. |
| When can I apply for this training grant to support my learner (s)? | Funding or specific criteria is not yet confirmed for these training grants. However, we are opening applications **based on 2024/25 funding/criteria** so that we are able to progress applications at pace if funding is confirmed. Applications will open on 17 March 2025 and close on 25 April 2025. If funding remains available, further application rounds will be held in June/ July 2025 and in October 2025.We are unable to accept applications outside of these application rounds. All applications must be submitted via the online application form [link below] |
| Which professional groups can utilise this funding? | * Diagnostic Radiographers
* Therapeutic Radiographers
* Sonographers
* Mammographers
* Radiology Nurses
* Medical Physicists
* Clinical Technologists
 |
| Can this funding be used to support learners in their Year 2 and Year 3 of a programme [if applicable]  | No, this funding is to support the learner in their first year of programme only.  |
| When must the learner have started on their programme? | Between 1 April 2025 and 31 March 2026 |
| Can this funding be used for courses which don’t finish in 2025/26? | Yes. A large number of training programmes last longer than 12 months. The important date to note is that the learner must have started on programme before 31 March 2026.  |
| Can I use the funding to support more than one learner? | No, the training grant is a nationally agreed amount that to support an individual learner only |
| Can I change the name of the funded learner who will be benefitting from the funding once this application has been approved? | No, if the original learner is no longer able to take up the place on programme, the application will be withdrawn and closed. You will be able to apply for a new grant in the next application round if funding is available.  |
| Can I use this for Sonographer learners completing a PgC? | Cancer & Diagnostics Imaging Career Upskilling funding is **not** **available** to support trainees who have been granted a Sonography/Ultrasound PG Dip/Cert commissioned place (tuition fees and salary support) by the NHSE SE Education Commissioning Team. If you are unsure, please contact you Trust’s clinical education team who will be able to confirm this with you.  |
| **Funding and financial management** |
| What do I need consider? | Before any funding can be formally paid, assurance will be required that the organisation is happy to receive the funding and that this can be fully spent and utilised by 31 March 2026. Please link with your relevant finance lead to discuss and agree this, ideally before an application is submitted.  |
| Has funding been formally confirmed for these training grants? | **No, formal national confirmation of funding for this training grant is still to be confirmed, and is not guaranteed at this time.** Applications are being invited but funding will not be confirmed until national funding is in place.  |
| What is the funding period? | 1 April 2025 to 31 March 2026 |
| What is the funding available for this training grant? | A training grant totalling £10,612. [**Please note: this amount is based on 2024/25 funding model, and therefore may be subject to change for 2025/26.**If your application is successful, this will be paid in full within 2025/26.  |
| How will this funding be paid? | The funding will be paid to the employing organisation of the learner via the NHSE Education Funding Agreement Schedule.  |
| Can this funding be used to support ‘overhead’ costs  | No, in line with other NHSE education payments we are unable to provide funding for any overhead additional costs. This position should not have a negative impact on the salary of the learner or on the quality of the training and supervision they receive. |
| Can funding be used next financial year if we cannot spend it this year? | No, all funding provided by NHSE needs to be managed in the year of issue, no deferral will be agreed. NHSE is not able to carry forward any commitments into the next financial year and any remaining balances would have to be withdrawn and lost to your organisation. There are no exceptions allowable and no agreements to defer can be made by anyone representing NHSE.  |
| **Utilisation of funding** |
| What is the aim of this funding? | These training grants are to support employers in meeting challenges in the Imaging workforce by offering additional funded support to facilitate upskilling and career development of their existing workforce, with a particular focus on Research and Leadership |
| What **can** funding be used for? | Training grants should be used by employers to support and facilitate their learners completing the agreed upskilling programme. The funding can be used flexibly and is intended to help the department with further training costs associated with supporting and supervising learners. This could include:* Training expenses
* Salary support for clinical supervision and mentorship
* Travel and subsistence expenses
 |
| What **can’t** the funding be used for? | The funding cannot be used for the following:* Kit & equipment
* Capital expenses
 |
| **Employer requirements of accepting this funding** |
| Reporting  | All reporting requirements, including updates against learner status, will be met. |
| Financial | All funding will be managed appropriately in line with individual organisation’s financial management and assurance processes. |
| Access to training | Managers will support their staff to access training and release them to attend  |

**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 2025-26, 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 funding offer**

* The funding being offered to organisations through this investment within the NHSE WT&E SE footprint is a training grant of **£10,612** per Radiographer.[**Please note: this is based on the 2024/25 funding model and therefore may be subject to change for 2025/26].**
* 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, CT Head, MRI
* Mammography
* CT Colonography (CTC)
* Clinical technologist upskilling

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

**Overview**

In 2025/26, 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 **£10,612** per Radiographer. [**Please note: this is based on the 2024/25 funding model and therefore may be subject to change for 2025/26].**
* 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 2025/6 only and must be committed by 31st March 2026.

**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://www.hee.nhs.uk/sites/default/files/documents/multi-professionalframeworkforadvancedclinicalpracticeinengland.pdf)
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 2025/26, NHS England South East will provide funding to support further development, education and training of the imaging and radiography workforce. This specific offer is 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-focused 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 2025/26 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 **£10,612** per Radiographer.[**Please note: this is based on the 2024/25 funding model and therefore may be subject to change for 2025/26].**
* 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 2025/26 only and must be committed by 31st March 2026.

**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://www.hee.nhs.uk/sites/default/files/documents/multi-professionalframeworkforadvancedclinicalpracticeinengland.pdf)
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 clinical professions and Trust locations.

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| **All Therapeutic Radiographers** | Please complete the [Imaging Upskilling Enhanced, Advanced, Consultant application form](https://app.onlinesurveys.jisc.ac.uk/s/healtheducationyh/2025-25-round-1-nhse-se-cancer-diagnostics-funding-application-) |
| **All Medical Physicists** |
| **All Clinical Technologists** |
| **Diagnostic Radiographers and Radiology Nurses working within SE1 Imaging Network** | * Buckinghamshire Healthcare
* Milton Keynes University Hospitals
* Oxford University Hospitals
* Royal Berkshire
 | Please complete the [Imaging Upskilling Enhanced, Advanced, Consultant application form](https://app.onlinesurveys.jisc.ac.uk/s/healtheducationyh/2025-25-round-1-nhse-se-cancer-diagnostics-funding-application-) |
| **Diagnostic Radiographers and Radiology Nurses working within SE2 Imaging Network** | * Ashford & St. Peter’s Hospitals
* East Sussex Healthcare
* Frimley Health
* Queen Victoria Hospital
* Royal Surrey County Hospital
* Surrey & Sussex Healthcare
* University Hospitals Sussex
 | 1. Please liaise with Oliver McKinley, Managing Director for SE2 Imaging Network, in the first instance; He will work with you to agree 2025/26 applications; oliver.mckinley@nhs.net
2. Complete and submit the [Imaging Upskilling Enhanced, Advanced, Consultant application form](https://app.onlinesurveys.jisc.ac.uk/s/healtheducationyh/2025-25-round-1-nhse-se-cancer-diagnostics-funding-application-)
 |
| **Diagnostic Radiographers and Radiology Nurses working within SE3 Imaging Network** | * Dorset County Hospitals
* Hampshire Hospitals
* Isle of Wight
* Portsmouth Hospitals University
* Southern Health
* University Hospitals Southampton
* University Hospitals Dorset
 | 1. Please complete the [Imaging Upskilling Enhanced, Advanced, Consultant application form](https://app.onlinesurveys.jisc.ac.uk/s/healtheducationyh/2025-25-round-1-nhse-se-cancer-diagnostics-funding-application-).
2. Please confirm details of your submission with Mary So – Imaging Network Lead, SE3 Wessex Imaging Network (WIN) mary.so@hhft.nhs.uk
 |
| **Diagnostic Radiographers and Radiology Nurses working within SE4 Imaging Network** | * Dartford & Gravesham
* East Kent Hospitals University
* Maidstone & Tunbridge Wells
* Medway
 | Please complete the [Imaging Upskilling Enhanced, Advanced, Consultant application form](https://app.onlinesurveys.jisc.ac.uk/s/healtheducationyh/2025-25-round-1-nhse-se-cancer-diagnostics-funding-application-) |

The application window will open **mid March and will close at 9am on Tuesday 25 April 2025** to support funding being transferred in July 2025 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.

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 [Oct 2025 and April 2026] 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 [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