

Multi-professional Education and Training

North of England Funding Guide

2018/19

(Version 1.0)



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Introduction

Following the Comprehensive Spending Review (CSR) in 2015 and the publication of '[Reforming healthcare education funding: creating a sustainable future workforce- Government Response to public consultation](#)', HEE has been working to transition previously commissioned healthcare education programmes to the new funding models and arrangements

All pre-registration undergraduate health care courses are no longer commissioned with the move of the postgraduate pre-registration courses agreed under legislation more recently. Funding for these programmes will now be supported either through Student Loan Finance arrangements or apprenticeship funding (where this applies). HEE however will continue to commission and /or fund a training grant, (previously referred to as salary support), for a range of programmes to help support the attraction and development of the future healthcare workforce. This funding guide sets out the level and type of support that HEE will be providing for indicated programmes within 2018-2019.

Training Grants have in the past been agreed at HEE local office level (North East, North West and Yorkshire and Humber). HEE will be, for a number of programmes, continuing the levels of support at 2017/18 levels and this means that there will continue to be some differences. However, HEE is now operating on a North Regional footprint and the aim is that we ensure an equitable, harmonised training grant offer by 2019/20 for all our programmes.

The Funding Guide sets out the programmes currently being supported; the levels of support being offered and how the funding indicated can be accessed.

There are some programmes where funding details are not yet finalised, so information will be added to this guide once the information has been finalised.

While the information included in this guide is as accurate as possible, it can be subject and varied to change without notice.

Should you have a query about any funding and/or schemes that are not included in the guide then please contact Education Transformation educationtransformation.north@hee.nhs.uk in the first instance and one of the team will respond.

Funding Principles for Accessing Support

The following principles have been developed to inform and guide funding support and its utilisation.

- Funding is subject to affordability and agreed levels of commissioning requirements across the North
- Application for funding must be supported by the employer's workforce requirements as identified in their training needs assessment. It is expected that these needs and applications requesting support will fully reflect the equality and diversity needs of the workforce.
- Employers receiving HEE funding for any of the supported programmes must comply with the governance and reporting requirements for ensuring effective use of the investment.
- HEE supports a range of programmes through a Training Grant and in some cases some additional miscellaneous costs. These will be pay directly to the employing organisation. The Training Grant is a contribution to salary backfill costs while the purpose of any other contributions will be specified. Organisations will be expected to ensure that the funding provided is used as intended.
- In supporting application organisations and learners must be committed to completing the programme and ensuring the appropriate use of any funding. Learners on programme must be supported as indicated in the HEEs Quality Framework.
- Learners continuing in study on all the supported programmes are eligible to receive tuition and training grant at the level they commenced study on until completion of their programme.
- Where learners are unable to complete their programme due to extenuating, mitigating circumstances within the expected timeframe, HEE will consider, on a case by case basis, extending the support initially agreed. Approval must be sought before any commitments can be expected and/or agreed.

Supported Programmes

Community Specialist Practitioner – District Nursing

Introduction

District nursing demand is scoped directly with service providers across the North of England. Services can choose from any education provider supplier on the list below. Within the financial allocation available, HEE North will support applications from organisations that demonstrate service need and the support necessary for learners to progress to qualification.

Eligibility

Funding is available to all NHS Commissioned services

Support available

HEE will pay full course fees directly to education providers; the Training Grant is paid directly to the employer to the indicated level in the table below. For part-time routes the training grant is reduced in line with reduced attendance.

| Education Providers | Course Length F/T and P/T | Months to complete | Training Grant Per Year |
|------------------------------------|------------------------------|---|-------------------------|
| North East | | | |
| Teesside University | FT and PT | FT – 10 months PT – 20 months | £31,611 |
| Northumbria University | FT and PT | FT – 10 months PT – 20 months | £31,611 |
| North West | | | |
| University of Central Lancashire | FT and PT | FT – 9 months PT – 12 months PT – 24 months PT – 36 months | £22,078 |
| University of Cumbria | FT and PT | FT – 9 months PT – 18 months | £22,078 |
| Manchester Metropolitan University | FT and PT | FT – 9 months PT – 24 months PT – 36 months | £22,078 |
| University of Bolton | FT and PT | FT – 9 months PT – 18 months | £22,078 |
| University of Chester | FT and PT | FT – 9 months PT – 18 months | £22,078 |
| Liverpool John Moore University | FT and PT | FT – 9 months PT – 18 months | £22,078 |
| Yorkshire and Humber | | | |
| Sheffield Hallam University | FT and PT | FT – 12 months PT – 24 months | £30,800 |
| Leeds Beckett University | FT and PT | FT – 12 months PT – 24 months | £30,800 |

| | | | |
|--------------------|-----------|----------------------------------|---------|
| University of Hull | FT and PT | FT – 12 months PT – 24 months | £30,800 |
|--------------------|-----------|----------------------------------|---------|

How to make an application

HEE North will scope demand from service providers in November/December 2018, for 2019/2020 starts. If you have not previously been contacted for demand and would wish to make future applications, please email educationtransformation.north@hee.nhs.uk

Community Specialist Practitioner – Health Visiting

Introduction

Health visiting demand is scoped directly with service providers across the North of England. Services can choose from any supplier on the list below. Within the financial allocation available, HEE North will support applications from organisations that demonstrate service need and the support necessary for learners to progress to qualification.

Eligibility

Funding is available to all NHS Commissioned services

Support available

HEE will pay full course fees directly to education providers; the Training Grant is paid directly to the employer to the indicated level in the table below. For part-time routes the training grant is reduced in line with reduced attendance.

| Education Providers | Course Length F/T and P/T | Months to complete | Training Grant Per Year |
|------------------------------------|------------------------------|--|-------------------------|
| North East | | | |
| Teesside University | FT and PT | FT – 12 months PT – 24 months PT – 36 months | £31,611 |
| Northumbria University | FT and PT | FT – 12 months PT – 20 months | £31,611 |
| North West | | | |
| University of Central Lancashire | FT and PT | FT – 12 months PT – 12 months PT – 24 months PT – 36 months | £22,078 |
| Manchester Metropolitan University | FT and PT | FT – 12 months PT – 24 months PT – 36 months | £22,078 |
| University of Bolton | FT and PT | FT – 12 months PT – 24 months | £22,078 |
| University of Chester | FT and PT | FT – 12 months PT – 24 months | £22,078 |
| Liverpool John Moore University | FT and PT | FT – 12 months PT – 24 months | £22,078 |
| Yorkshire and Humber | | | |
| Sheffield Hallam University | FT and PT | FT – 12 months PT – 24 months | £30,800 |
| Leeds Beckett University | FT and PT | FT – 12 months PT – 24 months | £30,800 |
| University of Hull | FT and PT | FT – 12 months PT – 24 months | £30,800 |

How to make an application

HEE North will scope demand from service providers in November/December 2018, for 2019/2020 starts. If you have not previously been contacted for demand and would wish to make future applications, please email educationtransformation.north@hee.nhs.uk

Community Specialist Practitioner – Occupational Health Nursing

Introduction

Occupational Health Nursing demand is scoped directly with service providers across the North of England. Services can choose from any supplier on the list below. Within the available financial allocation available, HEE North will support applications from organisations that demonstrate service need and the support necessary for learners to progress to qualification.

Eligibility

Funding is available to all NHS Commissioned services

Support available

HEE will pay full course fees directly to education providers; the Training Grant is paid directly to the employer to the indicated level in the table below. For part-time routes the training grant is reduced in line with reduced attendance.

| Education Providers | Course Length F/T and P/T | Months to complete | Training Grant Per Year |
|-----------------------|------------------------------|--|-------------------------|
| North East | | | |
| Teesside University | FT and PT | FT – 12 months PT – 24 months PT – 36 months | £31,611 |
| North West | | | |
| University of Chester | FT and PT | FT – 12 months PT – 24 months | £22,078 |

How to make an application

HEE North will scope demand from service providers in November/December 2018, for 2019/2020 starts. If you have not previously been contacted for demand and would wish to make future applications, please email educationtransformation.north@hee.nhs.uk

Community Specialist Practitioner – School Nursing

Introduction

School nursing demand is scoped directly with service providers across the North of England. Services can choose from any supplier on the list below. Within the financial allocation available, HEE North will support applications from organisations that demonstrate service need and the support necessary for learners to progress to qualification.

Eligibility

Funding is available to all NHS Commissioned services

Support available

HEE will pay full course fees directly to education providers; the Training Grant is paid directly to the employer to the indicated level in the table below. For part-time routes the training grant is reduced in line with reduced attendance.

| Education Providers | Course Length F/T and P/T | Months to complete | Training Grant Per Year |
|------------------------------------|------------------------------|--|-------------------------|
| North East | | | |
| Teesside University | FT and PT | FT – 12 months PT – 24 months PT – 36 months | £31,611 |
| Northumbria University | FT and PT | FT – 12 months PT – 20 months | £31,611 |
| North West | | | |
| University of Central Lancashire | FT and PT | FT – 12 months PT – 12 months PT – 24 months PT – 36 months | £22,078 |
| Manchester Metropolitan University | FT and PT | FT – 12 months PT – 24 months PT – 36 months | £22,078 |
| University of Chester | FT and PT | FT – 12 months PT – 24 months | £22,078 |
| Liverpool John Moore University | FT and PT | FT – 12 months PT – 24 months PT – 36 months | £22,078 |
| Yorkshire and Humber | | | |
| Sheffield Hallam University | FT and PT | FT – 12 months PT – 24 months | £30,800 |
| Leeds Beckett University | FT and PT | FT – 12 months PT – 24 months | £30,800 |
| University of Hull | FT and PT | FT – 12 months PT – 24 months | £30,800 |

How to make an application

HEE North will scope demand from service providers in November/December 2018, for 2019/2020 starts. If you have not previously been contacted for demand and would wish to make future applications, please email educationtransformation.north@hee.nhs.uk

Community Specialist Practitioner – Child Nursing

Introduction

Child Nursing demand is scoped directly with service providers across the North of England. Services can choose from any supplier on the list below. Within the financial allocation available, HEE North will support applications from organisations that demonstrate service need and the support necessary for learners to progress to qualification.

Eligibility

Funding is available to all NHS Commissioned services

Support available

HEE will pay full course fees directly to education providers; the Training Grant is paid directly to the employer to the indicated level in the table below. For part-time routes the training grant is reduced in line with reduced attendance.

| Education Providers | Course Length F/T and P/T | Months to complete | Training Grant Per Year |
|----------------------------------|------------------------------|---|-------------------------|
| North East | | | |
| Teesside University | FT | FT – 36 months | £31,611 |
| Northumbria University | FT | FT – 36 months | £31,611 |
| North West | | | |
| University of Central Lancashire | FT and PT | FT – 9 months PT – 12 months PT – 24 months PT – 36 months | £22,078 |
| Liverpool John Moore University | FT and PT | FT – 9 months PT – 18 months | £22,078 |

How to make an application

HEE North will scope demand from service providers in November/December 2018, for 2019/2020 starts. If you have not previously been contacted for demand and would wish to make future applications, please email educationtransformation.north@hee.nhs.uk

Community Specialist Practitioner – Learning Disability Nursing

Introduction

Learning Disability nursing demand is scoped directly with service providers across the North of England. Services can choose from any supplier on the list below. Within the financial allocation available, HEE North will support applications from organisations that demonstrate service need and the support necessary for learners to progress to qualification

Eligibility

Funding is available to all NHS Commissioned services

Support available

HEE will pay full course fees directly to education providers; the Training Grant is paid directly to the employer to the indicated level in the table below. For part-time routes the training grant is reduced in line with reduced attendance.

| Education Providers | Course Length F/T and P/T | Months to complete | Training Grant Per Year |
|------------------------|------------------------------|---------------------------------|-------------------------|
| North East | | | |
| Teesside University | FT | FT – 36 months | £31,611 |
| Northumbria University | FT | FT – 36 months | £31,611 |
| North West | | | |
| University of Cumbria | FT and PT | FT – 9 months PT – 18 months | £22,078 |
| University of Chester | FT and PT | FT – 9 months PT – 18 months | £22,078 |

How to make an application

HEE North will scope demand from service providers in November/December 2018, for 2019/2020 starts. If you have not previously been contacted for demand and would wish to make future applications, please email educationtransformation.north@hee.nhs.uk

Community Specialist Practitioner – Sexual Health Nursing

Introduction

Sexual Health Nursing demand is scoped directly with service providers across the North of England. Services can choose from any supplier on the list below. Within the financial allocation available, HEE North will support applications from organisations that demonstrate service need and the support necessary for learners to progress to qualification.

Eligibility

Funding is available to all NHS Commissioned services

Support available

HEE will pay full course fees directly to education providers; the Training Grant is paid directly to the employer to the indicated level in the table below. For part-time routes the training grant is reduced in line with reduced attendance.

| Education Providers | Course Length F/T and P/T | Months to complete | Training Grant Per Year |
|----------------------------------|------------------------------|--|-------------------------|
| North East | | | |
| Northumbria University | PT | PT – 12 months Grad Cert PT – 18 months Degree | £31,611 |
| North West | | | |
| University of Central Lancashire | FT and PT | FT – 12 months PT – 12 months PT – 24 months PT – 36 months | £22,078 |

How to make an application

HEE North will scope demand from service providers in November/December 2018, for 2019/2020 starts. If you have not previously been contacted for demand and would wish to make future applications, please email educationtransformation.north@hee.nhs.uk

Community Specialist Practitioner – GP Nursing

Introduction

GP Nursing demand is scoped directly with service providers across the North of England. Services can choose from any supplier on the list below. Within the financial allocation available, HEE North will support applications from organisations that demonstrate service need and the support necessary for learners to progress to qualification.

Eligibility

Funding is available to all NHS Commissioned services

Support available

HEE will pay full course fees directly to education providers; the Training Grant is paid directly to the employer to the indicated level in the table below. For part-time routes the training grant is reduced in line with reduced attendance.

| Education Providers | Course Length F/T and P/T | Months to complete | Training Grant Per Year |
|------------------------------------|------------------------------|---|-------------------------|
| North East | | | |
| Northumbria University | PT | PT – 12 months Grad Cert PT – 18 months Degree | £31,611 |
| North West | | | |
| University of Central Lancashire | FT and PT | FT – 9 months PT – 12 months PT – 24 months PT – 36 months | £22,078 |
| Manchester Metropolitan University | FT and PT | FT – 9 months PT – 24 months PT – 36 months | £22,078 |
| University of Chester | FT and PT | FT – 9 months PT – 18 months | £22,078 |
| University of Cumbria | FT and PT | FT – 9 months PT – 18 months | £22,078 |
| Yorkshire and Humber | | | |
| University of Sheffield | FT | 12 Months | £30,800 |

How to make an application

HEE North will scope demand from service providers in November/December 2018, for 2019/2020 starts. If you have not previously been contacted for demand and would wish to make future applications, please email educationtransformation.north@hee.nhs.uk

Improving Access to Psychological Therapies (IAPT)

Introduction

HEE supports both the replacement and expansion places for the Psychological Wellbeing Practitioners (PWP), and High Intensity Therapists (HITs). This is demand led process and we work with our NHS England (NHSE) colleagues in the STP areas to scope demand.

HEE also on behalf of NHSE commission Long Term Conditions top-ups for both PWP and HITs, these are short courses lasting 5 and 10 days respectively.

In 2018/19 HEE North and the other regions have been asked to recommission CBT for Psychosis and Family Intervention Therapy aimed at Early Intervention for Psychosis Services.

Eligibility

Funding is available to all NHS Commissioned services

Support available

HEE will pay full fees for PWP and HITs whilst on programme, which are a minimum of a year in length. The training grant should be made available the Clinical Commissioning Group commissioning local services. It is recommended that this be at full salary e.g. PWP Band 4 point 11, plus 23% on-costs £23,873.

HIT Band 6 point 21, plus 23% on-costs £32,675. However, is recognised that this is only a guide and that there can be variable local arrangements.

For the Long-Term conditions courses HEE will pay full fees but there is no training grant element available. This funding model also applies to the CBT for Psychosis and Family Intervention Therapy training courses.

Long Term Conditions Top-up

| Education Providers | Course Length | Part-Time available Yes/No | Training Grant Per Year |
|---|---------------|----------------------------|-------------------------|
| North East | | | |
| HIT - Teesside University | 10 days | N/A | N/A |
| PWP - Teesside University | 5 days | N/A | N/A |
| North West | | | |
| HIT- Greater Manchester Mental Health NHS Trust, CBT Training Centre | 10 days | N/A | N/A |
| PWP - University of Central Lancashire - Liverpool John Moore University - University of Manchester | 5 days | N/A | N/A |
| Yorkshire and Humber | | | |
| HIT- Sheffield University | 10 days | N/A | N/A |
| PWP- Sheffield University | 5 days | N/A | N/A |

Psychological Wellbeing Practitioner (PWP)

| Education Providers | Course Length | Part-Time available Yes/No | Training Grant Per Year |
|----------------------------------|---------------|----------------------------|-------------------------|
| North East | | | |
| Teesside University | 1 year | | TBA with CCG |
| Newcastle University | 1 year | | TBA with CCG |
| North West | | | |
| University of Central Lancashire | 1 year | | TBA with CCG |
| Manchester University | 1 year | | TBA with CCG |
| Liverpool John Moore University | 1 year | | TBA with CCG |
| Yorkshire and Humber | | | |
| University of Sheffield | 1 year | | TBA with CCG |

High Intensity Therapist (HIT)

| Education Providers | Course Length | Part-Time available Yes/No | Training Grant Per Year |
|-------------------------|---------------|----------------------------|-------------------------|
| North East | | | |
| Teesside University | 18 months | | TBA with CCG |
| Newcastle University | 18 months | | TBA with CCG |
| North West | | | |
| University of Cumbria | 1 year | N | TBA with CCG |
| Greater Manchester MH | 1 year | N | TBA with CCG |
| University of Chester | 1 year | Y | TBA with CCG |
| Yorkshire and Humber | | | |
| University of Sheffield | 1 year | | TBA with CCG |

IAPT Modalities

HEE currently supports funding to enable staff supporting NHS Commissioned services to undertake specific IAPT Modalities. Currently, HEE is scoping and working with providers to confirm demand but expected provision will include

Cognitive Behavioural Therapy for Psychosis

| Education Providers | Course Length | Part-Time available Yes/No | Training Grant Per Year |
|-----------------------|---------------|----------------------------|-------------------------------------|
| North West | | | |
| Greater Manchester MH | 2 year | TBC | TBC (although may not be available) |
| Greater Manchester MH | 24 days | TBC | TBC (although may not be available) |
| Yorkshire and Humber | | | |
| University of Hull | 2 year | TBC | TBC (although may not be available) |
| University of Hull | TBC | TBC | TBC (although may not be available) |

CBT Supervision (Training for Supervisors)

| Education Providers | Course Length | Part-Time available Yes/No | Training Grant Per Year |
|-------------------------|---------------|----------------------------|-------------------------|
| Yorkshire and Humber | | | |
| University of Hull | 1 day | | 0 |
| North East | | | |
| University of Newcastle | 1 day | | 0 |

Family Intervention Therapy

| Education Providers | Course Length | Part-Time available Yes/No | Training Grant Per Year |
|----------------------------------|---------------|----------------------------|-------------------------|
| North East | | | |
| To be commissioned | | | |
| North West | | | |
| University of Central Lancashire | 5 Days | N | 0 |
| University of Manchester | 5 Days | N | 0 |
| Yorkshire and Humber | | | |
| University of Sheffield | 5 days | | 0 |

How to make an application

HEE North will work with NHS England Service Mental Health Service Leads to scope demand from service providers. Potential interested staff should ensure their service provider is aware of their interest, so this can be shared with any scoping return the service provider submits

Healthcare Science (HCS) Practitioner Training Programme (PTP)

Introduction

The Healthcare Science Practitioner Training Programme (PTP) is an undergraduate training scheme that includes work-based and academic learning inclusive of a three-year undergraduate Bachelor of Science degree (BSc Hons). All programmes are accredited by the National School for Health Care Sciences (NSHCS).

Eligibility

These undergraduate degree programmes are Higher Education Funding Council for England (HEFCE) funded which infers no control on numbers of students by Health Education England. Students pay for their own course and universities recruit students via University and Colleges Admissions Service (UCAS).

Support available

The courses require students to have 50 weeks of placement within the NHS over the three-year degree programme. The programme attracts a non-medical education and training tariff from Health Education England.

Practitioner Training Programme

| Education Providers | Course Length | Part-Time available Yes/No | Training Grant Per Year |
|------------------------------------|---------------|----------------------------|-------------------------|
| North East | | | |
| Sunderland University | 3 years | | Tariff + £1,000 |
| North West | | | |
| University of Central Lancashire | 3 years | | Tariff + £1,000 |
| University of Manchester | 3 years | | Tariff + £1,000 |
| Manchester Metropolitan University | 3 years | | Tariff + £1,000 |
| Yorkshire and Humber | | | |
| University of Leeds | 3 years | | Tariff + £1,000 |
| University of Bradford | 3 years | | Tariff + £1,000 |

How to make an application

Support costs: HEIs are requested to submit Business Cases to request funding for supporting trainees on placements for travel and accommodation and this will be paid to the HEI to manage. The education transformation team will contact the HEIs in June and all Business Cases should be returned by Monday 3rd September for approval. Please send business cases to educationtransformation.north@hee.nhs.uk.

Non-medical tariff: HEIs are requested to submit their placement activity to enable organisations to be paid the non-medical tariff. HEE North will contact the HEIs for this information. The data should be returned to educationtransformation.north@hee.nhs.uk

Healthcare Science (HCS) Graduate Diploma in Medical Physics (Radiotherapy Physics)

Introduction

The Graduate Diploma in Medical Physics is a two-year programme designed to develop the essential knowledge, skills and experience required of a newly-qualified radiotherapy practitioner. The course is accredited by the NSHCS.

Eligibility

Funding is available to NHS Commissioned services.

Support available

Funding for salary and support costs is available and outlined in the table below. Salary will be paid directly to the Trust quarterly in arrears. The recouping of travel and accommodation costs up to the value of £2K is based on actuals and forecasts which requires submission by **Friday 16th November**.

| Education Providers | Course Length | Part-Time available Yes/No | Training Grant Per Year |
|-----------------------|---------------|----------------------------|--|
| North East | | | |
| University of Cumbria | 2 years | | Band 5 spine point 23 + 24% on costs, (utilising Annex U, 70% year 1, 75% year 2). £2,000 support costs per annum. |
| North West | | | |
| University of Cumbria | 2 years | | Band 5 spine point 23 + 24% on costs, (utilising Annex U, 70% year 1, 75% year 2). £2,000 support costs per annum. |

| Yorkshire and Humber | | | |
|-----------------------|---------|--|--|
| University of Cumbria | 2 years | | Band 5 spine point 23 + 24% on costs, (utilising Annex U, 70% year 1, 75% year 2). £2,000 support costs per annum. |

How to make an application

2018 is planned to be the final year intake. However, HEE Midlands and East, as the Lead Commissioner, will provide confirmation later in 2018.

Other relevant information

Applicants are advised to have a first degree in physics or a subject closely related to this as the course has been written for a physics graduate.

Healthcare Science (HCS) Scientist Training Programme (STP)

Introduction

The Scientist Training Programme (STP) is a national three-year training programme that includes work-based and academic learning. Whilst on the programme learners also complete a part-time master's degree at the university offering the specialism.

Eligibility

Funding is available to NHS services who have been accredited by the National School of Healthcare Science to deliver the Scientist Training Programme.

Support available

All HEI Tuition Fees are paid directly to the relevant training provider by HEE Midlands and East via national arrangements. A training grant support model and funding to support travel and accommodation is available for both Direct Entry and In-Service routes.

Direct Entry

| Education Providers | Course Length | Part-Time available Yes/No | Training Grant Per Year: <u>Direct Entry</u> |
|---|---------------|----------------------------|--|
| North East, North West and Yorkshire and the Humber | | | |
| Newcastle University Manchester University Manchester Metropolitan University University of Manchester Liverpool University | 3 years | | 100% salary, 2017/18 AfC Band 6 + 24% on costs, commencing at spine point 21 with any nationally agreed increments over the 3-year period; + up to £2,000 support costs. |
| Education provided outside of North geography | | | |
| Queen Mary University London Kings College London Aston University | 3 years | | 100% salary, 2017/18 AfC Band 6 + 24% on costs, commencing at spine point 21 with any nationally agreed increments over the 3-year period; + up to £3,000 support costs. |

In Service

| Education Providers | Course Length | Part-Time available Yes/No | Training Grant Per Year: <u>In Service</u> |
|----------------------|---------------|----------------------------|---|
| North East | | | |
| See Direct Entry | 3 years | | 87.5% salary, 2017/18 AfC Band 6 + 24% on costs, commencing at spine point 21 with any nationally agreed increments over the 3-year period + up to £2,000 support costs. (Up to 3K support costs capped if HEI outside North geography). |
| North West | | | |
| See Direct Entry | 3 years | | 50% salary, 2017/18 AfC Band 6 + 24% on costs, commencing at spine point 21 with any nationally agreed increments over the 3-year period + up to £2,000 support costs. (Up to 3K support costs capped if HEI outside North geography). |
| Yorkshire and Humber | | | |
| See Direct Entry | 3 years | | 100% salary, 2017/18 AfC Band 6 + 24% on costs, commencing at spine point 21. For years 2 and 3, 20% of Band 6 AfC rate, with any nationally agreed increments over the 3-year period + up to £2,000 support costs. (Up to 3K support costs capped if HEI outside North geography). |

How to make an application

HEE North, working with the HCS Lead Commissioner in HEE Midlands and East, will scope demand from service providers between May and August in 2018, for 2019/2020 starts. If you have not previously been contacted for demand and would wish to make an enquiry about hosting a trainee, please email educationtransformation.north@hee.nhs.uk.

Other relevant information

Salary will be paid to Trusts quarterly in arrears.

Management and use of support costs for STP: Departments will receive an allocation of £2,000 per trainee per academic year to contribute to the opportunity costs of training. Trainees whose HEI is located outside of the North geography will be capped at £3k per annum. This allocation is for both Direct Entry and In-Service trainees. This will ensure that trainees who have no choice but to attend HEIs remote to our region will be recompensed, ensuring we retain a committed future workforce to our region across the north. It is for departments to determine how they wish to use the total resource available towards meeting the cost of training, in acknowledgement of the likely variable costs per trainee and within the guidance set out by the lead commissioner (link when available).

Support costs will be paid directly to the Trust as actuals claimed. We expect the employer and trainee to plan and forecast for travel and accommodation costs at the beginning of each academic year. HEE reserve the right to monitor and audit the use of the support costs to ensure that it is solely being used to support the individual learner on the Scientist Training Programme.

Healthcare Science (HCS) Higher Specialist Scientist Training (HSST)

Higher Specialist Scientific Training

Introduction

The Higher Specialist Scientist Training (HSST) is a five-year programme available to registered and experienced clinical scientists who may be interested in training to become a consultant clinical scientist. The work-based training programme is equivalent to the standards of training undertaken by medical postgraduate trainees and gives trainees the possibility of gaining Medical Royal College qualifications.

Eligibility

The programme is available for NHS services who are accredited by the NSHCS to deliver the HSST training. Potential candidates must be HCPC statutory registered as a Clinical Scientist.

Support available

The training allowance is applicable to Direct Entry and In-Service trainees and will be paid directly to the Trust organisation for each of the 5 years of training. All HEI Tuition Fees are paid directly to the relevant training provider by HEE Midlands and East via national arrangements.

| Education Providers | Course Length | Part-Time available Yes/No | Training Grant Per Year, Direct Entry and In Service. |
|--|---------------|----------------------------|---|
| North East | | | |
| Manchester Academy of Health Science Education (MAHSE) | 5 years | | £13,000 |
| North West | | | |
| Manchester Academy of Health Science Education (MAHSE) | 5 years | | £13,000 |
| Yorkshire and Humber | | | |
| Manchester Academy of Health Science Education (MAHSE) | 5 years | | £13,000 |

How to make an application

HEE North, working with the HCS Lead Commissioner in HEE Midlands and East, will scope demand from service providers between May and August in 2018 for 2019/2020 starts. If you have not previously been contacted for demand and would wish to make an enquiry about hosting a trainee, please email educationtransformation.north@hee.nhs.uk.

Other relevant information

The training allowance is provided on the understanding that it can be used flexibly within the employing department to cover the costs of accessing the programme, or address the opportunity costs of training that would include **as a minimum**:

- Expenses, including travel and accommodation costs associated with required HEI attendance as part of the DClinSci
- Costs of any additional learning that may be needed out with the DClinSci including travel and accommodation
- Research project costs
- Costs of cover to enable release of the individual undertaking HSST

In agreeing to support an individual to undertake the HSST programme, the employing or host department is committing to releasing the individual to access the formal academic learning that underpins the programme and to support them with time to undertake the required workplace research and learning.

It is expected that agreement would be reached between the employee/direct entry hosted HSST and their workplace on the level of support that will be available to them to complete their programme of study, prior to an individual commencing the programme. This agreement would be expected to recognise the changing requirements of the programme as it progresses.

HEE reserves the right to audit the use of the training allowance, in addition to any local LDA monitoring, to ensure that it is being used solely to support the education and development of the individual undertaking the HSST programme and has been of benefit to that individual.

Stepping off and stepping on programme (STP and HSST): please report any leave of absence, sickness and maternity / paternity leave to the educationtransformation.north@hee.nhs.uk.

Pharmacy

Introduction

HEE supports training for Hospital Pre-registration Trainee Pharmacists (PRP) and Pre-registration Trainee Pharmacy Technicians (PTPT). Some variations have been negotiated locally. Contact your HEE Local Office or email medicinesoptimisation.north@hee.nhs.uk

Eligibility

Funding is available to agreed NHS services.

Support available

HEE will pay a training grant as a contribution per student, toward the training year(s) and have negotiated rates with Local Offices for 2018/19. HEE will pay full course fees to the training provider for PRPs whilst on programme, which are a year in length. PTPT course fees are funded via Apprenticeship Levy, which are two years in length. A training grant will be made available to the organisation. This has been negotiated locally; a range of funded rates are applied as per local agreement. See tables below.

As an example, costs at 17/18 rate:

PRP: Band 5 point 16, plus 23% on-costs = £27,219, plus% for cost of living rise.

PTPT: Band 2 point 2, plus 23% on-costs = £18,948 plus rate % for cost of living rise

NB: For PTPTs in North West – A training grant of £10,000 per trainee per year. For Yorkshire and Humber PTPT, this is calculated as a flat sponsorship rate £6,500 or as equivalent to Apprenticeship/National Minimum Wage see hourly rates: <https://www.gov.uk/national-minimum-wage-rates>

However, it is recognised that this is only a guide and that there can be variable local arrangements.

Pre-Registration Trainee Pharmacist

| Education Providers | Course Length | Part-Time available Yes/No | Training Grant Per Year |
|---|---------------|----------------------------|-------------------------|
| North East | | | |
| North East Office, School of Pharmacy and Medicines Optimisation, Newcastle University Teaching Hospitals | 1 year | No | £28,348 |
| North West | | | |
| University of Manchester | 1 year | No | £27,004 |
| Yorkshire and Humber | | | |
| University of Bradford | 1 year | No | £25,597.44 |
| University of Leeds | 1 year | No | £25,597.44 |

Pre- Registration Trainee Pharmacy Technician

| Education Providers | Course Length | Part-Time available Yes/No (NB min 30hrspw) | Training Grant Per Year |
|---|---------------|---|---|
| North East | | | |
| North East Office, School of Pharmacy and Medicines Optimisation, Newcastle University Teaching Hospitals | 2 years | No | Year 1 – £21,218 Year 2 – £21,218 |
| North West | | | |
| NHS Trusts/ NW training provider | 2 years | No | Year 1 – £10,000 Year 2 – £10,000 |
| Yorkshire and Humber | | | |
| NHS Trusts / YH training provider | 2 years | Yes | Year 1 – £7,215 - 15,269* Year 2 – as NMW above or Sponsorship: £6,500 pa, per year |

How to make an application

Allocations are made in liaison with your HEE Local Office: Medicinesoptimisation.north@hee.nhs.uk

Paramedic Education

Introduction

Following the publication of the Paramedic Education and Training Recommendations (PEEP) HEE is supporting paramedic education by supporting Ambulance organisations to upskilling their workforce by undertaking in-service training leading to an academic award

Eligibility

Funding is available to Ambulance Trusts and other service providers who are delivering NHS commissioned services and where roles which include paramedic support are required.

Support available

HEE will meet the tuition fees for commissioned in-service paramedic conversions 2018-2019 and 2019-2020. In addition, HEE will pay a training grant contribution which will be paid directly to employers.

In-Service Conversions (Emergency Care Assistant and Emergency Medical Technician)

| Education Providers | Course Length | Part-Time available Yes/No | Training Grant Per Year |
|----------------------------------|---------------|----------------------------|-------------------------|
| North East | | | |
| Sunderland University | 2 years | | £5,000 |
| North West | | | |
| University of Central Lancashire | 2 years | | £5,000 |
| Liverpool John Moore University | 2 years | | £5,000 |
| Edge Hill University | 2 years | | £5,000 |
| Yorkshire and Humber | | | |
| Sheffield Hallam University | 2 years | | £5,000 |

Direct Entry Paramedics

The BSc Direct Entry programme is supported through the Student Loan Company. Education Tariff will be paid for clinical placements used for supporting paramedic education from April 2018 and onwards

How to make an application

HEE North will scope demand from service providers in November/December 2018, for 2019/2020 starts. If you have not previously been contacted for demand and would wish to make future applications, please email educationtransformation.north@hee.nhs.uk

Other Funding

Dental Hygiene Therapy

Workforce Development

- **Mentorship and Educator Development – Details held at local Office**
- **Non-Medical Prescribing - Further detail to be confirmed**

Child Psychology

Introduction

HEE continues to commission programmes designated as high cost/low volume with Child Psychotherapy & Clinical Psychology being some key programmes where Training Grant (TG) arrangements have yet to be determined and agreed. While a decision has been made to roll current commissioning arrangements for these programmes in 2018-2019, there is an expectation that new TG arrangements need to be in place for 2019-2020.

Eligibility

Funding is available to all NHS Commissioned services

Support available

| Education Providers | Course Length | Part-Time available Yes/No | Training Grant Per Year |
|---|---------------|----------------------------|---|
| North East | | | |
| Teesside University University of Newcastle | 3 years | | Yr1 £32,614 Yr2 £33,928 Yr3 £35,293 |
| North West | | | |
| Lancaster University University of Liverpool University of Manchester | 3 years | | Yr1 £32,614 Yr2 £33,928 Yr3 £35,293 |
| Yorkshire and Humber | | | |
| University of Hull University of Leeds University of Sheffield | 3 years | | Yr1 £32,614 Yr2 £33,928 Yr3 £35,293 |

How to make an application

HEE North will scope demand from service providers in November/December 2018, for 2019/2020 starts. If you have not previously been contacted for demand and would wish to make future applications, please email educationtransformation.north@hee.nhs.uk

Clinical Psychology

Introduction

HEE continues to commission programmes designated as high cost/low volume with Child Psychotherapy & Clinical Psychology being some key programmes where Training Grant (TG) arrangements have yet to be determined and agreed. While a decision has been made to roll current commissioning arrangements for these programmes in 2018-2019, there is an expectation that new TG arrangements need to be in place for 2019-2020.

Eligibility

Funding is available to all NHS Commissioned services

Support available

| Education Providers | Course Length | Part-Time available Yes/No | Training Grant Per Year |
|---|---------------|----------------------------|---|
| North East | | | |
| Teesside University University of Newcastle | 3 years | No | Yr1 £32,614 Yr2 £33,928 Yr3 £35,293 |
| North West | | | |
| Lancaster University University of Liverpool University of Manchester | 3 years | | Yr1 £32,614 Yr2 £33,928 Yr3 £35,293 |
| Yorkshire and Humber | | | |
| University of Hull University of Leeds University of Sheffield | 3 years | | Yr1 £32,614 Yr2 £33,928 Yr3 £35,293 |

How to make an application

HEE North will scope demand from service providers in November/December 2018, for 2019/2020 starts. If you have not previously been contacted for demand and would wish to make future applications, please email educationtransformation.north@hee.nhs.uk

New Roles

Advanced Clinical Practice (ACP)

Introduction

HEE has recently published the Multi professional Framework for Advanced Clinical Practice in England and provides a key way in which HEE will support consistency in supporting the development of advanced clinical practice workforce across England.
<https://www.hee.nhs.uk/sites/default/files/documents/HEE%20ACP%20Framework.pdf>

Through engagement with Sustainable Transformation Partnerships HEE will provide support for commissioning and supporting new Advanced Clinical Practice capacity in the North of England relevant to local service and workforce priorities.

Eligibility

Funding is available to:

- NHS organisations e.g. Trusts and CCGs
- Organisations undertaking commissioned work on behalf of the NHS delivering within the North of England
- Private, voluntary and independent sector organisations. These organisations must be 'not for profit'.
- GP Practices, Advanced Training Practices (North West), Enhanced Training Practices (Yorkshire and Humber) and CPENs (North East)

Support available

HEE will fund tuition costs and make a training grant contribution which is currently determined at Local Office Level.

| Education Providers | Course Length | Part-Time available Yes/No | Training Grant Per Year |
|----------------------------------|---------------|----------------------------|-------------------------|
| North East | | | |
| Teesside University | 3 years | | £9,000 |
| North West | | | |
| University of Salford | 2 years | | £9,000 |
| University of Bolton | 2 years | | £9,000 |
| University of Cumbria | 2 years | | £9,000 |
| University of Central Lancashire | 2 years | | £9,000 |
| Edge Hill University | 2 years | | £9,000 |
| University of Chester | 2 years | | £9,000 |
| University of Liverpool | 2 years | | £9,000 |
| Liverpool John Moore University | 2 years | | £9,000 |

| Yorkshire and Humber | | | |
|-----------------------------|---------|--|---------|
| University of Bradford | 2 years | | £18,000 |
| Sheffield Hallam University | 2 years | | £18,000 |
| Leeds Beckett University | 2 years | | £18,000 |
| University of Huddersfield | 2 years | | £18,000 |
| University of Hull | 2 years | | £18,000 |
| University of Leeds | 2 years | | £18,000 |
| University of Sheffield | 2 years | | £18,000 |
| University of York | 2 years | | £18,000 |

How to make an application

HEE North will scope through the HEE STP Teams demand from service providers usually in April – May. If you have not previously been contacted for demand and would wish to make future applications, please email educationtransformation.north@hee.nhs.uk

Other relevant information

Health and care providers will be expected to demonstrate how they align and will ensure adherence to the framework if any applications for available funding for ACP workforce development are to be considered and potentially supported.

Physician Associates (PA)

Introduction

In June 2017 a single, national funding model for Physician Associates was agreed. The national investment model was approved by the HEE Executive and the Department of Health. The funding model will take effect across all local areas from January 2018 and conclude in 2020. Please note those programmes that started prior to January 2018 will be honoured at locally agreed rates.

From 2020, it is assumed that consultation relating to alignment of PA training against the higher apprenticeship framework will conclude and PA training will thereafter be funded through apprenticeship levies.

Eligibility

Funding is available to all NHS Commissioned services

Support available

| Education Providers | Course Length | Part-Time available Yes/No | Training Grant Per Year |
|---|---------------|----------------------------|-------------------------|
| North East | | | |
| | 2 years | No | £2,500 |
| North West | | | |
| Edgehill University (from September 2019) | 2 years | No | £2,500 |
| University of Central Lancashire | 2 years | No | £2,500 |
| University of Chester (Feb 2019) | 2 years | No | £2,500 |
| University of Manchester | 2 years | No | £2,500 |
| Yorkshire and Humber | | | |
| University of Leeds | 2 years | No | £2,500 |
| University of Sheffield | 2 years | No | £2,500 |
| University of Bradford | 2 years | No | £2,500 |
| University of York | 2 years | No | £2,500 |

Other relevant information

If Primary Care can demonstrate uplifts of 330 hours from the minimum 180 hours to a maximum 510 hours per course will receive a proportional increase in placement costs under the costings of the new national funding model up to a maximum of £6,516 + MFF pro rata.

In Secondary care clinical placement support will be offered, aligned to non-medical placement tariff. Investment (per student PA, per programme) will be @ £3,112 + Market forces factor (MFF).

How to make an Application

HEE North will scope demand from service providers in November/December 2018, for 2019/2020 starts. If you have not previously been contacted for demand and would wish to make future applications, please email educationtransformation.north@hee.nhs.uk

Trainee Nurse Associates (TNA)

Introduction

The Nursing Associate role is a new support role that will sit alongside existing healthcare support workers and fully-qualified registered nurses to deliver hands-on care for patients.

The programme is only currently available as an apprenticeship pending confirmation and publication standards and subsequent validation of programmes by the NMC

Eligibility

Health and care employers across Sustainability Transformation Plan (STP) footprints and education providers can apply to become a test site partnership

Support available

A training grant contribution will be made.

| Partnership | Course Length | Part-Time available Yes/No | Training Grant Per Participant |
|--|---------------|----------------------------|--------------------------------|
| North East | | | |
| North East partnership | 2 years | No | £3,200 |
| North West | | | |
| Cheshire and Wirral Partnership Greater Manchester Lancashire & South Cumbria North Mersey | 2 years | No | £3,200 |
| Yorkshire and Humber | | | |
| Barnsley and Rotherham Calderdale, Kirklees and Wakefield Humber North Yorkshire, York and East Coast West Yorkshire | 2 years | No | £3,200 |

How to make an application

All documentation related to the application to become a test site can be found at <https://hee.nhs.uk/our-work/nursing-associates>

Other relevant information

If you have any queries, please send to natestsiteenquiries@hee.nhs.uk

Workforce Development

Clinical Endoscopy

Introduction

As part of the NHS National Cancer Plan for England, HEE is providing support for an additional 200 clinical endoscopists nationally over the next two years through the HEE accelerated (7 month) clinical endoscopist training programme to support an increase in capacity for earlier diagnosis by 2021. The programme comprises of academic programme, work-based learning and JAG approved basic skills course.

Eligibility

- Funding is available to NHS commissioned services.
- The programme is suitable for either registered nurses and/or HCPC registered healthcare professionals.
- Employing organisations will be expected to provide clinical supervision and access to clinical lists to enable trainees to complete the necessary 200 clinical procedures and provide sufficient release from other responsibilities to support trainees to focus on the programme requirements.

Support available

HEE is also providing a training support package of £15,000 per NHS trainee for the September and December 2018 cohorts. This package can be used to support creating sufficient capacity to release trainees from their duties or to provide training capacity when completing the 200 practical procedures within the trust. HEE will also provide a contribution to essential travel and overnight subsistence costs.

| Education Providers | Course Length | Part-Time available Yes/No | Training Grant Per Year |
|--|-----------------|--|---|
| | National | | |
| Participants will be allocated to one of two providers: <ul style="list-style-type: none">• Kings College London• Liverpool John Moores University | 7 months | No (exceptions may be made for extensions in extreme circumstances) | £15,000 + a contribution to essential travel and overnight subsistence |

How to make an application

Prior to making an application please ensure you have read all the materials available at:
https://healtheducationengland.sharepoint.com/:f/g/Comms/Digital/Ei6weST-ifJMupnWL1li6w0BhxuDDyysp-VOgWfswR_7mw?e=02dc7T

Applications should be submitted to nme@rcplondon.ac.uk

Other relevant information

Enquires should be made to diagnosticsprogramme@hee.nhs.uk

Reporting Radiographer Training

Introduction

As part of the NHS National Cancer Plan for England, HEE is providing support for an increase of up to 300 Reporting Radiographers over the next two years (150 in financial year 2018/19 plus 150 in financial year 2019/20). The training programme will upskill their reporting radiography workforce specifically to develop capability in image interpretation, and reporting, through the award of a Postgraduate Certificate, or Postgraduate Diploma, and integration of their new skills into local service provision. For the financial year 2018/19 the North has received an allocation of 50 training posts. A population-based allocation model has been used to distribute the available posts across the North's Cancer Alliances.

Eligibility

Participants must be existing (senior) radiographers working in an NHS institution in England; they must have the support of their local Clinical Imaging Service Manager and Clinical Director; they must meet the entry requirements for postgraduate study at the chosen HEI and their training (and subsequent practice) must address an identified service need.

Support available

Payment will be made via the Learning and Development Agreement (LDA) quarterly payment. All organisations able to demonstrate enrolment by the end of August 2018 will receive a payment covering course fees in the October LDA payment. Organisations that submit enrolment evidence after 31st August 2018 will receive course fee payment in the January 2019 LDA payment. Training grant will be via two LDA payments proportional to the time on programme in the 2018/19 financial year and the 2019/20 financial year.

| Education Providers | Course Length | Part-Time available Yes/No | Training Grant Per Year |
|---|---------------|----------------------------|--|
| North | | | |
| Any Society and College of Radiography (SCoR) nationally approved M-level training programme. | 9 months | | <ul style="list-style-type: none"> Up to £14,372 (equivalent to 50% AHP Band 6 for 9 months) per participant. Course fees (up to £3500), per participant, for a Society of Radiography approved M level training programme (e.g. up to 60 credits, PgC or PgD) |

How to make an application

Potential training posts commencing in financial year 2018/19 were gathered via an expression of interest (EOI) process. A repeat EOI process for training posts commencing in financial year 2019/20 will be run in early 2019. Notice of the expression of interest process is distributed widely through HEE STP facing roles and also directly to service leads through the Allied Health Professional Networks.

Other relevant information

Additional support funding will be made available to be used at the discretion of Regional Cancer Leads, in consultation with Local Directors, PG Deans, Clinical Radiology Heads of School and Cancer Alliances for, for example:

- Clinical mentorship from consultant radiologists and experienced reporting radiographers;
- Multiprofessional learning (reporting radiographers to learn alongside clinical radiology speciality trainees);
- Academy-style group / peer learning hubs
 - students / trainees from multiple sites learn together & from each other;
 - protected learning environment – dedicated (trainee only) workstations; away from normal (busy) clinical service provision reporting sessions;

Return to Practice (RTP)

Introduction

The national programme of RTP is run by HEE. As part of the programme HEE will provide funding per returnee to support their Return to Practice process.

The programme has been designed to provide the opportunity for returnees to update skills and knowledge in their chosen profession and within their scope of practice

The courses will take approximately three months to complete, although some people may take longer depending on clinical placement hours required and the length of time out of practice and length of time previously in practice. The courses will also be flexible to fit around existing commitments, such as childcare.

Eligibility

Any person that has previously been a registered nurse and wishes to return to the profession and meets the NMC readmission criteria

Support available

HEE will fund all the course fees, with an additional £500 of financial support for each learner on the programme.

| Education Providers | Course Length | Part-Time available Yes/No | Financial Support |
|--|---------------|----------------------------|-------------------|
| North East | | | |
| Northumbria University Teesside University | 3-6 months | | £500 |
| North West | | | |
| Edgehill University Manchester Metropolitan University Liverpool John Moore's University University of Central Lancashire University of Chester University of Cumbria | 3-6 months | | £500 |
| Yorkshire and Humber | | | |
| Sheffield Hallam University University of Bradford University of Sheffield | 3-6 months | | £500 |

How to make an application

Applications and any queries relating to Return to Practice programmes can be directed to the relevant university.

Other relevant information

Visit [Come Back to Nursing](#)

Developing Research Capability and Capacity

Introduction

The development of research capability and capacity for the [Integrated Clinical Professions](#) is an important workforce development priority. To help support this, HEE working across the North of England supports access to two schemes the Integrated Clinical Academic Programme Internship Scheme and the Health Education England / NIHR Bridging Scheme. It is anticipated that these schemes will be of interest to those clinical staff interested in pursuing a research or clinical academic career.

Eligibility

Both schemes are open to non-medical clinical staff employed by an NHS organisation in the North East, North West or Yorkshire & The Humber regions of Health Education England. For details of the eligible professions please review the [Integrated Clinical Professions](#) list. Please note that each scheme will have other qualifying criteria such as minimum education qualifications.

Support available

HEE, with the involvement and support of **Sheffield Hallam University and NHS R&D North West**, will provide support to an education programme, mentorship and allocated period to undertake a research development or in the case of the Bridging Scheme develop their research plan with the intention of submitting proposals for NIHR funding.

| Provider | Format of Programme | Financial Support |
|---|---|---|
| Integrated Clinical Academic Programme Internship Scheme | | |
| Sheffield Hallam | <ul style="list-style-type: none"> • An Educational Learning Package comprising of 4 days face to face learning and 4 days equivalent online distance learning. • The programme typically runs over 6 months. • The programme runs annually, with the next application round anticipated February 2019. • For further details please visit here | Provides backfill support to the applicants employing organisation to enable them to attend the programme and develop their research project. |
| Health Education England / NIHR Bridging Scheme | | |

| | | |
|--------------------|--|---|
| NHS R&D North West | <ul style="list-style-type: none"> • An education programme comprising of three study days using workshop format. • Dedicated over either a 6 month or 12-month duration for up to 50% of contracted hours to develop their proposal for funding. • The programme runs annually, with applications currently open until 17th September 2018. | Provides backfill support to the applicants employing organisation to enable them to attend the programme and develop their research project. Some of the allocated funding can be used to undertake activities, such as conference attendance, related to the aim of the proposal. |
|--------------------|--|---|

How to make an application

Applications are open on an annual basis with information sent to organisations indicating when the application cycle is open.

Other relevant information

Visit [Research Internships](#)

Appendix 1

HEE Governance and Reporting Requirements

Employer Demand and Prioritisation

- HEE will engage with employers within agreed time frames to identify, collate and allocated against local priorities which have been considered by Local Sustainable Transformation Partnerships.

Quality

- Learners on programme must be supported as indicated in the HEEs Quality Framework

Financial

- Tuition fees for any programme will generally be paid directly to the relevant education provider
- Training Grant and other payments will be paid directly to NHS employing organisations and reported under the Learning and Development Agreement
- Unless otherwise agreed, education providers will provide quarterly activity reports confirming that learners remain on programme and are progressing
- Employers will be required to provide exception reports when they know a member of staff being supported with funding provided under HEE funding has discontinued the programme/and or employment

Appendix 2

HEE WORKFORCE DEVELOPMENT: Upskilling Investment

1. Purpose

This paper identifies the principles and themes for the use of investment provided by Health Education England to support workforce development (WD).

2 Principles for use of Workforce Development

The primary purpose of workforce development funding is to support **upskilling** developments.

The following key principles have been agreed by HEE for the use of WD investment

- upskilling investment can only be utilised against the priority areas set out in this paper;
- upskilling investment can only be utilised for priorities identified by NHS employer's organisations in their training needs assessment and workforce transformation plans;
- The primary purpose of upskilling investment will be in relation to delivery of clinical services or development of new service models.
- there are no restrictions for the level of employee in terms of eligibility however the allocations are to be targeted for use by the non-medical workforce, recognising that there will be a specific allocation of funding to support Staff/Associate Medical Staff (SAS Doctors);
- upskilling investment cannot be used for supporting individual personal development;
- agency staff are not eligible to access upskilling provision;
- upskilling investment can include a range of interventions including *Accredited modules, non-accredited modules, workshops, masterclasses, E-learning and tailored learning packages*;
- as there are difficulties in releasing staff for education and training it is therefore incumbent on the education providers to work with service providers to offer any provision as flexibly as possible e.g. providing access out of normal working hours, providing delivery on site and the effective use of learning technologies;
- upskilling investment can be used to support and prime provision and infrastructure which aids capacity building, value for money and potential sustainable developments i.e. in-house NHS delivery of programmes included on the menu.

3. Scope of the investment

Workforce Development - scope of application

HEE workforce development investment managed by each region must

- a. comply with the principles above and
- b. directly contribute to the delivery of one of the 8 investment themes listed below and the overarching goal of ensuring the NHS workforce have the clinical skills to enable and not constrain workforce and service change.

4. Eight themes within upskilling investment

1. Upskilling and developing the support worker;
2. Upskilling our registered professionals and others to take on extended & advanced roles including non-medical prescribing in priority service areas
 - o - upskilling under this heading is broken down into a more detailed menu by care group and clinical priority programme; cancer, the child and new-born, primary care, integrating care teams, mental health, learning disabilities, long term conditions, urgent and emergency care, and leadership;
3. Supporting patient safety and person centred care
 - o education responses and upskilling to embed person centred care, proactively address any patient safety risks, awareness and impact of human factors;
4. Supporting career progression
 - o career advice, guidance and support for transition into employment and onward career development – return to practice, developing specialty and associate specialist (SAS) doctors;
5. Enabling apprenticeships
 - o enabling supply routes and pathways into apprenticeships, supporting collaborative efforts to maximise the use of the NHS apprenticeship levy, Supporting delivery of integrated apprenticeship programmes;
6. Promoting prevention and population health and well-being;
7. Workforce modelling and redesign;
8. Delivering Local Workforce Action Board priorities
 - o Supporting local education and workforce system development, resilience and sustainability Including streamlining, development of excellence/collaborative centres, pump priming local faculty development.

5. Value for Money and Governance

It is a key principle that all organisations receiving workforce investment will ensure its agreed use and best value impact. This will include more scrutiny and accountability in reporting the use of any investment.

HEE will work with organisations and stakeholders to identify a potential funding allowance that they can use to guide prioritise and submit a plan for the use of any investment being made available. Where any funding allowance is given, organisations will be expected to ensure that its use and deployment is fully compliant with the organisations' agreed financial & governance mechanisms, including compliance with any procurement regulations.

HEE will review any upskilling & workforce development investment plans received and assess the fit with agreed priorities and funding criteria. HEE reserves the right, dependent upon the robustness of any plan to support in part, fully or not all. HEE could retain, redistribute any funding allowances and/or provide alternative ways in which to enable organisations to benefit from any upskilling and workforce development investment to meet identified priorities.