

Developing Healthcare Science Training Capacity

2022-23 Funded Secondments

HEE South West

Guidance for employers and secondees

Summary

1. HEE South West is offering new funding for practice educator secondment opportunities to contribute to the development of training capacity in healthcare science
2. Secondment funding at Agenda for Change Pay Band 8a are being offered in the following priority areas:
 - a. Practice Educators:
 - i. Echo-cardiography
 - ii. Physiological sciences
 - iii. Medical Physics
 - iv. Clinical Engineering
 - b. Apprenticeship lead-physiological measurements
 - c. Innovation fellows
3. Positions will be offered for an initial period of 6 months, October 2022-March 2023 renewable for 6 to 12 months subject to funding being confirmed.

Background

4. In the wake of the Richards report, significant activity has been taking place to increase the diagnostics workforce. In healthcare science, a new Echo-cardiography funded course started being nationally delivered in September 2021, and part of the success of the programme relates to the additional funded support to trainees and training departments that has also been in place since September 2021. More STP posts have been supported than ever before and a new cardio-respiratory apprenticeship programme has been supported by grants.
5. The National School of Healthcare Science successfully negotiated increased funding for the 2022-23 financial year to support a continued growth in training capacity. The opportunities outlined here relate to funding obtained to support growth in physiological and physical sciences.
6. Echo-cardiography and Medical Physics have been identified as the number one priority, closely followed by other physiological measurements.
7. Funding for these posts articulates with additional funding for commissioned programmes as well as apprenticeship grants. They are therefore designed to enable employers to make the

most of the increased scope of HEE's education funding and enable them to train their future workforce.

8. In 2021-22, HEE South West funded three innovation fellows to develop a better understanding of workforce needs and training capacity, and pioneer new ways of working. These roles have successfully contributed to increasing training capacity and innovative service delivery. They have demonstrated the value of fostering talent development, and the region is keen to offer new innovation fellowship opportunities in complement to the practice educator and apprenticeship lead roles.

Practice Educator roles

HEE is looking to fund practice educators in the following areas:

9. **Echo-cardiography practice educator-up to 2 WTE** This is a role that has been in place since October 2021. It has made a considerable impact on the success of the programme, and HEE at both regional and national level are keen to ensure this support to trainees and training departments can continue. The job description can be found in appendix 1. The preferred option would be to split the role between two practice educators. In 2021-22, the majority of the support given to trainees has been on-line, however all departments hosting a trainee have had at least one in person visit. This may increase as restrictions to travel are lifted. The practice educator(s) must therefore be prepared to undertake some travel within the region. There will be an associated expenses budget allocated to this role. For more information please see Annex 1.
10. **Medical Physics practice educator-up to 1 WTE** This is a new role designed to support the increase in Medical Physics education, with a priority being given to support for the Scientist Training Programme. This can be split between two part time roles. Objectives include:
 - i. supporting STP supervision in departments across the region by providing training and mentoring for new supervisors, strengthening consistency by training departments in development of competency evidence, developing networks and supports among Medical Physics supervisors
 - ii. identifying opportunities to develop and deliver assessed workshops to cover niche areas
 - iii. supporting new centres to become accredited by the National School of Healthcare Science
 - iv. supporting the development of the Medical Physics consortium approach to delivering the STP where it has potential to increase training capacity

For more information on this role, please see Annex 2.

11. **Physiological sciences practice educators-up to 1.5 WTE** This is a new role designed to support the increase of physiological measurement education courses at all levels of education, from Level 2 apprenticeships to the Scientist Training Programme. It is envisaged that it will be split between three post holders. There is scope for candidates to shape this role, and for instance to propose support for a particular discipline within physiological science, or particular types of support, eg supporting the delivery of online training across the region. For more information on this role, please see Annex 2.
12. **Clinical Engineering practice educator-up to 0.5 WTE** This is a new role to support the increase of the Clinical engineering STP. It is acknowledged that a major barrier in

recruitment to the STP is staff supervision time. This new role will be tasked with identifying what competencies can be delivered and assessed across more than one training centre, and to start developing training sessions, online or in person, for clinical engineering STP trainees. While this is a regional role, it is envisaged that collaboration with similar roles in other regions may enable sharing of resources and good practice.

13. For more information on this role, please see Annex 2.

Apprenticeship Lead (physiological measurements) -up to 1WTE

14. The Richards report has identified the widespread need for increased capacity to deliver diagnostics, and made recommendations that include developing new ways of working and calling for a more effective skills mix. One key recommendation is the establishment of community diagnostic centres. Healthcare scientists will constitute a key staff group within these centres, with new support roles being needed.
15. In 2021-22, grants were made available in England to develop two of these new support staff roles through apprenticeship routes: cardio-respiratory assistants and cardio-respiratory associates. While there was initially strong interest from departments for these roles and associated grants, final numbers fell slightly short of target. The need for the roles remains, and HEE is offering apprenticeship grants for these two roles for this year, and demand is also being scoped for 2023-24 and 2024-25. Early signs suggest that take up will again fall short of targets. As this means there will be a workforce shortage, HEE is keen to work with employers across the region to better understand barriers to use of these apprenticeship opportunities.
16. HEE is also offering new apprenticeship grants in 2022-23 for sleep disorder apprenticeships at level 2 and level 4, and is scoping for interest in these in 2023-24 and 2024-25. These are new roles, and early signs are that work is needed to encourage take up of these opportunities to meet significant workforce needs in an area that has long been neglected.
17. The South West has been a pioneer in the development of healthcare science apprenticeships. The University of the West of England is currently the first and only University offering healthcare science PTP apprenticeships. A second university, the University of Gloucestershire, is about to start offering a new PTP programme in Ophthalmic Imaging, with both direct entry and apprenticeship pathways. HEE South West is funding a project creating a network for universities delivering healthcare science courses, to support the viability of new and existing undergraduate courses.
18. The apprenticeship lead's role will be
 - a. To engage with employers to seek to increase take up of cardio-respiratory and sleep disorder apprenticeships
 - b. To engage with education providers to support the viability and development of healthcare science apprenticeships at level 2, 4, 5 and 6
 - c. To create assets to showcase the benefits of apprenticeships to potential apprentices and employers
19. This role can be delivered as a whole time secondment by one position holder, but we are also happy to receive part time applications. The post will come with an expenses budget.
20. For more information on this role, please see Annex 3.

Innovation fellowships-up to 2 WTE

21. This offer builds on the 2021-22 innovation fellowships project funded by HEE. We are keen to offer this opportunity to four new fellows in the region, and envisage that applications could be received under one of two categories:

22. Innovation in training

Fellows funded under this workstream would build on the existing model developed by the cardiac and vascular scientists to provide HEE with better understanding of workforce needs and training capacity, and provide departments in the region with support for accreditation, and support the development of new training approaches to increase training capacity. We would have a particular interest in the following specialties, where there are identified workforce shortages in the South West:

- Cellular sciences
- Blood sciences
- Respiratory science
- Neurophysiology
- Audiology

23. New ways of working

Under this category, we are deliberately keeping the project brief open. We are interested in funding innovative projects meeting healthcare science delivery needs in a new way which provides better outcomes for patients, better experience of care for patients, and more effective delivery models. This can be by using different skills mix. Projects must include a training or educational aspect.

Successful bids would have to provide

- Data supporting the case for proposing an innovative approach
- Evidence of support from the fellow's department for the proposed approach
- Support from any partner that may be involved in the project
- A plan for how they would share the good practice they have developed and any lessons learned

24. For more information on these roles, please see Annex 4.

Funding summary

24. The overall funding available for this project is £240,000.

25. Practice educators, apprenticeship lead and fellows will be funded at AfC 8a, on a minimum of 0.2WTE. Some fellowships will also benefit from an expenses budget.

26. Fellows will be expected to be seconded onto their respective projects from the beginning of October 2022

27. HEE will transfer funding to employers via the Education Contract Schedules

28. Individual timelines and KPIs will be agreed between HEE, the employer and the funded secondees.

Process and timeline

29. Expressions of interest will be filled in by employers, not by individual applicants to the roles

30. Expressions of interest will be collected via an online survey.

Deadline for applications is: 12.00 noon Thursday 18 August

31. Applications will be reviewed by a panel w/b 22 August

32. Employers must ensure a member of staff can attend a clarification meeting
33. Employers will be notified of outcomes as soon as possible afterwards (end of August target)

HEE mandate

The project links to the following education outcomes in the Department of Health and Social Care mandate to Health Education England: April 2020 to March 2021:

1. Excellent education – HCS Education and training is commissioned and provided to the highest standards, ensuring learners have an excellent experience and that all elements of education and training are delivered in a safe environment for patients, staff and learners.
2. Competent and capable staff - There are sufficient HCS staff educated and trained, aligned to service and changing care needs, to ensure that people are cared for by staff who are reflective of the changing demography of the population they serve, properly inducted, trained and qualified, who have the required knowledge and skills to do the jobs service needs, whilst working effectively in a team.
3. Flexible workforce, receptive to research and innovation - The HCS workforce is educated to be responsive to changing service models and responsive to innovation and new technologies with knowledge about best practice, research and innovation, that promotes adoption and dissemination of better quality service delivery to reduce variability and poor practice.
4. Widening participation - Sourcing talent and providing leadership that flourishes free from discrimination with fair opportunities to access careers, progress and fulfil potential, recognising individual as well as group differences, treating people as individuals and placing positive value on diversity in the HCS workforce and where role models are promoted and encouraged. This will include opportunities to progress across the five leadership framework domains.

Annex 1

ECHO-CARDIOGRAPHY PRACTICE EDUCATOR

Echo-cardiology training programme

Project Summary

Building on the significant work done to date to increase the number of people trained in Echocardiography, this project will focus on further embedding and extending this work, with a focus on regional training. The main aim is to support trainees on the NSHCS Echocardiography Training Programme, providing regular training sessions to trainees and linking with ETP trainers in other regions to promote equality of opportunities across the programme, reducing variability and increasing the quality of training by embedding best practice examples regionally.

The aims are to build a supportive, collaborative and sustainable approach across multiple organisations to provide a high-quality, system-wide approach to training and support trainees to achieve the objectives of the programme. This project is aligned with the aims of the Richards review, 'diagnostics recovery and renewal independent review of diagnostic services for NHS England' to increase training capacity in Echocardiography and ensure sufficient workforce is in place to deliver echocardiography services to patients.

Objectives

Working closely with training supervisors across the region to :

1. Provide support for trainees on the Echo Training Programme including regular individual meetings (online or in person) with all ETP trainees in the region to identify progression challenges and opportunities, resulting in achievable individualised objectives and learning pathways.
2. Provide education/training in the work-based elements of the Echocardiography Programme using a variety of resources, including online, simulator and face to face learning.
3. Deliver echo training in cooperation with partner organisations within the region and be the point of expert knowledge and support.
4. Provide support and guidance to departments regarding training in Echocardiography including site visits to each training department.
5. Identify learning opportunities and work with employers to enable trainees to access these (eg M and K ECG workshop)
6. Be an integral part of the England wide ETP trainer group, delivering clear leadership, utilising comprehensive policies and protocols to support training and development in echocardiography, and identify and disseminate exemplars of best practice
7. Support the HEE Mandate education outcomes: *excellent education, competent and capable staff, flexible workforce, receptive to research and innovation and widening participation*
8. Deliver and support 5 year forward view ambition 'to adapt to take advantage of opportunities that science and technology offer patients, carers and those who serve them'
9. Scope potential for new capacity for Echocardiography training within trusts by promoting the ETP to departments not currently engaged in the training program and supporting potential new training departments with accreditation.

Key relationships: HEE Regional Leads, National School of Healthcare Science TPDs and others, Cardiac Science departmental leads, trainers and colleagues, education providers, Echo trainees, other ETP and HCS regional trainers, regional trainee networks, NHS E/I echo recovery program implementation leads

Key deliverables:

- To deliver the objectives
- To report to HEE on a bimonthly basis and participate in meetings convened by HEE where required
- Provide an evaluative report at the end of the programme of work (in a template/format to be agreed with HEE), including recommendations on how to continue this programme of work.

Essential criteria for candidates:

- BSE Adult Transthoracic Accreditation.
- Experience as a highly specialist cardiac physiologist/cardiac scientist, competently performing a wide range of specialist echocardiographic studies; accurately interpreting and reporting results.
- Experience of training/mentoring trainees to BSE Accreditation.
- Excellent organisational skills
- An understanding of the workforce needs within Cardiac science and how they can be met through training
- Ability to meet the travel requirements of the role.

Desirable criteria for candidates

- HCPC registration or AHCS/RCCP voluntary registration
- Qualification in training adult learners

Working pattern and funding summary

- HEE is expecting to fund up to 2 WTEs for this secondment, but the role can be split between more than two post holders. Please indicate the preferred WTE for the candidate. A minimum of 0.2 is expected.
- The role will involve a combination of face to face, office, remote and online working
- The post will be funded for 6 months, with the expectation of 6 to 12 months renewal subject to further HEE funding being confirmed.
- HEE will provide funds enabling the employer to provide salary at 8a banding, plus an expenses budget.
- As a key part of their development, the post holder will be able to join HEE South West's fellowship programme.

HEALTHCARE SCIENCE PRACTICE EDUCATORS

Scientist Training Programme

Project summary

Building on the significant work done to date to increase the number of healthcare scientists trained through the Healthcare Science Training Programmes (STP), this HEE project will focus on supporting increased numbers of trainees and increasing capacity for training in future years.

This project aligns with the aims of the Richards review, 'diagnostics recovery and renewal independent review of diagnostic services for NHS England' to increase training capacity to ensure sufficient workforce is in place to deliver services to patients.

The project will develop collaborative and sustainable approach across multiple organisations to support high-quality training on the STP programme. This post requires the post holder to achieve high levels of engagement with all relevant stakeholders across the region, as well as with HEE and the National School of Healthcare Science.

HEE South West aims to support Practice Educators for physiological sciences and physical sciences. Practice educators will be expected to support STPs within one of these two themes, not across both. Applications will need to outline what STP specialism, or group of specialisms, the practice educator will aim to support within their theme.

Objectives

Working closely with training supervisors across the region to :

1. Support the HEE Mandate education outcomes: excellent education, competent and capable staff, flexible workforce, receptive to research and innovation and widening participation.
2. Deliver the workforce required to support strategic regional and national plans.
3. Carry out stakeholder engagement to identify needs and plan best possible project delivery methods.
4. Get feedback from current and former trainees and trusts on their experience of the workbased learning and generate ideas for how trainee numbers can be increased whilst maintaining quality and avoiding attrition.
5. Working with training co-ordinators to support trainees through regular meetings to identify progression challenges and opportunities, resulting in achievable individualised objectives and learning pathways.
6. Provide support and guidance to training officers in departments relating to competency evidence and assessment methods using a variety of resources, including online, simulator, face to face learning and practical assessed workshops.
7. Deliver training in cooperation with partner organisations within the region and be a point of expert knowledge and support to trainees and training officers.

8. Develop and deliver regional train the trainer sessions to support the expansion of training capacity
9. Identify existing learning opportunities and work with employers to enable trainees to access these.
10. Identify examples of best practice that can be built upon and adopted more widely.
11. Identify potential for new training capacity and increase the number of assessors and training officers within organisations.
12. Network nationally with practice educators in other regions to promote equality of opportunities across the programme, reducing variability and increasing the quality of training by embedding best practice examples.
13. Whilst the focus of the programme is to support increased STP numbers, where appropriate, extend support to healthcare scientists seeking registration as a clinical scientist through equivalences

Key deliverables

- To deliver the objectives
- Provide bi-monthly reporting to HEE South West
- Provide an end of project evaluative report in a template/format to be agreed with HEE, and including recommendations for further workstreams to ensure sustainability

Essential criteria for candidates

- Detailed understanding of the Scientist Training Programme and its delivery
- Experience of training clinical scientist trainees in Medical Physics and/or Clinical Engineering
- Understanding of the workforce needs and how they can be met through training.
- Ability to travel to meet requirements of the role
- HCPC Clinical Scientist Registration, or registration with an appropriate voluntary register
- Significant experience as a Clinical Scientist in Medical Physics and/or Clinical Engineering
- Project management skills
- Leadership skills

Working pattern and funding summary

- The role will involve a combination of face to face, office, remote and online working
- The post will be funded for 6 months, with the expectation of 6 to 12 months renewal subject to further HEE funding being confirmed.
- HEE will provide funds enabling the employer to provide salary at 8a banding, plus an expenses budget.
- The number of posts is flexible as is the WTE for each role, but a minimum of 0.2 is expected per post. Please advise on preference as part of your expression of interest.
- As a key part of their development, the post holder will be able to join HEE South West's fellowship programme.

APPRENTICESHIP LEAD

Physiological measurements

Project Summary

HEE has obtained funding for two specific apprenticeship schemes within physiological measurements: cardio-respiratory apprenticeships at levels 2 and 4, and sleep disorder apprenticeships at Levels 2 and 4. A national pilot was run in 2021-22 for cardio-respiratory apprenticeships only. This pilot demonstrated appetite for these training opportunities from departments, but these did not eventually translate into equal numbers of funded apprentices.

The aim of this role will be primarily to promote and support the take up of these apprenticeship by engaging with employers, ICBs, education providers and trainees themselves. A secondary aim of this post is to develop a better understanding of national and regional need for physiological measurement apprenticeships at levels 2, 4, 5 and 6, support South West employers and systems to take advantage of the apprenticeship training pathway and make evidence based recommendations to HEE on how to support further use of physiological measurement apprenticeships.

This project is aligned with the aims of the Richards review, 'diagnostics recovery and renewal independent review of diagnostic services for NHS England' to increase training capacity in physiological measurements and ensure sufficient workforce is in place to deliver services to patients, including within the incoming Community Diagnostic Centres.

Objectives

1. Engage with apprenticeship leads and education leads in South West ICBs, Trusts and other relevant employers at relevant levels of seniority to promote take up of healthcare science apprenticeships
2. Engage with physiological measurement departments within the South West to understand current use of apprenticeships and how this could be developed and supported
3. Engage with current providers of apprenticeship courses in physiological measurements to develop a comprehensive picture of what is available and foster positive working relationships
4. Identify education providers based in the South West that have a potential for and interest in future delivery of physiological measurement apprenticeships
5. Create a network for South West physiological sciences apprentices, to identify potential issues, facilitate peer support and gather feedback on courses
6. Develop support for supervisors of apprentices, including delivering train the trainer sessions
7. Develop assets to support the promotion of physiological measurement apprenticeships

Key deliverables:

- To deliver the objectives
- To report to HEE on a bimonthly basis and participate in meetings convened by HEE where required
- Provide an end of project evaluative report (in a template/format to be agreed with HEE), including recommendations on how to continue this programme of work.

Essential criteria for candidates:

- Demonstrable experience of apprenticeship programmes including detailed understanding of funding and work-based learning requirements
- Excellent organisational skills
- An understanding of the workforce needs within Cardiac science and how they can be met through training
- Ability to meet the travel requirements of the role.

Working pattern and funding summary

- HEE is expecting to fund up to 1 WTE for this secondment, but the role can be split between two post holders. Please indicate the preferred WTE for the candidate. A minimum of 0.2 is expected.
- The role will involve a combination of face to face, office, remote and online working
- The post will be funded for 6 months, with the expectation of 6 to 12 months renewal subject to further HEE funding being confirmed.
- HEE will provide funds enabling the employer to provide salary at 8a banding, plus an expenses budget.
- As a key part of their development, the post holder will be able to join HEE South West's fellowship programme.

INNOVATION FELLOWSHIPS

Healthcare Science

Project Summary

Building on the success of the 2021-22 fellowship project, HEE South West is inviting applications from healthcare scientists in the region interested in piloting either new ways of delivering services or developing new training approaches and opportunities.

Proposed projects aiming to pilot new ways of delivering services must demonstrate that if successful the new approach will bring benefits to patient outcomes and patient experience, and be financially beneficial. They must include an upskilling or training element.

Proposed projects aiming to develop new training approaches must aim to increase training capacity. This can be at a certain level of training, eg STP, or PTP, or in a particular specialism or group of specialisms.

Objectives

1. Develop a project brief that sets out aims and measurable objectives
2. Develop an associated evaluation methodology
3. Engage with relevant stakeholders
4. Outline risks to delivery and consider appropriate mitigation
5. create and agree with HEE a detailed project plan including timelines and milestones
6. Pilot new approach as set out in project brief and project plan
7. Prepare presentations and where relevant other assets to share good practice and lessons learned
8. Participate in regional and national meetings and events to present your work and where appropriate, consider publication

Key deliverables:

- To deliver the objectives
- To report to HEE on a bimonthly basis and participate in meetings convened by HEE where required
- Provide an end of project evaluative report (in a template/format to be agreed with HEE), including recommendations on how to continue this programme of work.

Essential criteria for candidates:

- Significant experience as a clinical scientist
- Detailed understanding of the workforce needs and how they can be met through training
- Awareness of policy
- Detailed understanding healthcare science undergraduate and post-graduate education pathways
- Ability to travel to meet requirements of the role
- HCPC Clinical Scientist Registration, or registration with an appropriate voluntary register
- Significant experience as a Clinical Scientist in Medical Physics and/or Clinical

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- Excellent organisational skills
- An understanding of the workforce needs within Cardiac science and how they can be met through training
- Ability to meet the travel requirements of the role.

Working pattern and funding summary

- HEE is expecting to fund up to 2 WTE for these secondments. A minimum of 0.2 is expected for each of the roles.
- The role will involve a combination of face to face, office, remote and online working
- The post will be funded for 6 months, with the expectation of 6 to 12 months renewal subject to further HEE funding being confirmed.
- HEE will provide funds enabling the employer to provide salary at 8a banding, plus an expenses budget.
- As a key part of their development, the post holder will be able to join HEE South West's fellowship programme.