

Health Education England Advanced Practice in Cancer and Imaging workforce

Incentivised Funding Offer 2023/24

This offer is subject to confirmation of the national comprehensive spending review.

In the 23-24 academic year HEE Centre for Advancing Practice and HEE National Cancer and Diagnostic programme are collaborating to provide an incentivised funding offer to NHS providers in all HEE regions. The offer is aimed at supporting the development, co-ordination and leadership of advanced practice trainees and their educational supervision provision in line with the multi-professional framework for advanced clinical practice in England.

The aim is to support system wide collaborations, implementing regional and national advanced practice workforce priorities in conjunction with the Regional Faculties for Advancing Practice.

In line with the NHS Long Term Plan, the Regional Faculties for Advancing Practice continue to work on developing advanced practice roles across professional groups in all care delivery settings. The faculties support the development of both existing advanced practitioners and current/future trainee advanced practitioners. The provision of quality assured and sustainable education supervision in all provider organisations undertaking training is essential to this.

The aim of this educational support grant is to further help the development of and embed:

- HEE's (2017) *Multi-professional framework for advanced clinical practice in England*
- Training and learning opportunities for trainee advanced practitioners within the Cancer and Imaging workforce.
- Identify and develop both coordinating educational supervisors and workplace supervisors within all training organisations in line with HEE (2022) [Advanced Practice Workplace Supervision: Minimum Standards for supervision](#)
- Network of Cancer and Imaging advanced practice supervisors across all Regions
- Increase awareness of the benefits of advanced practice at an organisational and Integrated Care Board (ICB) level in all regions
- Ensure supervision of advanced practice trainees is included in supervisor's job planning.
- Support existing experienced advanced practitioners to complete the HEE Centre for Advancing Practice's ePortfolio route where appropriate.

The offer is available to eligible trainees, identified through the Regional Faculties for Advancing Practice annual demand scoping process, who wish to undertake a full MSC in Advanced Clinical Practice.

Advanced Practice Funding Offer

1. The offer consists of 2 components -

Training pathway	Tuition fees (paid to HEIs)	Supervision fee (paid to employer)
Advanced Practice MSc qualification	Full tuition fees for a period of up to 3 years practice	£2,500 per annum
Advanced Practice MSc Apprenticeship	N/A (paid by the employer through the apprenticeship levy)	£6,000 per annum
Advanced Practice Portfolio Route: Top-up modules	Tuition fees for named modules as agreed between HEE and the employer. Modules must be completed within the academic year and must upskill the individual to fully meet the Multi-Professional ACP Framework	N/A

2. Subject to confirmation of funding, the national offer will provide additional funding of:
 Year 1* of 3 Sept 23- Aug 24 £10,000 per trainee
 Year 2* of 3 Sept 24- Aug 25 £10,000 per trainee
 Year 3* of 3 Sept 25- Aug 26 £10,000 per trainee

(* **subject to confirmation of the national comprehensive funding review**)

The educational support grant will be delivered through the Regional Faculties for Advancing Practice to the employers via the Educational Contract agreements.

To be eligible for the additional national funding offer the following conditions must be met (these align with the regional offer requirements):

Employer:

1. Provide a positive learning environment with a named 'Coordinating Education Supervisor' and 'Associate Workplace Supervisors and have an agreed supervision plan for each trainee.
2. Work in partnership with the Higher Education Institution (HEI) and HEE Regional Faculty for Advancing Practice to proactively identify any supervision issues, learning environment needs or difficulties in achieving learning objectives that may affect the trainee's progression. The employer must ensure these are raised at the earliest opportunity to try to find a resolution.
3. Have a plan to measure and evaluate the impact of this advanced practice workforce transformation on service and patient outcomes.
4. Build the understanding of advanced practice to prepare for future role/workforce expansion.
5. Ensure there is an advanced practice appropriately banded post within the Cancer or Imaging service upon successful completion of the training.

Educational Supervisor:

1. Monitor trainee progress and offer support to the trainee to enable a positive learning environment, ~~the~~ trainee progression and complete or enable completion of any work placed based learning documentation as required by their course of study.

2. Dedicate a minimum of the remunerated 0.25 SPA (1 Hour) per week to this activity.
3. Communicate with HEE Regional Faculty for Advancing Practice to proactively identify any issues with trainee progression at the earliest opportunity.
4. Participate in formal meetings with HEE Regional Faculty for Advancing Practice for their area of practice when required, or as a minimum once every 12 months as part of quality assurance processes.

Trainees:

1. Work in partnership with their employers, Advanced Practice Lead, HEI and HEE Regional Faculty for Advancing Practice to proactively identify any supervision issues, learning environment needs or difficulties in achieving learning objectives that may affect their progression and ensure these are raised at the earliest opportunity to try to find a resolution.
2. Inform the co-ordinating educational supervisor, advanced practice lead, Employer and HEE Regional Faculty of Advancing Practice at the **earliest opportunity** if personal circumstances change that affect completion of their training or changes the planned end date.
3. Fill in the HEE Regional Faculty for Advancing Practice - Trainee Data Collection in a timely manner.
4. Participate in the NETS survey.

Frequently asked questions

Q. What is advanced clinical practice?

A. Advanced clinical practice is delivered by experienced, registered health and care practitioners and is characterised by a high degree of autonomy and complex decision making. This area of practice is underpinned by a master's level award or equivalent that encompasses the four pillars of clinical practice, leadership and management, education, and research, with the demonstration of core capabilities for specific pillars.

Q. Who is eligible for this training?

A. The training is for registered practitioners providing/working in health and social care services (including integrated services).

Within cancer services, the offer is available to nursing and allied health professionals working at any point along the cancer pathway from diagnosis to end of life. For imaging the offer is predominantly aimed at both diagnostic and therapeutic radiographers however nursing and other healthcare professionals working within imaging services will also be eligible.

Q. Can the Advanced Practice MSc be delivered through apprenticeship routes?

A. Yes. In order to make the future of advanced practice education sustainable, we support and encourage the use of apprenticeship pathways and their establishment as soon as possible.

The offer outlined above is designed to allow services to meet the immediate need for clinical leadership and service expansion in the short term. We are supporting trailblazer practitioners to demonstrate the advanced practice role/s, its benefits and become role models for those who wish to pursue careers in Cancer and Diagnostic services. We will work with organisations to establish these routes.

Q. Is the offer available to independent providers?

A. This is region specific and dependent upon relevant contracts being in place.

Q. What reporting will we need to make?

A. Employers will need to follow the reporting processes as outlined by the regional faculty. In addition, they will need to confirm which of the key target services the trainee works in during the application process and highlight to HEE should the trainee move teams or cease training. This may impact on future funding of the support. In addition, we will ask that the employing organisation and the trainee make themselves available for evaluation activity.

Q. What criteria do applicants need to meet?

A. Normally applicants will need to meet the following criteria:

- Be registered with a relevant health/social care related UK Professional Statutory Regulatory Body.
- Be an experienced practitioner.
- Hold a health/social care-related professional qualification and higher education degree
- Meet the universities entrance criteria.

Q. Are there any criteria that organisations need to meet?

A. Yes. Each regional faculty have their own criteria, please refer to the regional faculties for advancing practice website [here](#).

Q. What will be the benefits to the organisation of having a trainee?

A. Trainees will be learning and putting their academic learning into professional practice while in their working days (not studying). So even in the first year, their learning on the programme will positively impact their contribution to service.

Q. What banding is the training role and qualified Advanced Practitioner role within Agenda for Change?

A. The Agenda for Change banding of Advanced Practitioner roles in NHS organisations is a local issue. The HEE Centre for Advancing Practice recommended banding for a trainee is Band 7 and 8a on completion of training.

Next steps

If you have any questions regarding this offer, please do not hesitate to contact the Regional Faculty of Advancing Practice <mailto:ACPenquirieslondon@hee.nhs.uk>