

Developing Healthcare Science Training Capacity

2023-24 Funded Secondments

NHSE South West

Guidance for employers and prospective secondees

Summary

1. NHSE South West is offering new practice educator secondment opportunities in physiological sciences and physical sciences to contribute to the development of training capacity in healthcare science. This is in addition to extensions of existing secondments, where possible, until March 2024.
2. **Please note:** Life Sciences are out of scope for this offer.
3. Secondment opportunities are being offered for the following roles:
 - a. **Senior Practice Educator** up to 0.6 WTE, funded at AfC 8b, preferably with a physiological science background
 - b. **ETP/STP Practice Educators** up to 0.5 WTE per role, funded at AfC 8a, especially in the following priority areas:
 - i. Respiratory/sleep sciences
 - ii. Echo-cardiography
 - iii. Cardiac science
 - c. **Training Innovation Practice educator** up to 0.5 per role, funded at AfC 8a, for either physical or physiological scientists to develop new training offers.

Background

4. In the wake of the Richards report, significant activity has been taking place to increase the diagnostics workforce. HEE, now NHSE WTE's practice education offer is aligned primarily with the physiological science and imaging pillars developed to implement this strategy.
5. Developing practice education is instrumental to developing training capacity in all clinical workforce, and major strategy paper was published in March 2023¹. This offer is in line with overall development of practice education which has been as welcome in healthcare science as it has been in other professions.
6. Funding for these posts articulates with additional funding for commissioned programmes, in particular the STP and ETP programmes. Practice education is

¹ <https://www.hee.nhs.uk/sites/default/files/EducatorWorkforceStrategy.pdf>

designed to enable employers to make the most of the increased funding and enable them to train their future workforce.

7. Since 2021, HEE South West has also funded innovative healthcare science initiatives. These roles have successfully contributed to pioneering and developing new ways of training, and have given the South West the opportunity to lead on developing the first BSc in vascular science and the first training programme to meet the paediatric congenital echo-cardiography staffing directives.
8. Secondment opportunities have demonstrated the value of fostering talent development, and the region is keen to offer new opportunities to complement existing practice educator and apprenticeship lead roles.
9. In 2022-23, the South East and South West regions created a HCS practice educator collaborative to share good practice and extend the range of specialisms covered. This has proved effective both for NHSE oversight and peer support within practice educators, and has resulted in the creation of a common NHS Futures workspace². New secondees will be part of this collaborative and may be expected to provide support to South East as well as South West trainees or employers.
10. While the overall funding envelope for this programme has not been finalised, it will be finite. We will consider applications not only to evaluate their individual value, but also to best meet overall practice education needs over the South West and South East to best cover all physiological and physical science specialties and needs within available resources.

Senior Practice Educator role-0.4-0.6 WTE, AfC 8b

11. We are looking for someone with significant clinical and training experience to deliver the following objectives:
 - a. Support existing practice educators through 1:1 mentoring, ensuring they are supported and remain on track
 - b. Work closely with NHSE colleagues to provide interface between practice educators and NHSE
 - c. Work closely with the South East Senior Practice Educator to support online and in person meetings, to share ideas and good practice and address issues
 - d. Create and lead appropriate specialty subgroups
 - e. Depending on specialty and need, this person may also have a small workload of trainees to support
12. There may be potential to support this new role with funding for part time administrative support.
13. Please find more details on this role in annex 1.

Echo-cardiography/STP practice educator roles-up to 0.5 WTE each, AfC 8a

14. These roles will be in line with those of the current ETP and STP practice educators.
15. Respiratory and sleep sciences are one of the key areas of national priority in healthcare science, but we have not yet had a respiratory or sleep practice educator.

² [South East and South West Healthcare Science Education and Training Collaborative - FutureNHS Collaboration Platform](#)

We would therefore be very keen to receive applications from scientists in these two specialities.

16. ETP practice education is part of the support offered for this new course, and it is expected to continue. Some of our current ETP practice educators will be leaving their roles and we are looking for new people to support regional ETP trainees.
17. The third priority area is cardiac science, a specialty where the role started to be developed very effectively and we are looking for a new secondee to take up this work.
18. We welcome applications from other areas of physiological or physical sciences as other positions may become available.
19. For more information on practice educator roles, please see Annex 2 for the ETP, and Annex 3 for the STP.

Innovation Practice Educators-up to 0.5 WTE per role

20. This offer builds on the 2021-22 innovation fellowships project funded by South West HEE. We are keen to offer this opportunity to people with projects to pioneer new ways of training in the region. Examples could be:
 - scoping interest for and deliverability of apprenticeships to support the gastro-intestinal/urology workforce at undergraduate level
 - continuing work started by a current practice educator to develop L2/L4 vascular science apprenticeships
21. Although both examples are related to apprenticeships, and this is a key development area outlined in the long term workforce plan which we are keen to support, projects can also be proposed outside the apprenticeship framework. All projects must relate to training or education. Successful bids would have to provide:
 - Data supporting the case for proposing an innovative approach
 - Evidence of support from the secondee'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
22. For more information on these roles, please see Annex 4.

Funding summary

23. Practice educators, apprenticeship lead and fellows will be funded at AfC 8a, on a minimum of 0.2WTE, or 8b for the Senior Practice Educator. Some secondees will also benefit from an expenses budget.
24. Practice educators will be expected to be seconded onto their respective projects from October 2023.
25. NHSE will transfer funding to employers via the Education Contract Schedules
26. Individual timelines and KPIs will be agreed between NHSE, the employer and the funded secondee.

Process and timeline

27. Expressions of interest will be filled in by employers, not by individual applicants to the roles
28. Expressions of interest will be collected via an online survey.

Deadline for applications: 12.00 noon Wednesday 30 August 2023

29. Applications will be reviewed by a panel w/b 4th September
30. Employers must ensure a member of staff can attend a clarification meeting w/b 11 September
31. Employers will be notified of outcomes as soon as possible afterwards (end of September target)

HEALTHCARE SCIENCE SENIOR PRACTICE EDUCATOR

Project summary

To develop the new role of Healthcare Science Senior Practice Educator in the South West, in collaboration with NHS England WTE South West, and with the South East Senior Practice Educator, as part of the South East South West practice educator collaborative.

Objectives

1. Work with the WTE NHS England Practice Educators (PE) in South East and South West to support their professional development needs as practice educators and leadership skills
2. Identify and support the PEs to deliver the objectives identified by WTE NHS England in their relevant PE role descriptor (Annexe, 2,3,4)
3. Research and implement the content of professional development programmes that could support the development of the PE and form part of the programme e.g. leadership programmes and clinical education courses, creative facilitation techniques, coaching skills, action learning, project management, digital technical skills, mentoring.
4. Develop own skills as a professional development facilitator by attending relevant courses and having mentorship/supervision with an experienced facilitator and/or group of facilitators.
5. Plan and deliver training sessions for the PE collaborative.
6. Develop reporting template for Practice Educators
7. Support PE project reporting to NHS England
8. Evaluate and write up the programme as a case study and submit to a leadership journal.

Key deliverables

- To deliver the objectives
- Provide bi-monthly reporting to NHSE South West and South East
- Provide an end of project evaluative report in including recommendations for further workstreams to ensure sustainability.

Essential criteria for candidates

- Understanding of the system – organisations, politics, commissioning, workforce needs, training programmes
- Good understanding of the importance of developing relationships with people and networks
- Gravitas, to instil feelings of professional respect and trust in others.
- Professional standing and recognition as a senior scientist in their chosen speciality
- Examples of work on which to model their projects.
- Digital/technical skills and knowledge (such as online platforms and project management)
- Practical skills such as presenting, chairing meetings and designing webinars.
- What's required by NHSE in terms of reporting.
- How to share what they are doing and promote the roles
- Understanding how to make implement change and ensure it is sustainable.

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 NHS England funding being confirmed.
- NHS England will provide funds enabling the employer to provide salary at 8b banding, plus an expenses budget.

The intention is to have only one individual in post of 0.4-0.6 WTE.

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 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. 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. Deliver the workforce required to support strategic regional and national plans.
2. Carry out stakeholder engagement to identify needs and plan best possible project delivery methods.
3. 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.
4. 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.
5. 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.
6. Deliver training in cooperation with partner organisations within the region and be a point of expert knowledge and support to trainees and training officers.
7. Develop and deliver regional train the trainer sessions to support the expansion of training capacity

8. Identify existing learning opportunities and work with employers to enable trainees to access these.
9. Identify examples of best practice that can be built upon and adopted more widely.
10. Identify potential for new training capacity and increase the number of assessors and training officers within organisations.
11. 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.
12. 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 NHSE South West
- Provide an end of project evaluative report in a template/format to be agreed with NHSE, 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 a named STP Specialism
- 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 senior scientist in a named STP Specialism
- Engineering
- Project management skills
- Leadership skills
- Good communication 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.

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. 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'
8. 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: NHSE Regional Leads, National School of Healthcare Science Training Programme Directors 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 NHSE on a bimonthly basis and participate in meetings convened by NHSE where required
- Provide an evaluative report at the end of the programme of work (in a template/format to be agreed with NHSE), 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

- 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 funding being confirmed.
- NHSE will provide funds enabling the employer to provide salary at 8a banding, plus an expenses budget.

INNOVATION PRACTICE EDUCATORS

Healthcare Science

Project Summary

Building on the success of the 2021-22 fellowship project, NHSE South West is inviting applications from healthcare scientists in the region interested in piloting new training approaches.

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.

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 NHSE 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 work, make recommendations and where appropriate, consider publication

Key deliverables:

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

Essential criteria for candidates:

- HCPC Clinical Scientist Registration, or registration with an appropriate voluntary register
- Significant experience as a healthcare scientist
- Detailed understanding healthcare science undergraduate and post-graduate education pathways
- An understanding of the workforce needs within a named healthcare science speciality and how they can be met through training
- Ability to travel to meet requirements of the role
- Excellent organisational skills
- Project management skills
- Ability to meet the travel requirements of the role.

Working pattern and funding summary

- A minimum of 0.2 is expected for any secondment at 8a WTE
- 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.
- NHSE will provide funds enabling the employer to provide salary at 8a banding, plus an expenses budget.
- The post holder(s) will be expected to participate in South East-South West PE collaborative events