

Health Education England Advanced Critical Care Practitioner workforce

Incentivised Funding Offer 2023/24

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

Health Education England (HEE) Centre for Advancing Practice and HEE National Critical Care programme are collaborating to provide an incentivised funding offer to NHS providers in all HEE regions. The offer supports the development, co-ordination and leadership of advanced critical care practitioner trainees and their educational supervision provision in line with the *Multi-professional framework for advanced 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 Critical Care practitioners within the Critical Care 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 Critical Care advanced practice supervisors across all Regions
- Increase awareness of the benefits of ACCPs at an organisational and Integrated Care Board (ICB) level in all Regions
- Ensure supervision of ACCP trainees is included in supervisor's job planning.

The offer is only available to eligible trainees identified through the Regional Faculties for Advancing Practice annual demand scoping and Regional ACCP recruitment processes undertaking a full HEE accredited/pending accreditation MSc Advanced Critical Care Practice clinical qualification: [Programme accreditation - Advanced Practice \(hee.nhs.uk\)](#)

The offer consists of 2 components -

1. HEE London Regional Faculty for Advancing Practice standard offer for trainees on Full HEE accredited/pending accreditation ACCP MSc programmes.

Advanced Practice Funding Offer

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

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.

The following **documents are required** to be attached to each application for a funded place.

- A copy of the Regional Advisor sign off form for the unit
- Evidence that the Local Clinical Lead (LCL) holds an honorary appointment with the HEI

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 supervisor and agreed supervision plan for each trainee.
2. Work in partnership with the Education Provider 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 and 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 the ACCP workforce transformation on service and patient outcomes.
4. Build the understanding of ACCP to prepare for future role/workforce expansion.
5. Ensure there is an ACCP appropriately banded post within the Critical Care 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, facilitate 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 Supervision and Assessment Lead when required, and 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 and Annual Quality Panel.

Speciality specific requirements

Advanced Critical Care Practitioners (ACCP)

- Training to be undertaken at a HEI providing an ACCP MSc/AP MSc with Critical Care Content which meets the standard of the Faculty of Intensive Care Medicine [FICM] ACCP curriculum [with clear evidence of HEI taught critical care content] and which is accredited/pending accreditation by the HEE Centre for Advancing Practice.
- Trainees must meet the entry requirements of the HEI.
- Employed within a clinical setting that meets the FICM requirements for ACCP training units
- Teaching within hospitals is overseen by a Local Clinical Lead (LCL) Regionally who holds an honorary appointment with the HEI and is responsible to the HEI for the delivery of the clinical components of training.
- Have a FICM approved educational supervisor in ICM
- Trainees must have successfully completed a robust selection process which includes a clinical and academic assessment and be in a substantive, recognised ACCP post, having successfully met individual trust selection procedure in terms of skills and relevant experience.
- Undertake the initial two years of clinical ACCP training as 100% supernumerary in practice.
- Trainees must be a NMC or HCPC registered professionals with appropriate critical care experience, eligible to undertake Non-Medical Prescribing qualification **As current legislation stands, this would not currently include ODPs*
- Must register with the Faculty of Intensive Care Medicine as a trainee ACCP on commencement of training <https://www.ficm.ac.uk/careersworkforceaccps/accp-training>

- On successful completion trainee ACCPs should apply for FICM Membership as an ACCP.
- Trainees must be able to demonstrate evidence of continuing professional development in Critical Care

Frequently asked questions

Q. What is advanced practice?

A. Advanced 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. Trainees must be a NMC or HCPC registered professionals with appropriate critical care experience, eligible to undertake Non-Medical Prescribing qualification **As current legislation stands, this would not currently include ODPs*

More generally, Advanced Practice training is available to registered practitioners providing/working in health and social care services (including integrated services). This includes Nurses, Allied Health Professionals (including Occupational Therapists, Speech and Language Therapists, Dieticians, Physiotherapists, Arts Therapists) and Social Workers and pharmacists.

In many areas there are however speciality specific criteria to be met as in the case of ACCP

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 learning disability and autism 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. 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, typically with 5 years in practice or the equivalent.
- Hold a health/social care-related professional qualification and higher education degree
- Meet the universities entrance criteria
- Complete an appropriate selection process
- Meet the ACCP specific eligibility criteria as previously stated.

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 ACCP is Band 7 and 8a on completion of training.

Next steps

If you have any questions or queries regarding this offer, please do not hesitate to contact the HEE London Regional Faculty of Advancing Practice on acpenquirieslondon@hee.nhs.uk